

# Annual Report 2023 - 24



Aboriginal Family Support Services  
Together with the community

Karrawirra Pari

Tarrnda



*'Let's Keep Kids Safe in Culture'*



*Aboriginal and Torres Strait Islander people are advised that this publication may contain images of deceased persons.*



# Table of contents

Our Aspiration and Values . . . . .	4
AFSS Board of Directors . . . . .	6
A/Chief Executive's Message . . . . .	8
Chairperson's Message . . . . .	9
Treasurer's Report . . . . .	10
Our Plan . . . . .	11
Senior Management Team . . . . .	12
Organisational Chart . . . . .	13
AFSS Funding Bodies and Partners. . . . .	14

# Programs

Aboriginal Gambling Help Service . . . . .	16
Aboriginal Youth Crisis Accommodation . . . . .	17
Community Safety and Wellbeing . . . . .	18
Connection to Culture . . . . .	25
Cultural Consultancy (Gazetted Service) . . . . .	26
Elder Care Services . . . . .	27
Employment & Education Housing . . . . .	28
Family Group Conferencing . . . . .	29
Foster Care (Metro) & Aboriginal Kinship Care . . . . .	30
NDIS Services. . . . .	34
Reconnect . . . . .	35
Residential Services (SILS/PaSP/SPC). . . . .	36
Stronger Families . . . . .	40
Tika Tirka Aboriginal Student Accommodation. . . . .	42
Wardli-ana (Towards Home Alliance). . . . .	43
Youth Shed & STAY Program Coober Pedy . . . . .	44
Regional Highlights. . . . .	46
Corporate Services . . . . .	48
Human Resources . . . . .	49
Abridged Financial Statements . . . . .	50





# Our Aspiration

## We aspire to

- Being the best service for children, young people and families.
- Strengthening and giving status to the voice of Aboriginal children and young people, advocating for Aboriginal families and children at all levels.
- Being the employer of choice in this sector for Aboriginal and Torres Strait Islander peoples and all those committed to the self-determination and the wellbeing of Aboriginal communities.
- Leading the sector in innovative approaches, service design and delivery and sharing our learning.
- Always working collectively for the self-determination of Aboriginal children, young people, families, communities, and organisations.

# Our Values

**Our Values guide every behaviour and every service.  
This is what we believe in and what we will stand up for.**

## People

- We believe Aboriginal children have the right to be raised in a safe and healthy environment, preferably within their own community.
- We believe everyone should be treated with dignity and respect.
- We believe everyone has the right to speak and be heard.

## Culture

- Our culture gives us strength, stability, wisdom and power.
- We have an opportunity to share our culture within our communities and with others and will do this proudly.

## Integrity

- We are truthful and honourable in everything we do.
- We are accountable/responsible for our actions and decisions.
- We act with bravery across all parts of our work.
- We act with humility, curiosity and openness to learning from others.

## Sustainability

- We are committed to achieving lasting, positive change.
- We are prioritising our staff health and wellbeing, investing in young people, and maintaining our relationships with our community.





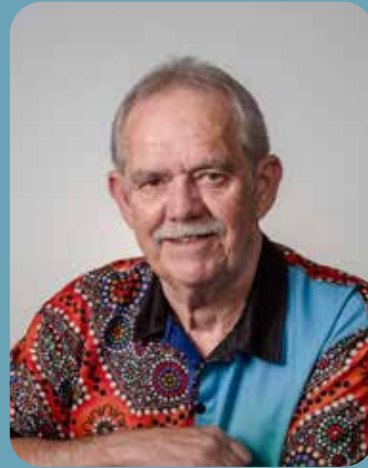
*Colour Fun Run with Create Foundation*



# Board of Directors



*Donna Henry*  
Chairperson



*Ivan Copley, JP OAM*  
Treasurer



*Alex Houthuysen (Hill)*  
Deputy Chairperson



*James Bevan*  
Secretary



*AFSS Board Members from left to right: Ivan Copley (Treasurer), Alex Houthuysen (Hill) (Deputy Chairperson), Donna Henry (Chairperson), James Bevan (Secretary), with Dan Mitchell (Acting Chief Executive).*



# Acting Chief Executive's Message

It has been both an honour and a privilege to serve as the Acting Chief Executive at AFSS over the past year. This journey has presented numerous challenges and losses, but it has also been marked by significant achievements. Together, we have navigated these hurdles with a steadfast commitment to our mission: providing exceptional support to our young people.

In Residential Care, we have faced substantial placement challenges. Despite these obstacles, we have prioritised best practices to meet the diverse needs of our young people. This year, we successfully organised more camps, excursions, and sporting events, fostering stronger connections with family and culture.

Our Specialised Care program has continued to evolve in response to community needs. We are excited to introduce our new Elder Care program while enhancing existing services to reach as many individuals as possible. Celebrating our carers has been a highlight, with engaging events from zoo outings to Children's Day, enjoyed by young people, carers, and staff alike.

Although we experienced a data breach, I want to assure you that we have worked diligently to enhance the security of personal data. We have upgraded our IT infrastructure and monitoring systems to implement best practices, ensuring such incidents are minimised in the future. I sincerely appreciate your

patience and support during this unsettling time; we could not have overcome it without your assistance.

On a more positive note, I am thrilled to recognise the remarkable achievements of our staff. Dawn Cardona was honoured as the Pangula Mannamurra Female Elder of the Year for her outstanding contributions as a community role model. Additionally, Jaqui Bowland had the distinguished opportunity to promote the Coober Pedy Plan 2024-2028 at Parliament House.

I would also like to regognise two outstanding team members who have reached a remarkable milestone of 10 years with AFSS; Glenn Kerrigan and Rodrigo Mercado. We are truly grateful for their contributions over the past decade.

As we approach the end of the year, I reflect on our collective accomplishments with deep gratitude and appreciation. The unwavering commitment of our staff and Senior Management team has been inspiring. Thank you to the AFSS Board and every staff member who supported me in my acting role. This experience has been a remarkable journey of growth, and I am grateful for your trust and collaboration.

A/Chief Executive  
Dan Mitchell





# Chairperson's Message

The Annual Report for 2023/24 reflects a year filled with hard work and dedication from the AFSS Board of Directors. We understand the challenges and rewards that come with our roles, and we want to express our gratitude for the support and commitment of the AFSS staff across South Australia.

We have been actively engaged in discussions and planning to ensure that we are delivering the best possible outcomes for Aboriginal and Torres Strait Islander communities. We have been busy reviewing and updating policies, processes and planning for 2025.

With the support of Acting Chief Executive Dan Mitchell and Senior Managers, we have developed the Strategic Plan for 2024-2029.

In addition to our internal work, we have also been present at various events throughout the year, such as Children's Day, NAIDOC March/Family Fun Day, National NAIDOC awards, and Rec in the West.

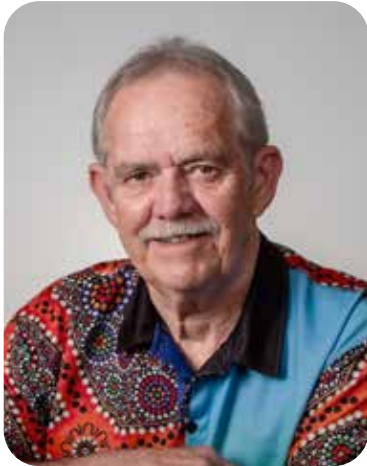
Uncle Ivan Copley has been sharing his knowledge and cultural experiences with many young people. These events have allowed us to connect with the community and continue our journey of supporting children, young people, and families.

We want to extend our thanks to Acting Chief Executive Dan Mitchell for his time with AFSS over the past year, and welcome back Chief Executive Sharron Williams. We are excited to continue working towards a positive future for AFSS.

As we move forward, we remain committed to our vision and values, and we appreciate the dedication of AFSS staff in making a difference in the lives of the Aboriginal and Torres Strait Islander children, young people and families. Thank you for your continued support and hard work. We definitely see it and appreciate all you do.

Thank you on behalf of the AFSS Board of Directors.

Donna Henry  
Chairperson



# Treasurer's Report

I am pleased to present the Treasurer's report for the Financial Year Ending 30 June 2024. The full year result was a deficit of \$843,275.

The year was marked by achievements and challenges. As for previous years, our revenue increased. In 2023-2024 revenue achieved was \$47,939,888 which was an increase in over \$6 million to the prior year.

Along with this increase in revenue we experienced an increase in expenditure of 18% for the year. The increase in expenditure was \$7 million from the previous year. The increase was predominately due to staffing expenditure including training, interest and costs associated with the data breach which occurred in November 2023. The data breach affected our daily operations and changed our long-term IT strategy.

AFSS asset base remained constant at \$26 million and our net assets are now valued at \$8.2 million.

During the year, we commenced two new programs to support our valued clients. Together With Family which provides additional pathways for our child and family support systems and the Elder Care Support Program which assists with navigating and accessing aged care services for those in our community.

The enclosed financial statements have been audited and I am pleased to advise that AFSS continues to grow from strength to strength. This enables us to be prepared and resilient for the years ahead and the challenges that the future creates for us.

*Ivan Copley*  
Treasurer



# Our Plan

## 2024-29

**We have a resilient foundation to build upon with strong leadership, and passionate and committed staff. The coming years will be a time of consolidation and innovation for AFSS, building the best services we can with the Aboriginal community.**

## Delivering

AFSS offer a broad range of high-quality services supporting Aboriginal children and families. We will build on best practice service delivery by:

- Strengthening our cultural support and advocacy across all our activities.
- Maximising integration and access to all our services for Aboriginal children and families.
- Increasing earlier and intensive intervention responses for our community.
- Building a broader response for children, young people and families with disabilities involving holistic service responses.
- Implementing robust monitoring IT systems to track data, performance, and security.
- Ensuring all our programs are innovative, culturally safe, sensitive and continually growing to meet the needs of our community.

# Senior Management



**Anna Lucia Draper**  
Corporate Services



**Glenn Kerrigan**  
Regional Services



**Hazel Stackhouse**  
Human Resources



**Kate Wright**  
Therapeutic Services



**Kerry Rogers**  
Cultural Clinician



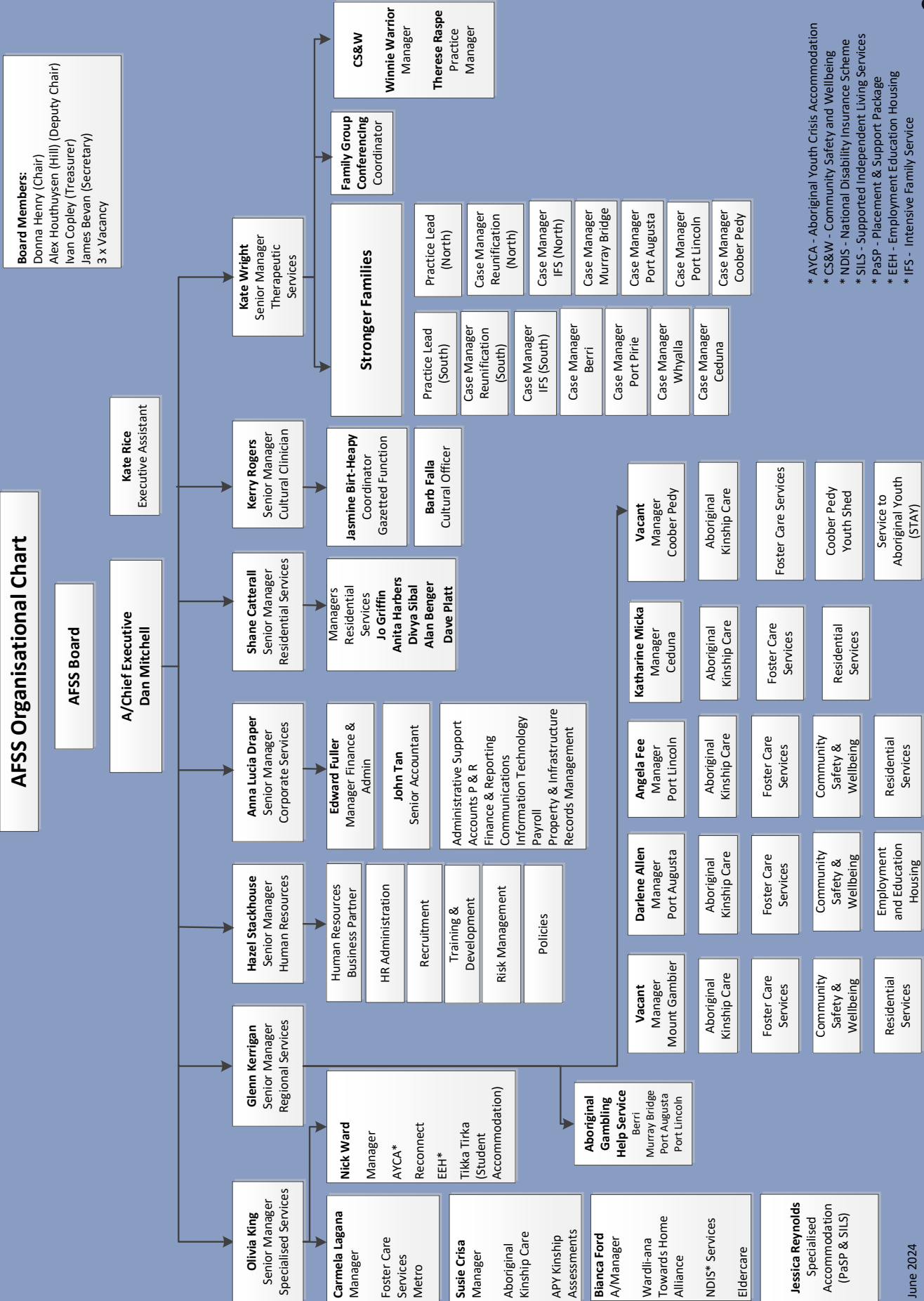
**Olivia King**  
Specialised Services



**Shane Catterall**  
Residential Services Metro



# AFSS Organisational Chart



- \* AYCA - Aboriginal Youth Crisis Accommodation
- \* CS&W - Community Safety and Wellbeing
- \* NDIS - National Disability Insurance Scheme
- \* SILS - Supported Independent Living Services
- \* PaSP - Placement & Support Package
- \* EEH - Employment Education Housing
- \* IFS - Intensive Family Service

# Our Funding Bodies & Partners

<b>Department for Child Protection (DCP)</b>	<ul style="list-style-type: none"> <li>Aboriginal Kinship Care</li> <li>Family Group Conferencing Program</li> <li>Foster Care Services</li> <li>Gazetted Function (Cultural Consultancy)</li> <li>Family Reunification Service</li> <li>Placement and Support Package (PaSP)</li> <li>Residential Services</li> <li>Supported Independent Living Services (SILS)</li> <li>SCP Post Care Services</li> </ul>
<b>Department of Human Services (DHS)</b>	<ul style="list-style-type: none"> <li>Aboriginal Gambling Help Service (Office of Problem Gambling)</li> <li>Intensive Family Services</li> <li>Services to Aboriginal Youth (STAY)</li> <li>Together With Family</li> </ul>
<b>Department of Social Services (Services Australia)</b>	<ul style="list-style-type: none"> <li>Emergency Relief</li> <li>Reconnect</li> <li>Be With Me</li> </ul>
<b>National Indigenous Australians Agency (NIAA)</b>	<ul style="list-style-type: none"> <li>Community Safety and Wellbeing</li> <li>Coober Pedy Youth Shed</li> <li>New Dreams</li> <li>Staying Safe</li> </ul>
<b>National Aboriginal Community Controlled Health Organisation (NACCHO)</b>	<ul style="list-style-type: none"> <li>Elder Care Services</li> </ul>
<b>National Disability Insurance Agency (NDIA)</b>	<ul style="list-style-type: none"> <li>NDIA Participant Engagement Panel</li> <li>AFSS NDIS Services</li> </ul>
<b>SA Housing Authority</b>	<ul style="list-style-type: none"> <li>Aboriginal Youth Crisis Accommodation (AYCA)</li> <li>Toward Home Alliance</li> </ul>
<b>Aboriginal Community Housing</b>	<ul style="list-style-type: none"> <li>Tika Tirka</li> <li>EEH</li> </ul>
<b>Sponsors &amp; Donors</b>	<ul style="list-style-type: none"> <li>Adelaide Fringe Festival</li> <li>AGL (Employees)</li> <li>Backpacks 4 SA Kids</li> <li>Complete Personnel</li> <li>Lucia Schwenker and Scott Bleckly</li> <li>Operation Flinders</li> <li>OZ Minerals</li> <li>Remote School Attendance Program</li> <li>Variety - the Children's Charity</li> <li>ELMO Software</li> </ul>







# Aboriginal Gambling Help Service

This year, our organisation has made significant strides in supporting Aboriginal communities, with a strong emphasis on responsible gambling practices and fostering cultural connections. Here's an overview of our key activities across Murray Bridge, Port Lincoln, Port Augusta, and Berri.

## Murray Bridge

In Murray Bridge, we have been actively engaged in bi-monthly Liquor Accord meetings alongside local hotel and club managers. These discussions are crucial for addressing community concerns related to alcohol and gambling. We also participate in the Riverland Mallee Coorong Aboriginal Interagency Meetings, which enhance collaboration among agencies to better serve Aboriginal clients. A notable highlight this year was our partnership with Ann Smith from Relationships Australia South Australia (RASA). Together, we are working to create a culturally appropriate support environment, which has already led to two successful referrals, demonstrating our commitment to improving access to culturally relevant services.

## Port Lincoln

In Port Lincoln, our community presence has grown significantly through active participation in local events and outreach initiatives. We regularly set up informational stalls to promote our programs and raise awareness about available resources. Our weekly engagement with the Men's Shed has proven invaluable, allowing us to not only promote our gambling support program but also provide essential assistance to participants. We have facilitated social connections by transporting clients to the Men's Shed, fostering a supportive environment that strengthens relationships among Aboriginal community members.

## Port Augusta

In Port Augusta, supporting community members remains a priority. We continue to offer resources and assistance through our gambling support program, which is tailored to meet local needs. This year, we organised a local football game between Aboriginal teams and the army, which has become an

annual event. This initiative not only promotes community spirit but also strengthens ties between different groups, fostering inclusivity and collaboration.

## Berri

In Berri, we are currently addressing a gap in active gambling support services due to a vacancy in the support worker role. We have advertised this position and are hopeful about filling it soon to ensure continuity of service. In the meantime, our gambling support workers are participating in a community practice conference in Adelaide, where they will discuss current trends and changes in the sector. This engagement is vital for staying informed and refining our support strategies.

## Conclusion

Overall, our organisation has made significant progress in supporting Aboriginal communities. Through collaboration and culturally appropriate services, we are dedicated to addressing client needs and fostering a healthier, more connected community. Moving forward, we will focus on filling service gaps and enhancing outreach to ensure all members have access to the support they need.



**Kirton Point Primary School Open Night with Mel McNab, Kasey Mckenzie and Gambling Support worker, Simon Noak.**



# Aboriginal Youth Crisis Accommodation

The Aboriginal Youth Crisis Accommodation (AYCA) program encompasses Olga Fudge Lodge and Narungga House, providing crisis accommodation for young Aboriginal and Torres Strait Islander individuals aged 15 to 25 who are at risk of, or experiencing, homelessness. Our service offers 24/7 staffing support, practical day-to-day assistance, and workshops tailored to the needs of our young residents.

This year has been particularly challenging in the homelessness sector, with record low vacancy rates in private rentals and increasing demand for social housing. As a result, young people in our care have remained with us longer, allowing us to concentrate on addressing their non-housing needs.

A standout event at Olga Fudge Lodge was a connection to culture workshop led by Violet Buckskin from Winda Creations, where clients learned to make Narungga bush rub. This hands-on experience not only educated participants about the medicinal properties of the bush rub but also fostered cultural connections. Clients enjoyed the opportunity to create their own bush rub to take home, while staff gained insights into Aboriginal cultural history.

In collaboration with AFSS Community Safety and Wellbeing, AYCA delivered a three-day budgeting and financial education program titled My Money Dream. This program aimed to empower Aboriginal and Torres Strait Islander individuals aged 16-60 with the knowledge and skills necessary for achieving financial security and setting meaningful goals, such as home ownership or vacations.

AYCA has also established a partnership with the Warrondi Engage and Link Day Program (WEL), which offers culturally safe support for addressing substance use issues through client-centred harm minimisation approaches. Activities include axe throwing, cultural tours, horse riding, and cooking lessons, allowing young people to connect in a fun and supportive environment.

Overall, AYCA has celebrated significant successes this year, as we empower young people to participate in pro-social activities and work towards fulfilling their case plan goals, ultimately helping them become agents of change in overcoming homelessness.





*Connected Beginnings, Ngura Yadurim Children and Family Center, Ceduna, invited Mel McNab, AFSS Community Safety and Wellbeing Facilitator, to join with community and other community agencies, to 'Pamper Mums and Mums-to-be of Nunga bubs'. Everyone had a fabulous time being pampered while weaving, chatting and connecting.*

## Community Safety & Wellbeing

The AFSS Community Safety and Wellbeing program is dedicated to enhancing the safety and wellbeing for Aboriginal communities across South Australia.

The program emphasises early intervention and prevention, aiming to help families navigate life's challenges, stay safe from violence and harm, ensure children attend school, and equip families with the skills and knowledge needed to thrive in a safe and healthy environment.

Our AFSS Facilitators work as part of a statewide team to deliver established educational programs, workshops, and training. They also provide minor casework

support to Aboriginal community members and families.

Our programs and workshops are offered in Adelaide, Berri, Ceduna, Coober Pedy, Mount Gambier, Port Augusta, Port Lincoln, Murray Bridge, Whyalla, Oodnadatta and Yalata (and outlying communities in all regions) by our professional team of Facilitators.

### Our Workshops

In the second half of 2023 and beginning of 2024, the Education team made significant strides, engaging with 56 families through 19 workshops across 12 locations statewide. One highlight was the launch of the Shark Cage program, which received enthusiastic feedback from participants.

Despite some staffing changes, and the impact of AFSS' data breach at the end of 2023, the team remained dedicated, successfully navigating transitions and maintaining a high level of service. They also completed training in Bringing Up Great Kids, preparing to implement this valuable program in their communities.

Since the initiation of AFSS' CS&W program in 2014, there have been four main workshops: Healthy Homes: Resilient Families (Growing Up Healthy & Routines and Rules), Circle of Security (a parenting workshop), and Seasons for Healing (a workshop to help people who are going through grief and loss). Not to forget, Respect Sista Girls, (a leadership and empowerment program), which ran for a couple years.



A key achievement for the Community Safety and Wellbeing team this year was the introduction of three new workshops that have generated considerable enthusiasm in both metropolitan and regional communities, which compliment our existing suite. We are pleased to announce the addition of the following new workshops:



**Financial Fitness:** Financial Fitness is focused on fostering financial prosperity and cultivating positive money habits among Aboriginal and Torres Strait Islander individuals aged 16-60.



**The Shark Cage:** The Shark Cage® teaches us how to use our human rights as a way of setting up healthy boundaries in relationships, empowering women to confidently assert themselves and build respectful connections.



**Bringing Up Great Kids (BUGK):** The BUGK Program is an integrated suite of activities and tools that are unique and offer all parents and carers a fresh way to understand and enact relationships with their children.

In Mount Gambier this year, the team successfully delivered all scheduled workshops, including two new offerings *Financial Fitness* and *Bringing Up Great Kids* - which were well received by the community. Additionally, they hosted Parenting workshops for both men and women, as well as Yarning Networks throughout the year.

In Port Augusta, CS&W Facilitators continued their work in the region, successfully facilitating Seasons for Healing in Copley, with participants traveling from Marree. This event was a huge success, prompting the community to request more AFSS programs in the area.

This year has been vibrant in Port Lincoln, with various initiatives fostering community connections. Recently, Connected Beginnings and the Ngura Yadurim Children and Family Center hosted the "Pamper Mums and Mums-to-be of Nunga bubs" event, welcoming Mel McNab, the AFSS Community Safety and Wellbeing Facilitator. Participants enjoyed weaving, chatting, and indulging in pampering, creating a supportive atmosphere.

We're excited about the future of Community Safety and Wellbeing, with more workshops on the horizon.

We hope the community embraces these initiatives, allowing us to continue supporting families as they navigate life's challenges and grow together. The team's resilience and commitment have set a strong foundation for future initiatives, and we look forward to building on this success in the coming year.

*Image 1: CS&W Facilitator Annette O'Loughlin with AFSS' Board member Ivan Copley, showcasing our new CS&W workshops.*

*Image 2: An interactive artwork created by participants who attended Shark Cage in 2024.*



# New Dreams

## Community Safety & Wellbeing

The New Dreams Program began in July 2019 with the aim of reducing domestic and family violence and enhancing the safety of women and children. It also seeks to address the physical and psychological abuse, neglect, and trauma experienced by children exposed to family violence, while breaking the intergenerational cycle of violent behaviors associated with such violence.

### *The program is expected to achieve:*

- an increased number of individuals/families experiencing or at risk of family violence who have safety plans in place.
- Improvements in the subjective safety of individuals/families in the program, leading to them feeling safer, more in control and less distressed.
- Increased psychological wellbeing of individuals/families in the program measured by the client's level of distress.

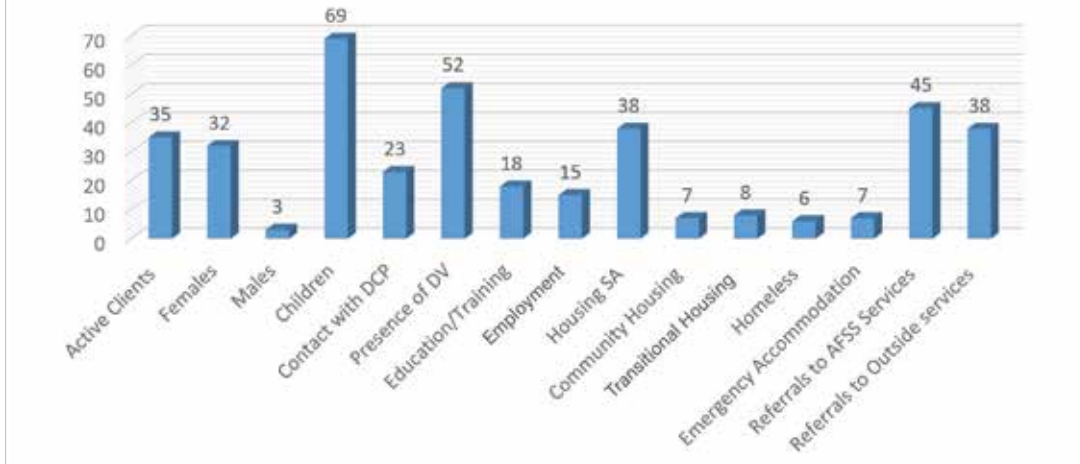
The New Dreams program supports vulnerable families throughout the Greater Metropolitan Adelaide area. It operates within a culturally respectful and responsive framework. Case workers offer case coordination to help families access relevant services, including counselling, health care, employment, education, and training, ensuring that the support provided is holistic and well-co-ordinated.

One of the key challenges has been securing housing for clients who enter the program. Many of the families referred to the service are either couch surfing or have unsafe accommodation. New Dreams' priority is to secure housing through SAHA, Anglicare SA, other housing providers, or through the private rental market. There is a strong focus on encouraging and supporting clients to participate in training and/or education and work towards financial independence. Most families want to become self-reliant and encourage their children to attend school and follow successful pathways to employment. However, the current social climate does not always favour their efforts, and the New Dreams program offers hope and support to stay on track to meet their final goal and achieve successful outcomes. Families and clients were also encouraged to undergo appropriate tertiary studies at Tafe SA - Aboriginal Access Centre.

The Community, Safety & Wellbeing (CS&W) Manager and New Dreams Coordinator continue to attend various network meetings with key agencies and services to develop and maintain strong working relationships, such as those with the Department of Child Protection and the Department of Education. These relationships are being nurtured, resulting in a steady flow of referrals from both departments.

CS&W provides Generalist Case Work (GCW) services that embody an inclusive approach to support. Not all referrals received met the criteria for the New Dreams program. These families were assisted or referred to

## New Dreams - Annual Data Report (2023 - 24)



other programs within AFSS including AFSS' NDIS Services, Reconnect (Youth), Intensive Family Service and Family Group Conferencing. Referrals to external services included Housing services such as Homeless Connect, Anglicare SA and Kurlana Tampawardli, Mental Health Services which included Nunkinwarrin Yunti Aboriginal Health Services and Muna Paiendi Health Services, Alcohol and Other Drug Services such as Drug

and Alcohol Services SA (DASSA), and Sonder Home Detoxification Program.

To conclude, there is a significant increase in awareness and positivity in the community for families to engage in the New Dreams program, as reflected in the increase of incoming referrals and the agreement by clients to set goal plans and comply with safety plans to achieve strong, safe, and healthy family lifestyles.





# Staying Safe

## Community Safety & Wellbeing

The Staying Safe Program is entering its fifth year of service to women and their families in the Greater Adelaide metropolitan region who are subjected to domestic/family violence and are at risk of or have had children removed from their care. The project aims to reduce the experiences of violence against women and their children, reduce family violence, improve the safety of women and children, and inhibit the intergenerational cycle of violent behaviors caused by family violence through healing-informed practice, culturally appropriate services, and evidence-based approaches.

Family Violence Workers (FVWs) provide intensive case management with the aim of reducing the experience of family violence and improving family functioning. Intensive case management provides a mix of practical, educational, therapeutic, and advocacy support at an intensive level of engagement over a sustained period. FVWs provide case coordination to families and are expected to engage in therapeutic work, including reflective practice, narrative therapy, motivational interviewing, family functioning, and cognitive behavioral therapy with individual family members and the family as a whole.

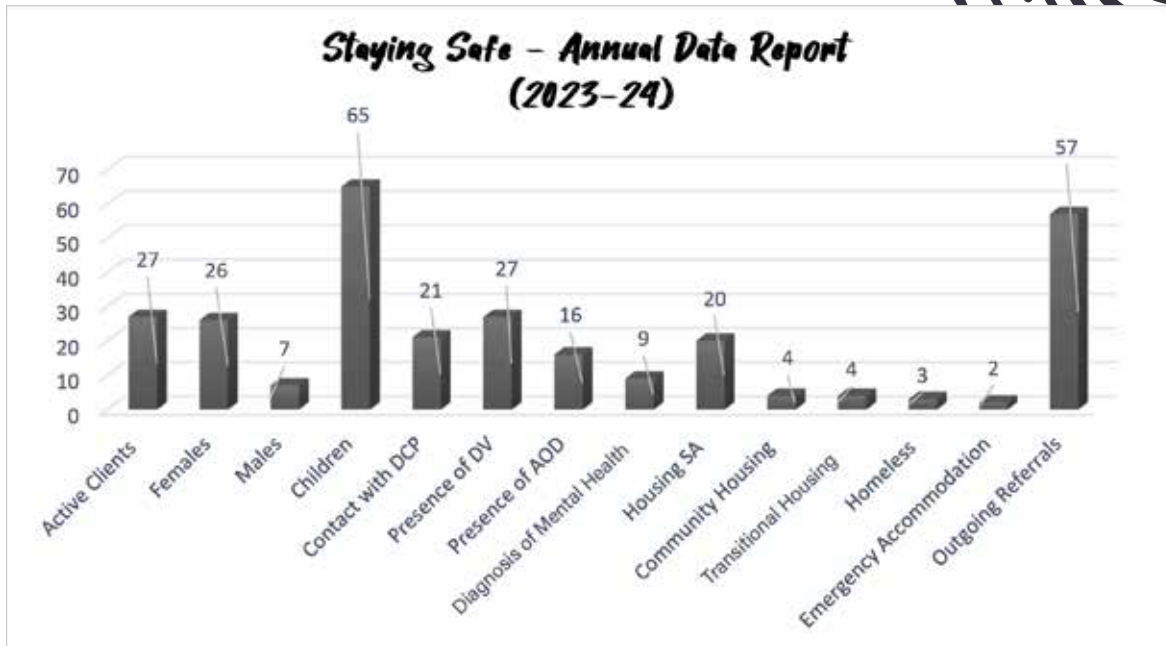
Therapeutic work addresses behaviours and risk factors which increase the likelihood of experiencing violence, increase help-seeking behaviour and skills, and to mitigate the impacts of further traumatic events including family violence.

Families affected by domestic and family violence received intensive case management, advocacy, and therapeutic support through the Staying Safe Program. Those at risk of having their children removed were able to engage with Family Violence Workers (FVWs), who provided targeted intervention, preventing the need for involvement from the Department for Child Protection (DCP).

The FVWs address all barriers that may impact the children being reunified with their family. When there are substantial barriers for the clients, FVWs will work collaboratively with other organisations to overcome these and work to achieve reunification for the family. FVWs always advocate on the family's behalf to create change and challenge the system when appropriate. Families entering the program are aware that they will receive services that are culturally appropriate.

In conclusion, the overall collaborative approach by FVWs is a crucial step in minimising ongoing child protection concerns and subsequent child removal because of domestic violence.





## Emergency Relief

Emergency Relief is a service delivered by Community Safety and Wellbeing (CS&W) from the AFSS Paralowie Office. In the last financial year, 112 families (M-19, F-93) have received Emergency Relief (ER) in the form of Coles food vouchers. Emergency Relief catchment zones include Gawler, Barossa, Lower Light, Adelaide Plains, Playford, Salisbury, Tea Tree Gully, and Port Adelaide Enfield. Trends identified from incoming requests include the increasing cost of living, additional family members visiting due to sorry business, purchasing essentials such as school items, and payments for car registrations and repairs. Each application for assistance is assessed based on the client's circumstances and eligibility. Assistance can only be provided to clients every three months. If it is identified that there is a dependence or reliance, then discussions are held with individual clients regarding a referral to seek financial counselling. Clients not meeting the ER criteria are referred to other services providing free food, such as the Salvation Army, Bagster Community Centre, Pathway Community Centre, Baptist Care, St. Vincent de Paul, and Food Bank. CS&W continues to deliver Emergency Relief services to the community to assist struggling families and individuals in times of need.







# Connection to Culture

AFSS would like to honor this year's Children's Day event as a heartfelt tribute to Barbara Falla, our dedicated Cultural Officer who passionately championed this event since 2016. We extend our gratitude to her family for joining us, and helping to continue the tradition of connection and reflection that Barbara fostered.

This year, we created several artworks to commemorate Aboriginal & Torres Strait Islander Children's Day and to honor Barbara's tireless efforts in organising many events over the years.

We were excited to host the event at the St Clair Recreation Centre in Woodville, marking a new home for an occasion that has become increasingly significant for AFSS families and the broader Metro community.

The day began with a Welcome to Country by Mark Catanzariti, followed by a smoking ceremony. Acting CE Dan Mitchell warmly welcomed everyone, including community members, stakeholders, and AFSS staff.

We were thrilled to see a diverse array of stallholders come together, providing valuable information and resources. This collaboration showcased our shared commitment to supporting children and communities. Programs like Community Safety and Wellbeing, and AFSS NDIS were able to promote their services

and upcoming workshops, fostering connections that aim to create holistic support for the community.

This year, we welcomed Woolworths, who generously provided healthy fruit to energize our participants throughout the day of activities and fun.

## *Highlights of the day included:*

- Four bouncing castles
- Various arts and crafts activities
- Biscuit decorating
- Face painting and hair braiding
- Balloon animals
- A photobooth
- A dedicated area for little kids
- Information service stands
- Goodie bags
- Morning tea and lunch
- Hot beverages, fruit boxes, and water

Entertainment featured the vibrant Sons of Serpent, an Indigenous hip-hop group, along with the lively Impala Dance group.

Thank you to everyone who participated in making this year's Children's Day a memorable and meaningful celebration. Your presence and support continue to honor Barbara's legacy and enrich our community.



# Cultural Consultancy Gazetted Service

AFSS is formally gazetted to provide Cultural Consultation to DCP in line with the Children and Young People (Safety) Act 2017. This requires DCP to consult with this AFSS' service (known as the 'Recognised Organisation') when they are placing an Aboriginal or Torres Strait Islander child in out-of-home care.

The AFSS Recognised Organisation is a small team that responds to each placement consultation request across South Australia and supports the Youth Court Family Group Conferences by providing a Cultural Advocate at these meetings.

The 2023-24 year has continued to be a busy year for this program with the recruitment of two new Aboriginal Cultural Consultants. During the 2023-2024 financial year, AFSS completed placement consultation reports for more than 413 requests and provided Cultural Advocacy at five Family Group Conferences, with one of these conferences being held in Alice Springs.





# Elder Care Services

NACCHO (National Aboriginal Community Controlled Health Organisation) has secured an \$86 million contract to assist senior Aboriginal and Torres Strait Islander individuals and their families in navigating and accessing aged care services. This initiative aims to ensure that older Aboriginal individuals and their families receive the support they need to access the aged care services they are entitled to.

The Elder Care Support program, designed to deliver culturally appropriate aged care assistance, aims to enhance workforce capability within the community-controlled sector, empowering it to coordinate place-based aged care needs effectively.

AFSS successfully won the 'Tranche 2' tender for the Elder Care Support Program through NACCHO and collaborates closely with key stakeholders by participating in National Yarning Circles, State Yarning Circles, and Communities of Practice facilitated by program workforce trainers at the Aboriginal Health Council of SA (AHCSA).

Bianca and Ricache attended a two-day Elder Care Training session led by Emma Tahuri, Workforce Coordinator at AHCSA, alongside other ACCO/ACCHO representatives. This training provided valuable insights and networking opportunities, enabling us to learn from other programs' initiatives.

In June, Dan, Bianca, and Ricache attended the National Yarning Circle for the Elder Care Support program at the Novotel on the Gold Coast. The two-day conference featured multiple keynote speakers, providing significant learning experiences and networking opportunities with various government and non-government organisations.

## 'Be With Me' Journey to Elder Care Support

An Elder from the community sought assistance from the 'Be With Me' Navigator team to access the NDIS after being diagnosed with emphysema and COPD. Despite multiple attempts, the application was denied due to



insufficient evidence of the permanency of his disability. Navigator Ricache conducted a home visit, gathering additional evidence from medical professionals for the NDIS application and exploring community grants for a full Functional Capacity assessment. Just before the Elder's 64th birthday, a verbal application was submitted, but it was denied once more.

Despite this setback, the Elder remained open to discussing My Aged Care options. Together with Ricache, they completed the application. In the meantime, the Elder underwent a double lung transplant in Melbourne. Upon returning to Adelaide, an Aged Care Assessor visited, and the Elder is now successfully linked with supports through My Aged Care.

## NDIS/Elder Care Community Barbecue

We successfully hosted our NDIS/Elder Care Barbecue at Fremont Park, Elizabeth, which attracted a strong turnout and positive feedback from attendees. The event provided a

valuable opportunity for networking with services such as DHS, Lutheran Care, Anglicare (Playford Communities for Children), and others. It facilitated meaningful connections with Elders in the community, allowing us to gain insights into their current supports and needs while exploring avenues for positive change.





# Employment & Education Housing

The EEH program, delivered in partnership with Aboriginal Community Housing Limited (ACHL) and Community Housing Limited (CHL), provides affordable accommodation for Aboriginal residents from remote South Australia pursuing employment, education, or training opportunities in regional centres or metropolitan Adelaide. Our Pathways Officers offer ongoing tenancy support and wrap-around services to all tenants in the program, which includes 20 properties in metropolitan Adelaide and additional properties in Port Augusta and Whyalla.

This year, we celebrated a significant achievement when an elderly couple residing in an EEH property in Port Augusta successfully secured long-term housing through Housing SA. Our program was instrumental in providing transitional housing and support, facilitating their journey to stable accommodation. Regular communication through phone calls and quarterly regional visits helped foster a strong rapport, making a positive impact on their housing security.

Additionally, we supported two former Tika Tirka students in their transition to an EEH property in metropolitan Adelaide. This marked their first independent home in the greater metropolitan area, providing them with a supportive environment while they study at Flinders University and learn the essentials of independent living.





# Family Group Conferencing

In the 2023-24 financial year, 41 families were supported by the AFSS Family Group Conferencing (FGC) team to have their voices heard, lead the decision making around the care and protection of their children and young people, and, most importantly, to keep these kids with their family and community, and connected with their culture. Sharing risk and power has been a big change for DCP, and we consider that an important part of our work is to ensure that "family-led decision making" is not just a buzz phrase, but a genuine and meaningful revolution for Aboriginal and Torres Strait Islander families.

We've had some fantastic feedback from our families, service providers, and even DCP.

## Family Members

"I feel that everyone's voice was heard and supported"

"Daz and Shaz were deadly "

"I am looking forward to the ending of this so our family can move happily forward"

"Very welcoming and caring"

"The child advocate letter was amazing"

"Sharon and Tanya are deadly"

## Service Providers

"Watching the family work together and find solutions is powerful"

[The child advocate letter] pulled the heart strings"

"Keep doing the awesome work you do! "

"Quick, efficient, warm, and supportive. Well done AFSS"

## DCP

"My first experience with an FGC, very happy with Kylie's support"

"The family went above and beyond to address the concerns"

The FGC team has welcomed several new workers over the last year. Kristee Matthews joined us as a Facilitator last December, replacing Kylie O'Connell, who is now in the Coordinator role. Recently, thanks to growth in our program, we have recruited an additional Facilitator, Katie Southern, along with another Child Advocate, Kye-Anne Sansbury. Each member of our team brings unique strengths, which mimics the diversity of our families and allows us to see their situation through a variety of lenses.

The FGC team participated in the Australian Centre for Child Protection's FGC Evaluation, commissioned by DCP. The team were given the opportunity to share the successes and challenges of the FGC process with Dr Eden Thain. We eagerly await the release of the Evaluation report, and to consider any recommendations for improvement of our service.

April Lawrie's report is likely to have a major impact on Family Group Conferencing in South Australia, with the recommendation that every Aboriginal and Torres Strait Islander family is to be referred for FGC. Further, the review of the Children and Young People (Safety) Act 2017 has received a clear message that the language of "consideration" being given to offering Aboriginal and Torres Strait Islander families a referral for FGC be changed to "required". The voice of the Aboriginal and Torres Strait Islander community is being heard, and we will continue to strongly advocate for genuine family-led decision making through FGC. We will continue to promote genuine change, and educate a white system that although Aboriginal child rearing practices might be different to what they're used to, "one community, many eyes" is a beautiful way to raise strong, healthy, happy, self-determined young people.

We received 83 FGC referrals in the 2022-2023 financial year, 95 referrals in the 2023-2024 financial year, but the potential change to the legislation, requiring that every Aboriginal and Torres Strait Islander family is given the opportunity to participate in a FGC, is likely to result in tremendous growth in our program. 2025-2026 is looking promising in terms of families being empowered to take control of their lives.



# Foster Care Services (Metropolitan)

Our carer numbers remained stable throughout the year, and with the new position of Carer Recruitment Officer, we are optimistic about growing our carer base, with a particular focus on increasing Aboriginal carer households in the coming financial year.

As of July 2023, we had 100 carer households providing care for 143 children and young people. Of these, 38 households were Aboriginal families, while 62 were non-Aboriginal. By the end of the reporting period, we saw a slight increase with 103 carer households and 151 children and young people in care. Aboriginal households grew to 41, while non-Aboriginal households remained at 62.

Over the financial year, we received 19 enquiries for new carer households. Of these, six have been approved, while three withdrew, one was cancelled, and one young person was reunified with their family. Although the overall growth in numbers appears modest, several households transitioned to Specialist care providers during this period. Our assessors are currently processing the remaining applications, with three already submitted for CARU's approval.

We were incredibly proud to support one of our young people, Dominic Dodd (Dom), in attending and performing at the ninth gathering of "Healing our Spirit Worldwide" in Vancouver, Canada. Carer Melissa Quinn accompanied Dom to this

international event, which was attended by 4,000 people and featured 600 keynote speakers. The Tal-Kin-Jeri dance group, which included 200 people from Australia, performed traditional dances and shared cultural knowledge, receiving an overwhelmingly positive reception. Dom had the honor of leading Australia in the Parade of Nations and participated in the Passing of the Canoe ceremony. He formed connections with First Nations people from around the world and proudly shared his culture.

Dom and Melissa also connected with the Cree Nation in Edmonton and attended the opening of the Kihcihkaw askî-Sacred Land community centre. Melissa shared that this experience significantly boosted Dom's confidence in his culture and dancing, and upon his return, Dom has been sharing his cultural knowledge with peers, strengthening his bond with his community.

Another wonderful moment came when one of our young people, Teagan Cook, advocated for her school to fly the Torres Strait Islander flag. Teagan lives with AFSS carers Elouise Grose and Lee Jacquier, who proudly display the newspaper article about Teagan's advocacy in their home. This achievement is a testament to Teagan's courage and the support she receives from her carers, who encourage her to stand up for her identity and culture.







*Dominic Dodd (Dom), attended and performed at the ninth gathering of "Healing our Spirit Worldwide" in Vancouver, Canada and participated in the passing of the Canoe ceremony.*



*Newspaper article with Teagan Cook who advocated for her school to fly the Torres Strait Islander flag.*



*Children and carers got a chance to pat a monitor lizard at AFSS Cultural Day at Monarto Safari Park earlier in 2024. 150 participants came together to create lasting memories.*



*Above: Cultural games and a performance from Dusty Feet Mob at AFSS' Foster & Kinship Care cultural day.*



**Deb Irvine (Carer Liaison Officer Foster Care Services), Susie Crisa (Manager Kinship Care) and Glenn Kerrigan (Senior Manager Regional Services) at the ACWA Conference on Gadigal land.**

services, including CARU, Care Concern Unit, Connecting Foster and Kinship Carers, and CREATE, each offering valuable insights into child protection and child-specific services. We gathered feedback from participants to help improve future forums and expand the scope of relevant information and services. We are excited to establish this as an annual event moving forward.

Additionally, AFSS Senior Manager Glenn Kerrigan, Susie Crisa, and Foster Carer Liaison Officer Deb Irvine represented the organisation at the ACWA Conference on Gadigal land in June. The conference brought together 800 professionals from across the sector and featured a range of impactful speakers, both national and international. A particular standout was Dr. Darcey Merritt from the University of Chicago, who spoke about supporting minoritised families and the importance of understanding their lived experiences. Her presentation drew compelling parallels between systemic oppression in the US and the experiences of First Nations people in Australia.

The networking and presentations underscored that many of the challenges faced by AFSS are shared by others in the sector, highlighting the importance of collaboration and shared learning.

In an exciting development, our Kinship Care program has partnered with Connecting Foster & Kinship Carers to offer a Certificate IV in Community Services for Kinship Carers, at no cost. We are thrilled that, despite the short notice, one of our carers is already completing the certificate.

Finally, we were privileged to support a Kinship Carer in returning to Mimili for an important family funeral, allowing the children to reconnect with family and community, some of whom they hadn't seen in a long time. This was a meaningful reminder of the importance of maintaining strong ties to culture, family, and country.

## Aboriginal Kinship Care

The Kinship Carer households within our program have shown steady growth throughout the year. At the beginning of July 2023, we supported 116 Carer households and 166 children and young people. Of these households, 78 were Aboriginal families and 38 were non-Aboriginal. By the end of the reporting period, we saw a continued rise with 149 Carer households, while the number of children remained stable at 166. Of these, 112 households were Aboriginal and 37 non-Aboriginal.

A significant highlight was the successful AFSS Foster & Kinship Metro and Regional Forum - the first since 2017. The event was met with much anticipation as it allowed for knowledge-sharing across both programs. Over 30 staff members from across the state attended. Our Acting CE, Dan Mitchell, opened the forum with a Welcome to Country and an inspiring presentation outlining his vision and the AFSS Strategic Plan. The forum featured presentations from various



# Combined Foster & Kinship Care Events

On Friday, July 7th, Victoria Square buzzed with excitement as we celebrated NAIDOC Week, honoring the culture and achievements of Aboriginal and Torres Strait Islander peoples. The Kinship Care and Foster Care team hosted a morning tea and lunch in the Elder tent. This year's theme, 'For Our Elders,' allowed us to pay our respects to Elders past, present, and emerging. We served 450 scones with jam and cream, along with 660 pies, pasties, and sausage rolls. AFSS organised a free raffle, and our participation in celebrations, including a march to Parliament House, showcased our commitment to community engagement.

In 2023, we continued our success with the Connection to Culture - Children's Day celebration, featuring activities for families and over 25 organisations providing resources. Karri Tamaru Smith opened the day with a heartfelt 'Welcome to Country.' Although our teams were tired, the satisfaction of supporting cultural connections for children was rewarding.

On September 13th, the Metro Foster and Kinship Care teams hosted around 80-90 carer families for Foster and Kinship Carers Week. Families enjoyed a lunch featuring singer Nathan May, massages, and the chance to connect. The teams organised a raffle, and several families received gift baskets and gift cards, along with hand-woven drink coasters and AFSS key rings.

In December, we launched morning teas for newly appointed carers to share experiences and build community connections. We also organised a family fun day at the SA Museum, which fostered curiosity about diverse cultures. After the museum visit, the group enjoyed lunch at the Botanical Gardens, where Trent Hill presented a Dreaming Story and demonstrated traditional artifacts.

During the Christmas season, AFSS provided \$400 vouchers to carers as a gesture of appreciation for their dedication to nurturing children in need.

In January, we hosted a Cultural Day at Monarto Safari Park, bringing together over 150 participants for a day of connection and adventure. The event featured a private safari tour focused on wildlife conservation. Families participated in a cultural walk led by Leon Dodd (Scornzy), gaining insights into the land and Indigenous heritage. A picnic lunch allowed parents, carers, and children to socialise and share their foster care experiences in a spirit of support and solidarity.





# NDIS Services



In 2023, two staff members from the NDIS Team attended the Department of Human Services' New State Disability Inclusion Plan Consultation Forum at the Adelaide Convention Centre, featuring multiple keynote speakers. The forum aimed to gather insights for the next State Disability Inclusion Action Plan, with a consultation period running from October 9 to December 3, 2023.

Our NDIS Team supported clients and their families in participating in the consultation, providing feedback through surveys. We assisted 15 clients to complete the DHS surveys, with 40% completed by Aboriginal individuals living with a disability and 60% by Aboriginal parents or caregivers of children with disabilities.

We have seen a growth in referrals for both Support Coordination and Mentoring/Support Worker services, currently supporting 86 clients with Support Coordination and 10 with Mentoring/Support Worker services. Notably, some clients who were initially disengaged from their Support Coordinators have made significant progress, achieving their goals and accessing culturally safe external supports.

Sadly, we announced the closure of the 'Be With Me' Navigator program this year after three years of dedication, as the funding has concluded. The staff involved have been successfully transitioned into other roles within AFSS.



**Contact our team to find out more!**





# Reconnect

The Reconnect program focuses on engaging young Aboriginal people aged 12 to 18 who are homeless or at risk of homelessness. Our dedicated Youth Workers work closely with young people and their families to strengthen relationships and enhance the well-being of children and youth, while fostering connections to family, community, and culture. We have two frontline Youth Workers providing services across the greater metropolitan Adelaide region.

This year, Reconnect has made significant strides in supporting young people in metropolitan Adelaide, successfully facilitating their engagement with education and employment opportunities. Our Youth Workers collaborate with schools, Registered Training Organisations (RTOs), and alternative learning spaces to achieve these outcomes. A notable highlight was the invitation for our Youth Workers to attend a morning tea hosted by South Australian Aboriginal Secondary Training Academy (SAASTA) students at Paralowie School, reflecting the strong relationship that Reconnect has established there. Our workers also participated in events such as Nunga Tag at Avenues College and the Power Cup at Alberton Oval, providing support to the young people engaged with Reconnect and the broader school community.

Furthermore, our Youth Workers have attended numerous networking and cultural events, such as Reconciliation in the South and NAIDOC in the North, resulting in valuable referrals and new partnerships. Reconnect has successfully supported young people into stable accommodation with organisations like Youth 110, Burlendi House, and Onkaparinga House.

One inspiring story involves a young person referred to us by their school, who was reluctant to return home due to ongoing family conflict and lacked a safe place to stay. Reconnect provided emergency accommodation for two nights, followed by a transition into youth accommodation. With our support, this young person explored education options and ultimately decided to pursue employment. They were also assisted in reconciling with their family and successfully transitioned out of youth accommodation to live with friends.



# RESIDENTIAL Services

## SILS PaSP & SPC

This report provides a comprehensive overview of the experiences and outcomes of young people within Residential Services, including the Service to Independent Living (SILS), Place and Support Packages (PaSP), and Stability Post Care (SPC) programs. Over the past 12 months, we have focused on Young People's development, family reunifications, education, cultural engagement, and the challenges faced by both staff and young people. Several recurring themes emerge, highlighting growth in life skills, family connections, cultural participation, and individual achievements. This has enhanced AFSS Residential Care to ensure we have a clear point of difference in the Residential Care sector in SA.

### *Growth in Life Skills & Independence*

One priority in our program is the progress in teaching life skills for independent living. Many young people, particularly those transitioning from Residential Care to Semi-Independent Living Services (SILS), are actively learning practical skills. For instance, one young person is thriving in a media makeup course, demonstrating self-sufficiency in daily routines. Similarly, others have developed skills such as cooking, catching public transport, and participating in job training programs (e.g. construction). This focus on equipping young

people with independence is also supported through community activities like camps and educational programs.

The SILS team has been working really hard over the last part of the year engaging with our young people and ensuring they know they have transition pathways through to independence in their SILS program. Our partnership with Aboriginal Community Housing Limited and South Australian Housing remains strong and our Young People have the ability to have long term, stable housing for as long as they need them, well after our support ends. In the SILS and SPC (Stability Post Care – Support until 21) programs we have had 7 Young people engaged and 2 young people successfully transition into SPC support.

### *Educational & Vocational Engagement*

Educational success stories stand out across the board. Many young people are actively participating in school or specific vocational pathways, such as cooking classes, leadership courses, and media-related programs. Some young people have got themselves part time jobs. One young person was invited to a STEM (Science, Technology, Engineering and Mathematics) camp, furthering both academic and cultural knowledge, while another has joined an inclusive Dungeons & Dragons group through Headspace. Youth leadership courses and extracurricular activities, such as gymnastics and sports, are also prominent across our houses. The ability of these young people to engage in education despite challenges speaks to the dedicated support from staff and the young people's own determination.





## Family Reunification & Connection

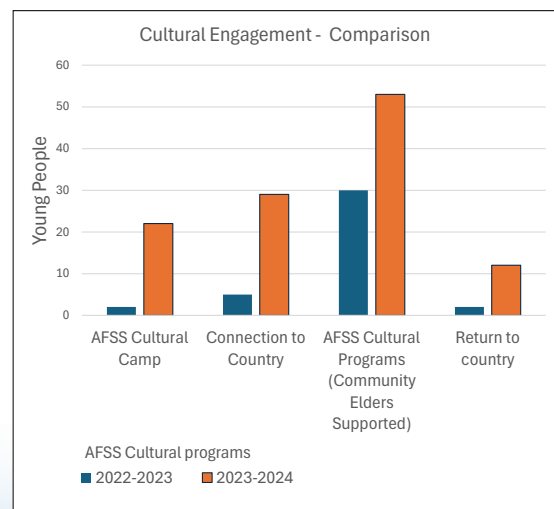
Reunification with family is a significant focus throughout our residential and PaSP services. Several young people have successfully reconnected with family members, whether through planned reunifications or regular weekend visits. In particular, there are examples of young people returning to live with family members after significant periods in care, often with intensive support to ensure a smooth transition. One family gave the team fantastic feedback for the care and efforts put into reuniting a young person with their family. Family contact remains a priority for most young people, with our staff advocating for stronger family connection where possible. We also facilitated and ran a cultural camp with one of our young people and their brother who lives separately and hadn't caught up with one another for a long period of time. This was very important for both young people and further shows our commitment to fostering family connections with our young people.

## Cultural Connection & Participation

Cultural identity and connection play a crucial role in the lives of the young people, with many engaging in cultural events such as NAIDOC Week, Raukkan Cultural Events, and Reconciliation week events, return and connection to Country camps and day trips. Several young people attended cultural camps, reconnecting with their heritage and learning more about their backgrounds. While on country one young person expressed pride in showing a street named after their family, while others participated in art competitions and cultural

tours. There is also ongoing work to help young people explore their cultural identity and reconnect with family and communities from their homelands. For those who are less connected, staff continue to encourage cultural engagement as part of their journey toward understanding their heritage.

We had a significant increase in our Cultural engagement and activities with the young people over the last 12 months. AFSS Residential Care has planned and organised various initiatives, including camps, cultural days, and activities, as well as Return to Country events and engagement with Elders. We partnered with CREATE Foundation and Baptist Care SA to host a cultural Colour Run, featuring Elders in attendance, among other activities. Additionally, we consulted with another residential service provider to help them run a cultural camp for the Aboriginal young people using their service.



# RESIDENTIAL Services (continued)

## SILS PaSP & SPC

### Staff Dedication & Growth

The commitment and growth of our dedicated staff is acknowledged across the programs. Many staff members are taking on new roles or receiving positive feedback from external stakeholders for their therapeutic approaches. Team leaders are fiercely advocating for their young people, and the mobile team leaders provide crucial support during late hours. Additionally, the impact of roles such as roster coordinators has improved the efficiency of teams and team leaders, allowing them to focus more on the young people. We have incorporated the PaSP and SILS programs into our portfolio and with it came more opportunities for staff growth. We have had 5 new staff trained in Train the Trainer with MAYBO which enhances the safety of our staff. We have partnered with SHINE SA and Connected Self to promote reflective practice, wellbeing and how to work with Aboriginal Specific: Sexualised behaviours and Sexual Health.

AFSS Residential Care in the past 12 months have also partnered with Nharrunga Cultural Tours, Mylor Adventure camp, DCP and their PACs, Mark Catanzarditi (Smoking ceremony and Welcome), Uncle Bonnie and Aunty Irene, Uncle Ivan Tiwi-Copley, Kaurna Boomerangs, and Aboriginal Liaisons in Forrestry SA.

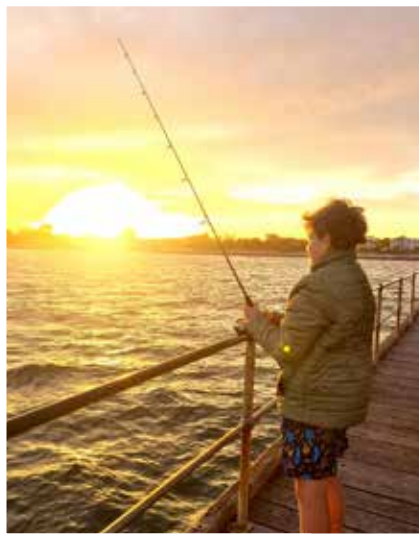
### Conclusion

Overall, AFSS Residential Care reflects a dynamic and caring environment where young people are learning, growing, and reconnecting with family and culture. Our staff members play a pivotal role in guiding these individuals through challenging circumstances, focusing on life skills, cultural identity, and emotional support. Though there are difficulties, the positive impact on the young people's lives is clear, with many showing remarkable growth in their personal, educational, and cultural journeys.



Art created by kids  
in Residential Care





*Kayaking on Kaurua Country*



*Nharangga Bunggara Elders Camp*



*Blak and Deadly Colour Run*



*Melrose Nukunu riding camp*







AFSS Stronger Families were gifted an exquisite artwork during Reconciliation Week from Whyalla DCP.

## Stronger Families

### Intensive Family Service (IFS)

Intensive Family Services (IFS) provide specialised, high-support case management to families experiencing significant safety concerns, helping them move out of or avoid involvement in the child protection system. Our primary goal is to support families to remain together safely by addressing immediate risks and fostering a secure, healthy family environment.

The IFS team works closely with each family and essential partners to identify risks and develop personalised strategies that enhance safety, wellbeing, and family functioning. By collaborating with government and non-government providers, we aim to build a strong network of support that reinforces resilience and stability within families.

This year we worked with 189 families and 447 children, providing essential support to strengthen family relationships, improve parenting skills, and create safer environments for children.

### IFS Traineeship Program

The AFSS traineeship program, launched in partnership with DHS in July 2023, aimed to showcase the value of embedding Aboriginal staff in the community services sector. Over 12 months, three trainees learned essential skills in Intensive Family Services, gaining expertise in strategies, tools, and reporting within the Stronger Families framework. Their self-belief grew, and they provided impactful support, benefiting both individual clients and family groups.

Feedback from clients, staff, and networks has been overwhelmingly positive, with clients expressing deep gratitude for the trainees' guidance and support. The trainees' growth has positioned them as role models, creating lasting, generational change within their communities. As the program concludes, trainees are moving forward into full-time roles within community services. Katherine Liddle, Development Coordinator, expresses pride in their accomplishments and thanks AFSS, particularly Kate Wright, for their guidance and support.



Trainee Monique McCarthy Sparrow shared her gratitude, celebrating the rewarding experience of empowering Aboriginal families and announcing her new full-time position.

## *Reunification Service*

Reunification has continued to build and grow our relationships with stakeholder agencies, to ensure a wraparound support system is in place to work towards removing barriers and offer individualised case plan management, with the drive to achieve the best outcomes for young people and their families.

We supported 44 families and 81 children on their journey towards reunification. In total, 19 families successfully reunited across the year. Families were offered intensive, therapeutic support to address child protection concerns and ensure sustainable change. One family shared, *"Thank you so much for all your help and understanding - you never gave up on me."* Another client expressed, *"Honestly, I would have broken without you...you are an amazing human."*

## *Together with Family (TWF)*

The Together with Family program is dedicated to supporting children's safety and wellbeing within their family, community, and cultural context. Through proactive, early interventions, we assist families facing medium-level risk factors, providing support for children of all ages - from prenatal stages to adolescence.

Our focus is to empower families to:

- Build and sustain healthy, functional family dynamics
- Strengthen their capacity to achieve their potential
- Encourage self-determination and
- Reinforce connections to community and culture.

The program addresses diverse challenges, including:

- Family-based violence
- Substance use concerns
- Mental and physical health issues and
- Housing instability or unsuitability.

At the heart of the TWF Program is a commitment to honoring cultural strengths. We recognise that a deep connection to community and culture supports children in thriving and builds resilience, capacity, and cultural pride within families.

This year we provided holistic support to 16 families and 41 children, addressing complex needs and helping families access appropriate services, from health and education to therapeutic interventions.

*Images to the right: AFSS Stronger Families team located at Salisbury came together to celebrate Reconciliation Week 2024.*







# Tika Tirka Aboriginal Student Accommodation



Tika Tirka, which translates to "Stay and Learn" in Karna, is a supported accommodation service for Aboriginal and Torres Strait Islander students aged 18-26 who come to Adelaide to pursue university studies or training. Located in the Adelaide CBD, this 20-bed apartment-style facility is managed by Aboriginal Community Housing Limited (ACHL) in collaboration with AFSS, which provides essential support to the residents.

AFSS currently employs one Residential Support Officer dedicated to assisting residents in assessing their needs, setting personal development goals, and maintaining their studies or training, as well as their tenancy.

Over the past year, Tika Tirka has seen older students transition to new opportunities while welcoming new residents from various regions, including Ceduna, Alice Springs, Cairns, Darwin, and Western Australia.

Highlights of the year included participating in Neighbours Day, sponsored by the Adelaide City Council, where staff and residents engaged with the local community, sampled bush tucker, learned to throw boomerangs, and participated in a Welcome to Country smoking ceremony.

Other activities included a Pumpkin Soup and Financial Information night, where participants learned about budgeting while sharing a meal, and the Stobie Pole Art Installation Day, where staff and residents designed and painted Aboriginal designs on boards that are now affixed to stobie poles outside of Tika Tirka.







*Pictured above: AFSS Wardli-ana (Towards Home Alliance) clients feeding magpies at one of our Residential units.*

## Wardli-ana (Towards Home Alliance)

Over the past year, AFSS has made significant strides as a member of the Towards Home Alliance, focusing on rebuilding our team to better support our case management clients and strengthening our relationships with Baptist Care, our alliance partner.

Ronald (Ron) Rankine, the longest-standing AFSS staff member in the team, has been instrumental in this process. Rebecca Davies has joined the Case Management team in the past three months, enhancing her skills and knowledge. Additionally, we welcomed Amanda Tanti as the Case Manager for Aboriginal Youth Crisis Accommodation and Isaac Hannam as the Cultural Engagement Advisor. Their arrival has prompted strategic

discussions with Baptist Care to realign roles within the Alliance, ensuring we enhance our community service delivery and improve program outcomes.

A highlight of the year was the development of a new Acknowledgement of Country for the Alliance, crafted during a two-day workshop at the Kaurua Living Cultural Centre. This initiative saw contributions from both Aboriginal and non-Aboriginal team members, reinforcing our commitment to cultural respect and inclusion.

At the 2023 Towards Home Alliance Staff Conference, AFSS staff members Rebecca Davies and Reb Stanway were recognised for their outstanding contributions, receiving well-deserved awards. Recently, Ron received commendations from the Tenancy Officer at SA Housing Trust, who noted, "Ron has been an outstanding support and advocate for his client, especially during a period of significant disruption. Ron was there alongside the client at 8:00 AM to assist with the move into a long-term SAHT property in Ingle Farm." Well done, Ron!



# YOUTH SHED

## Service to Aboriginal Youth (STAY) Coober Pedy

The youth team at Coober Pedy has had a busy and productive year working with the young people in our community. Our recent activities have been fantastic, thanks to the incredible support from our community partners and volunteers. Here are some highlights:

### Bike Program

We welcomed several visits from Bikes Palya to support our Bike Program, which now features 21 bikes available for the kids to borrow on days we're open. The youth have thoroughly enjoyed riding at the skatepark and pump track.

### Sports Day

We kicked off our events with an exhilarating Sports Day, featuring a vibrant Colour Run organized by Jasmin Brooks in collaboration with the Indigenous Marathon Foundation. The day was filled with energy and enthusiasm, and it was wonderful to see the kids embracing the fun of the Colour Run.

### Bonfire Night and Dinner

In addition to the sports festivities, we hosted a Bonfire Night and dinner at the Youth Shed. This event provided a perfect opportunity for community members to come together, enjoy great food, and create lasting memories.

### Youth Shed Renovations

The Youth Shed underwent a facelift, with interior renovations completed, including new insulation that keeps the space cooler during the summer months and significantly reduces dust.

### Circobats Performance

During the school holidays, we had the Circobats return to Coober Pedy for the second time, where they showcased their aerobatic and acrobatic skills and performed for the youth.

### NAIDOC Week

NAIDOC Week was a highlight, filled with community involvement and a series of events, including a Mini Ball for young people and a community bonfire night.

### Woomera Camp

The standout experience of the year was the Woomera camp, where we were hosted by the Royal Australian Air Force. During the week, participants took cooking classes with Ventia, explored the Woomera Rocket Range, toured the museum, and enjoyed a movie night in Roxby Downs.







# Regional Highlights

## Berri & Murray Bridge

AFSS Berri collaborated with various organisations this year to prepare for and participate in NAIDOC Week events, including the NAIDOC March and Blue Light Disco.

Jamie Sutton, in his new role as Foster Care Assessment and Support, attended the Carer's Week lunch with four AFSS Kinship and Family-based carers. Staff from DCP, AFSS, ac.care, and Life Without Barriers delivered speeches recognising carers' dedication, and each received a thank-you gift.

It's been a busy year at Murray Bridge. Nicole Rhodes, our Gambling Community Development Worker, has engaged with the community, attended Liquor Accord meetings, and collaborated with RASA. The Stronger Families Program, including IFS and Together with Family, is supported by Chantelle Bissell and new team member Ilana McIntyre.



## Ceduna

Despite recruitment challenges in regional areas, AFSS Ceduna continues to serve the local community, thanks to strong relationships with local organisations. Our Foster and Kinship Care teams have expanded, supporting carers and ensuring quality care for children and young people. Many staff completed their Certificate IV in Child, Youth & Family Intervention, working together to support each other. The Stronger Families program has positively impacted families, and increased NDIS provider visits to ensure better support for clients with NDIS plans.

## Coober Pedy

On Wednesday 22nd May 2024, AFSS Coordinator in Coober Pedy, Jaqui Boland, and Senior Manager of Regional Services, Glenn Kerrigan, attended Government House to share and promote the Coober Pedy plan 2024-28.

The plan is a direct result of plans and conversations across the community, and represents a united group of people known as 'Coober Pedy Together'.

'Coober Pedy Together' is a movement focused on bringing about positive change, fostering community spirit, enhancing community pride, and creating a shared sense of purpose for Coober Pedy. It's about uniting the community around a common vision and building a strong foundation for the future.





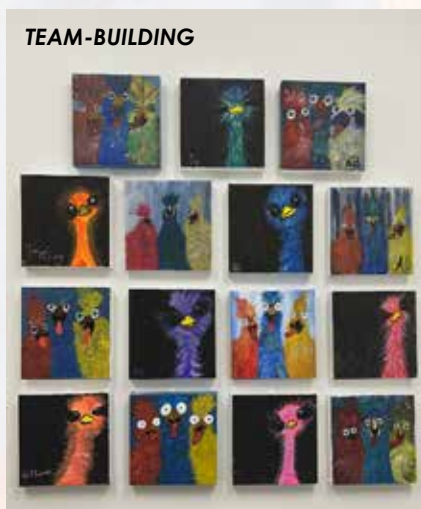
# Mt Gambier

AFSS Mount Gambier is committed to fostering community spirit and cultural recognition. In partnership with ac.care, we hosted the NAIDOC Community Breakfast, and in collaboration with the City of Mount Gambier, we presented the National Torres Strait Islander Children's Day events. Our office actively participates in key cultural observances, such as Reconciliation Week, NAIDOC Week, Kinship and Foster Care Week, and other significant community events. We also work closely with the local working group to present National Aboriginal and Torres Strait Islander events.



# Port Lincoln

The Port Lincoln Residential Services team celebrated key successes, including the reunification of nine young people with their families and a successful transition to a SILS placement for one. A highlight was a young person winning the HEADSPACE artwork competition, with her design featured on T-shirts for NAIDOC Week 2024. She also painted the picture frame for the annual NAIDOC Kids Disco, which continues to grow in popularity. Additionally, two young people attended their first cultural trip at the Yabaardo event in Ceduna.



The Port Lincoln Family-Based Care team focused on recruiting foster carers, attending the Cleve Field Day to connect with the community. The team also said farewell to Toni-Lee Miller after 10 years and welcomed Suzanne Pratt as the new Family-Based Support Worker.

Aboriginal Gambling Help Services continued its community engagement, raising awareness of gambling harm minimisation. Simon surveyed 10 men to better understand gambling's impact on families.

This year, the team also placed a strong emphasis on well-being and self-care, with team-building activities that contributed to a positive work environment. The results of these efforts are proudly displayed in the manager's office.

# Port Augusta, Port Pirie & Whyalla

AFSS in Port Augusta, Port Pirie, and Whyalla continue to strengthen relationships with local communities and partners. In Port Augusta, we've expanded with additional space at 12-14 Victoria Parade, allowing us to run programs across both buildings.

The Family-Based Care team is focused on recruiting foster carers across a wide service area, including Port Augusta, Whyalla, Port Pirie, and surrounding regions, while providing ongoing support to carers. The Kinship Care program is also growing, with strong relationships and support for Kinship families in Port Augusta.

The Stronger Families program works closely with the community, DCP, and other providers to achieve positive outcomes for families.



# Corporate Services

The Corporate Services area incorporates the administrative support functions of:

- Accounts Payable and Receivable
- Communications and Marketing
- Contract Management and Reporting
- Finance and Reporting
- Information Technology Support
- Management Administration Support
- Payroll
- Records Management

The year began with the intention to ensure that we moved towards improving the systems and processes that support AFSS programs. It is essential to support our future and the growth of AFSS. Our journey commenced by looking at workflows, systems, resources and people. Transformations to reflect our current needs were instigated once evaluated and a solution found.

The financial management team have spent much time with program managers and team leaders, providing relevant information on a regular basis to help programs with their funding allocations. There is great collaboration between the teams. Managers and staff of programs are provided up to date financial and non financial information to sustain their program progress.

Over the last few years, Covid caused the turnover of our fleet to slow down due to a shortage in the supply of vehicles worldwide. During the year this supply shortage was rectified and as a result many vehicles were exchanged and we now have an up to date, current fleet. The fleet size has also grown slightly to accommodate new programs that began during the year. We have also put into place much more streamlined processes for the administration, maintenance and insurance of our fleet. This provides easier management of the fleet and a better use of our resources.

We have reviewed our asset recording and replacement processes and streamlined for

the program services the maintenance of assets. Other systems that have been reviewed and improved are our petty cash and travel processes. Both of these, now have new technology to support them.

Our Residential Care properties purchased in the previous year, all became licensed and we were able to be at capacity during the year. We spent a great deal of time with DCP refining the funding of the placements and how we are to work with them in the future.

Fee for service programs grew again, and we saw some valuable returns from these programs. The team now has a staff member dedicated to ensuring that these programs are adequately supported as these programs generally have higher administrative requirements.

Just at the end of the year we evaluated a system to replace our rostering, time and attendance and payroll systems. Three systems turning into one, with no requirement for double handling or duplication. The new year will be a completely different landscape for all staff.

In November we suffered a Cyber data breach, which stopped us for a moment. Fortunately, we had great support from IT providers and Cyber consultants and our systems were back working again better and stronger as soon as was practical. The resilience of the team both in Corporate Services and the wider staffing community was encouraging as we got on with the jobs that needed to be done and ensured that our clients were not disadvantaged by the circumstances. Cyber incidents are becoming a part of our sector and as a result of this data breach AFSS has reinforced its protection and security with great partners accompanying us on this journey.

Anna Lucia Draper  
Senior Manager  
Corporate Services



# Human Resources

The Human Resources (HR) department plays a crucial role in managing and supporting employee-related matters. Our primary responsibilities include policy administration, recruitment, compliance with employment and industrial laws, health and safety initiatives, training and development, employee and industrial relations, personnel records retention, and the Employee Assistance Program (EAP).

## ***Workforce Growth & Team Structure***

To support our agency's rapidly expanding workforce, which currently totals approximately 470 employees, we have established a dedicated HR team comprising seven members. This team includes two HR Administrators, two Training Facilitators, one HR Business Partner, one Recruitment Officer, and one Policy Officer. This structure enables us to effectively address the diverse needs of our employees and the agency.

## ***Health & Safety Initiatives***

We have made significant strides in developing our Work Health and Safety (WHS) Management System. This system now includes additional features that promote best practices in safety, ensuring the well-being of our staff, clients, visitors, and volunteers. Recognising the challenging nature of our staff's work, we are also implementing enhanced well-being strategies, providing practical tools to improve personal wellness.

## ***HR Business Partnering & Employee Relations***

Our HR business partnering approach has been instrumental in aligning our business strategy with effective people management practices. We actively advise and support management on

strategic issues, fostering high-performing, integrated HR practices. This collaboration has strengthened employee relations and has been key to achieving our business goals and delivering high-quality services.

## ***Recruitment Strategies***

Meeting the agency's substantial recruitment needs remains a challenge, particularly given the current nationwide shortage of support workers. However, we are successfully addressing these needs and are exploring innovative recruitment methods to sustain and grow our workforce.

## ***Training & Development Initiatives***

To drive the agency's future success, we have thoroughly reviewed several Human Resource Information Systems (HRIS) and selected ELMO as the best fit for our needs. The implementation will begin in 2024/25, and will streamline our HR processes, improve efficiency, and integrate seamlessly with payroll systems.

## ***Conclusion***

As we reflect on the past year, we are proud of the progress made in strengthening our HR functions and supporting our growing workforce. We remain committed to fostering a positive work environment and enhancing our services as we look forward to another year of growth and development.

Hazel Stackhouse  
Senior Manager  
Human Resources  
Health, Safety and  
Environment

# *Abridged Financial Statements*



**ABORIGINAL FAMILY SUPPORT SERVICES LIMITED**  
**ABN : 82 853 278 164**

**FINANCIAL REPORT**

**FOR THE YEAR ENDED 30 JUNE 2024**

Directors' Report	52
Statement of Profit or Loss and Other Comprehensive Income	53
Statement of Financial Position	54
Statement of Changes in Equity	55
Statement of Cash Flows	56
Notes to The Financial Statements	57
Directors' Declaration	66
Auditor's Independence Declaration	67
Independent Auditor's Report	68

**ABORIGINAL FAMILY SUPPORT SERVICES LIMITED**  
**ABN : 82 853 278 164**

**DIRECTORS' REPORT**

The Directors present their report, together with the financial statements, on the company for the year ended 30 June 2024.

**Directors**

The names of the Directors in office at any time during or since the end of the year are:

Donna Henry	Chairperson
Ivan Copley	Treasurer
Alex Houthuysen	Deputy Chair
James Bevan (Appointed 4/1/24)	Secretary

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

**Principal Activities**

The principal activities of the company are to provide support, assistance and advocacy to Aboriginal children, youth and their families.

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

**Significant Changes in the State of Affairs**

There was no significant change in the state of affairs of the company during the year.

**Operating results**

The company incurred an operating deficit for the year of \$ 843,275 (2023: \$102,618 deficit).

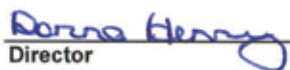
**Subsequent events**

There has not been any matter or circumstance occurring subsequent to the end of the financial year and not disclosed in the financial statements that has significantly affected, or may significantly affect, the operations of the company, the results of those operations, or the state of affairs of the company in future financial years.

**Auditor's Independence Declaration**

The auditor's independence declaration for the year ended 30 June 2024 has been received and can be found on page 16 of the financial report.

Signed in accordance with a resolution of the board of directors

  
\_\_\_\_\_  
Director

  
\_\_\_\_\_  
Director

Dated this 4 November 2024



**ABORIGINAL FAMILY SUPPORT SERVICES LIMITED**

ABN : 82 853 278 164

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 JUNE 2024**

	Note	2024 \$	2023 \$
Revenue and other income	2	47,939,888	41,294,798
Employee benefits expenses		(40,383,633)	(34,306,570)
Depreciation and amortisation expenses	6,7	(1,480,240)	(1,223,906)
Finance costs		(635,646)	(469,025)
Repairs, maintenance and vehicle running expenses		(1,147,318)	(1,462,642)
Fuel, light and power expenses		(293,055)	(271,682)
Rental expenses		(43,908)	(52,429)
Training expenses		(580,659)	(352,277)
Audit, legal and consultancy fees		(134,104)	(71,507)
Administration expenses		(2,461,826)	(1,718,870)
Advertising and Promotion expenses		(102,273)	(47,664)
Program service expenses		<u>(1,520,501)</u>	<u>(1,420,844)</u>
<b>Current year surplus (deficit) before income tax</b>		<u>(48,783,163)</u>	<u>(41,397,416)</u>
		(843,275)	(102,618)
Income tax expense		<u>-</u>	<u>-</u>
<b>Net Current year surplus (deficit)</b>		<u>(843,275)</u>	<u>(102,618)</u>
<b>Other comprehensive income</b>			
<b>Items that will not be classified subsequently to profit or loss</b>			
Fair value gains on land and buildings at fair value through			
Other comprehensive income, net of tax		<u>-</u>	<u>1,535,827</u>
<b>Total other comprehensive income (losses) for the year</b>		<u>-</u>	<u>1,535,827</u>
<b>Total comprehensive income attributable to members of the entity</b>		<u><u>(843,275)</u></u>	<u><u>1,433,209</u></u>

The above Statement of Profit or Loss and Other Comprehensive Income should be read in conjunction with the accompanying notes.

**ABORIGINAL FAMILY SUPPORT SERVICES LIMITED**

ABN : 82 853 278 164

**STATEMENT OF FINANCIAL POSITION  
AS AT 30 JUNE 2024**

	Note	2024 \$	2023 \$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	3	3,430,672	6,715,465
Accounts receivable and other debtors	4	2,788,707	169,844
Other current assets	5	278,887	176,995
<b>TOTAL CURRENT ASSETS</b>		<u>6,498,266</u>	<u>7,062,304</u>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	6	16,639,056	16,919,521
Right of use assets	7	2,371,605	1,906,141
<b>TOTAL NON-CURRENT ASSETS</b>		<u>19,010,661</u>	<u>18,825,662</u>
<b>TOTAL ASSETS</b>		<u>25,508,927</u>	<u>25,887,966</u>
<b>CURRENT LIABILITIES</b>			
Accounts payable and other payables	9	2,163,321	1,904,281
Grants in advance		-	751,772
Contract liabilities		3,499,795	3,248,476
Lease liabilities	11	1,003,545	689,045
Borrowings	8	174,199	197,402
Employee provisions	10	2,471,582	2,001,358
<b>TOTAL CURRENT LIABILITIES</b>		<u>9,312,442</u>	<u>8,792,334</u>
<b>NON-CURRENT LIABILITIES</b>			
Lease liabilities	11	1,462,567	1,275,105
Borrowings	8	5,680,425	5,917,435
Employee provisions	10	762,036	768,359
<b>TOTAL NON-CURRENT LIABILITIES</b>		<u>7,905,028</u>	<u>7,960,899</u>
<b>TOTAL LIABILITIES</b>		<u>17,217,470</u>	<u>16,753,233</u>
<b>NET ASSETS</b>		<u>8,291,458</u>	<u>9,134,733</u>
<b>EQUITY</b>			
Retained surplus		3,645,245	4,488,520
Reserves	12	4,646,213	4,646,213
<b>TOTAL EQUITY</b>		<u>8,291,458</u>	<u>9,134,733</u>

The above Statement of Financial Position should be read in conjunction with the accompanying notes.



**ABORIGINAL FAMILY SUPPORT SERVICES LIMITED**

ABN : 82 853 278 164

**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 30 JUNE 2024**

	<b>Retained Surplus</b>	<b>Asset Revaluation Surplus</b>	<b>Strategic Funds Reserve</b>	<b>Total</b>
	\$	\$	\$	\$
<b>Balance at 1 July 2022</b>	4,631,184	1,729,249	1,341,091	7,701,524
<b>Comprehensive income</b>				
Net surplus (deficit) for the year	(102,618)	-	-	(102,618)
<b>Other comprehensive income for the year</b>	-	-	-	-
<b>Total comprehensive income for the year</b>	(102,618)	-	-	(102,618)
Fair value gains on land and buildings at fair value through other comprehensive income, net of tax	-	1,535,827	-	1,535,827
Transfer to Reserve	(40,046)	-	40,046	-
<b>Balance at 30 June 2023</b>	<b>4,488,520</b>	<b>3,265,076</b>	<b>1,381,137</b>	<b>9,134,733</b>
<b>Balance at 1 July 2023</b>	4,488,520	3,265,076	1,381,137	9,134,733
<b>Comprehensive income</b>				
Net surplus (deficit) for the year	(843,275)	-	-	(843,275)
<b>Other comprehensive income for the year</b>	-	-	-	-
<b>Total comprehensive income for the year</b>	(843,275)	-	-	(843,275)
<b>Balance at 30 June 2024</b>	<b>3,645,245</b>	<b>3,265,076</b>	<b>1,381,137</b>	<b>8,291,458</b>

The above Statement of Changes in Equity should be read in conjunction with the accompanying notes.

**ABORIGINAL FAMILY SUPPORT SERVICES LIMITED**  
**ABN : 82 853 278 164**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 30 JUNE 2024**

	Note	2024 \$	2023 \$
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>			
Receipts from members, customers and funding bodies		49,076,538	45,457,762
Payments to suppliers and employees		(50,429,635)	(40,941,286)
Interest received	2	127,440	99,778
Interest paid		(635,646)	(469,025)
<b>Net cash provided by (used in) operating activities</b>		<u>(1,861,303)</u>	<u>4,147,229</u>
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>			
Payments for property, plant and equipment		(152,665)	(4,029,438)
<b>Net cash used in investing activities</b>		<u>(152,665)</u>	<u>(4,029,438)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Proceeds from borrowings		-	1,815,000
Repayments of borrowings and lease liabilities		(1,270,825)	(1,084,229)
<b>Net cash provided by (used in) financing activities</b>		<u>(1,270,825)</u>	<u>730,771</u>
<b>NET INCREASE (DECREASE) IN CASH HELD</b>		(3,284,793)	848,562
Cash at the beginning of the financial year		6,715,465	5,866,903
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE FINANCIAL YEAR</b>	3	<u><u>3,430,672</u></u>	<u><u>6,715,465</u></u>

The above Statement of Cash Flows should be read in conjunction with the accompanying notes.



NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024

**NOTE 1 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

The financial statements cover Aboriginal Family Support Services Limited as an individual company. Aboriginal Family Support Services Limited is a company limited by guarantee, incorporated and domiciled in Australia and operating pursuant to the Australian Charities and Not-for-profits Commission Act 2012 and the Companies Act 2001, as appropriate for not-for-profit oriented entities.

The material accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

**New or amended Accounting Standards and Interpretations adopted**

The company has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ("AASB") that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

**Basis of Preparation**

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures of the Australian Accounting Standards Board (AASB) and the Australian Charities and Not-for-profits Commission Act 2012. The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

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

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

**Critical Accounting Estimates**

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant, are disclosed in note 1(r)

**Summary of Material Accounting Policies**

**(a) Income Tax**

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

**(b) Fair Value measurement**

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

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

**Property**

Land and buildings are shown at fair value, based on periodic, at least every 3 years, valuations by external independent valuers, less subsequent depreciation and impairment for buildings. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset. Increases in the carrying amounts arising on revaluation of land and buildings are credited in other comprehensive income through to the revaluation surplus reserve in equity. Any revaluation decrements are initially taken in other comprehensive income through to the revaluation surplus reserve to the extent of any previous revaluation surplus of the same asset. Thereafter the decrements are taken to profit or loss.

**Plant and equipment**

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

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

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

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024

**Depreciation**

The depreciable amount of all fixed assets, including buildings and capitalised lease assets but excluding freehold land, is depreciated on a straight-line or diminishing value basis over the asset's useful life commencing from the time the asset is held ready for use.

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

Buildings	2.5%
Motor Vehicles	14.9%
Plant, equipment, fixtures and fittings	2% - 25%

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

An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the company. Gains and losses on disposals are determined by comparing net proceeds with the carrying amount. These gains and losses are recognised in profit or loss in the period in which they occur. When revalued assets are sold, amounts included in the revaluation relating to that asset are transferred to retained surplus.

**(d) Financial Instruments**

**Initial recognition and measurement**

Financial assets and financial liabilities are recognised when the company becomes a party to the contractual provisions to the instrument. For financial assets, this is the date that the company commits itself to either the purchase or sale of the asset (i.e. trade date accounting is adopted).

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs, except where the instrument is classified "at fair value through profit or loss", in which case transaction costs are expensed to profit or loss immediately. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

**Classification and subsequent measurement**

*Financial liabilities*

Financial liabilities are subsequently measured at:

- amortised cost; or
- fair value through profit or loss

A financial liability is measured at fair value through profit or loss if the financial liability is:

- a contingent consideration of an acquirer in a business combination to which AASB 3: *Business Combinations* applies;
- held for trading; or
- initially designated as at fair value through profit or loss.

All other financial liabilities are subsequently measured at amortised cost using the effective interest method.

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest expense over its profit or loss over the relevant period.

A financial liability cannot be reclassified.

*Financial asset*

Financial assets are subsequently measured at:

- amortised cost;
- fair value through other comprehensive income; or
- fair value through profit or loss

A financial asset that meets the following conditions is subsequently measured at amortised cost:

- the financial asset is managed solely to collect contractual cash flows; and
- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates.

A financial asset that meets the following conditions is subsequently measured at other comprehensive income:

- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates; and
- the business model for managing the financial asset comprises both contractual cash flows collection and the selling of the financial asset.

**Impairment**

Financial asset impairment is assessed at the end of each financial period using the expected credit loss (ECL) model, except for assets classified as fair value through profit or loss (FVTPL). It is calculated by deducting from the contractual cash flows due to the company the cash flows that the company expects to receive, discounted at a rate that approximates the effective interest rate at inception.

The company considers a financial asset is in default when internal or external information indicates that the outstanding contractual amounts are unlikely to be received. Financial assets are written off when there is no reasonable expectation of recovering the contractual cash flows.



NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024

---

**(e) Impairment of Assets**

At the end of each reporting period, the company reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, is compared to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised in profit or loss.

Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

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

**(f) Right-of-use assets**

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the company expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of-use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The company has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

**(g) Employee Provisions**

*Short-term employee benefits*

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

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

*Long-term employee benefits*

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

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

**(h) Cash and Cash Equivalents**

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts.

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

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

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

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024

(j) **Revenue recognition**

The company recognises revenue as follows:

*Revenue from contracts with customers*

Revenue is recognised at an amount that reflects the consideration to which the incorporated company is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the incorporated company: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

*Donations*

Donations are recognised at the time the pledge is made.

*Grants*

Grant revenue is recognised in profit or loss when the incorporated company satisfies the performance obligations stated within the funding agreements.

If conditions are attached to the grant which must be satisfied before the incorporated company is eligible to retain the contribution, the grant will be recognised in the statement of financial position as a liability until those conditions are satisfied.

*Capital grants*

When the company receives a capital grant, it recognises a liability for the excess of the initial carrying amount of the financial asset received over any related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer) recognised under other Australian Accounting Standards.

The company recognises income in profit or loss when or as the company satisfies its obligations under the terms of the grant.

For acquisitions of assets, the revenue is recognised when the asset is acquired and controlled by the company.

*Interest Income*

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

*Other revenue*

Other revenue is recognised when it is received or when the right to receive payment is established.

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

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

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

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

(l) **Comparative Figures**

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

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

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

(n) **Contract Liabilities**

Contract liabilities represent the corporation's obligation to transfer goods or services to a customer and are recognised when a customer pays consideration, or when the corporation recognises a receivable to reflect its unconditional right to consideration (whichever is earlier) before the corporation has transferred the goods or services to the customer.



NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024

---

**(o) Provisions**

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

**(p) Lease liabilities**

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the company's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of-use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

**(q) Current and non-current classification**

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the incorporated company's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the incorporated company's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

**(r) Critical accounting judgements, estimates and assumptions**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

*(i) Useful lives of property, plant & equipment*

The company determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

*(ii) Employee benefits*

As described in note 1(g), the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

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

*(iii) Accruals*

The Accruals at reporting date have been reviewed to determine whether there is any objective evidence that any of the accruals are payable. A payable provision is included for any accrual where the entire balance is not considered received. The provision is based on the best information at the reporting date.

*(iv) Performance obligations under AASB15*

To identify a performance obligation under AASB 15, the promise must be sufficiently specific to be able to determine when the obligation is satisfied. Management exercises judgement to determine whether the promise is sufficiently specific by taking into account any conditions specified in the arrangement, explicit or implicit, regarding the promised goods or services. In making this assessment, management includes the nature/ type, cost/value, quantity and the period of transfer related to the goods or services promised

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024

(v) *Lease term and Option to Extend under AASB16*

The lease term is defined as the non-cancellable period of a lease together with both periods covered by an option to extend the lease if the lessee is reasonably certain to exercise that option; and also periods covered by an option to terminate the lease if the lessee is reasonably certain not to exercise that option. The options that are reasonably going to be exercised is a key management judgement that the company will make. The company determines the likelihood to exercise the options on a lease-by-lease basis looking at various factors such as which assets are strategic and which are key to future strategy of the company.

(s) **Economic Dependence**

The company is dependent on Federal and State Government Departments ("Departments") for the majority of its revenue used to operate the business. At the date of this report, the Board of Directors has no reason to believe the Departments will not continue to support the company.

**NOTE 2: REVENUE AND OTHER INCOME**

	2024	2023
	\$	\$
Revenue from contracts with customers:		
Grant income and Contract Income	47,629,997	41,033,177
Rental income	78,153	70,953
	<u>47,708,150</u>	<u>41,104,130</u>
Non-contract income:		
Donations and bequests	74,724	31,066
Interest received	127,440	99,778
Gain on disposal of non current assets	12,000	20,986
Other	17,574	38,838
	<u>231,739</u>	<u>190,668</u>
<b>Total revenue and other income</b>	<u>47,939,888</u>	<u>41,294,798</u>
<b>Government revenue (including Grants)</b>		
<b>Commonwealth government</b>		
The National Indigenous Australians Agency	2,283,405	1,762,137
Department of Social Services	1,450,362	1,422,235
National Disability Insurance Agency	193,973	162,878
	<u>3,927,740</u>	<u>3,347,250</u>
<b>State government</b>		
Department for Child Protection	37,759,557	33,637,965
Department of Human Services	5,942,700	4,047,962
	<u>43,702,257</u>	<u>37,685,927</u>
<b>TOTAL</b>	<u>47,629,997</u>	<u>41,033,177</u>
<b>Disaggregation of revenue</b>		
All revenue is recognised at a point in time		

**NOTE 3 - CASH AND CASH EQUIVALENT ASSETS**

	2024	2023
	\$	\$
Cash at bank	3,377,354	6,685,018
Cash on hand	53,318	30,447
	<u>3,430,672</u>	<u>6,715,465</u>
<b>Reconciliation of cash</b>		
Cash at the end of the financial year as shown in the statement of cash flows is reconciled to items in the statement of financial position as follows:		
Cash and cash equivalents	<u>3,430,672</u>	<u>6,715,465</u>

**NOTE 4 - ACCOUNTS RECEIVABLE AND OTHER DEBTORS**

	2024	2023
	\$	\$
<b>Current</b>		
Accounts receivable	2,788,707	169,844
<b>Total accounts receivable and other debtors</b>	<u>2,788,707</u>	<u>169,844</u>

**NOTE 5 - OTHER CURRENT ASSETS**

	2024	2023
	\$	\$
Accrued Income	247,391	138,952
Prepayments & sundry deposits	31,497	38,043
<b>Total other current assets</b>	<u>278,887</u>	<u>176,995</u>



**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024**

<b>NOTE 6 - PROPERTY, PLANT AND EQUIPMENT</b>	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
<b>Land and Buildings</b>		
Freehold land:		
Land at Directors valuation (2023)	3,987,500	3,987,500
Land at Independent valuation (2023)	1,800,000	1,800,000
Land at Cost	1,111,000	1,111,000
<b>Total Land</b>	<u>6,898,500</u>	<u>6,898,500</u>
Buildings:		
Buildings at Directors valuation (2023)	5,627,500	5,627,500
Buildings at independent valuation (2023)	1,125,000	1,125,000
Buildings at Cost	2,877,533	2,877,533
Less: Accumulated Depreciation	(288,008)	(47,256)
<b>Total Buildings</b>	<u>9,342,025</u>	<u>9,582,777</u>
<b>Total Land and Buildings</b>	<u>16,240,525</u>	<u>16,481,277</u>
Plant, equipment, fixtures and fittings at cost	1,572,644	1,419,980
Less: Accumulated Depreciation	(1,174,114)	(981,736)
	<u>398,530</u>	<u>438,244</u>
Motor vehicles at cost	96,223	151,835
Less: Accumulated Depreciation	(96,223)	(151,835)
	<u>-</u>	<u>-</u>
<b>Total Property, plant &amp; equipment</b>	<u>16,639,055</u>	<u>16,919,521</u>

The freehold Weymouth Street land and building were independently valued at 30 June 2023 by Opteon Property Group. The valuation resulted in a revaluation increment of \$239,375 being recognised in the revaluation surplus for the year ended 30 June 2023.

At 30 June 2023, the directors performed a directors' valuation on all other freehold land and buildings. The valuation resulted in a revaluation increment of \$1,296,452 being recognised in the revaluation surplus for the year ended 30 June 2023.

At 30 June 2024 the directors reviewed the key assumptions made by the valuers at 30 June 2024. They have concluded that these assumptions remain materially unchanged, and are satisfied that the carrying amount does not exceed the recoverable amount of land and buildings at 30 June 2024.

**Movements in carrying amounts**

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	<b>Land</b>	<b>Buildings</b>	<b>Plant, Equipment, Furniture, fixtures and fittings</b>	<b>Total</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Balance at 1 July 2023	6,898,500	9,582,777	438,244	16,919,521
Additions	-	-	152,664	152,664
Depreciation expense	-	(240,752)	(192,378)	(433,130)
<b>Carrying Amount at 30 June 2024</b>	<u>6,898,500</u>	<u>9,342,025</u>	<u>398,530</u>	<u>16,639,055</u>

<b>NOTE 7 - RIGHT OF USE ASSETS</b>	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
The company's lease portfolio includes motor vehicles and buildings.		
<i>i) AASB 16 related amounts recognised in the statement of financial position</i>		
Leased Buildings	1,665,186	1,535,862
Less: Accumulated Depreciation	(710,075)	(444,394)
	<u>955,111</u>	<u>1,091,468</u>
Leased Motor vehicles	2,699,717	2,078,103
Less: Accumulated Depreciation	(1,283,223)	(1,263,430)
	<u>1,416,494</u>	<u>814,673</u>
<b>Total Right of Use Assets</b>	<u>2,371,605</u>	<u>1,906,141</u>

**Movements in carrying amounts**

Movement in the carrying amounts for each class of right to use asset between the beginning and the end of the current financial year:

	<b>Leased Buildings</b>	<b>Leased Vehicles</b>	<b>Total</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Balance at 1 July 2023	1,091,468	814,673	1,906,141
Additions	135,233	1,377,343	1,512,576
Depreciation expense	(271,590)	(775,522)	(1,047,112)
<b>Carrying Amount at 30 June 2024</b>	<u>955,111</u>	<u>1,416,494</u>	<u>2,371,605</u>

**ABORIGINAL FAMILY SUPPORT SERVICES LIMITED**  
ABN : 82 853 278 164

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2024**

	2024	2023
	\$	\$
<i>ii) AASB 16 related amounts recognised in the statement of profit or loss</i>		
Depreciation charge related to right-of-use assets	1,047,111	834,590
Interest expense on lease liabilities	<u>163,693</u>	<u>115,463</u>
<b>NOTE 8 - BORROWINGS</b>		
	<b>2024</b>	<b>2023</b>
	\$	\$
<b>CURRENT</b>		
Secured Loans	174,199	197,402
<b>NON-CURRENT</b>		
Secured Loans	<u>5,680,425</u>	<u>5,917,435</u>
<b>Total borrowings</b>	<u>5,854,624</u>	<u>6,114,837</u>
Loans are secured by mortgages over the underlying assets.		
<b>NOTE 9 - ACCOUNTS PAYABLE AND OTHER PAYABLES</b>		
	<b>2024</b>	<b>2023</b>
	\$	\$
<b>Current</b>		
<b>Unsecured liabilities:</b>		
Accounts payable and other payables	788,568	792,837
Accrued expenses & clearing accounts	<u>1,374,753</u>	<u>1,111,444</u>
	<u>2,163,321</u>	<u>1,904,281</u>
<i>Collateral Pledged</i>		
No collateral has been pledged for any of the accounts payable and other payable balances.		
<b>NOTE 10 - EMPLOYEE PROVISIONS</b>		
	<b>2024</b>	<b>2023</b>
	\$	\$
<b>Current</b>		
Provision for annual leave entitlements	1,671,804	1,209,464
Provision for long service leave entitlements	<u>799,778</u>	<u>791,894</u>
	<u>2,471,582</u>	<u>2,001,358</u>
<b>Non- Current</b>		
Provision for long service leave entitlements	<u>762,036</u>	<u>768,359</u>
	<u>762,036</u>	<u>768,359</u>
<b>Analysis of total employee provisions</b>		
Opening balance at 1 July 2023	2,769,717	2,048,130
Additional provisions	2,907,985	2,754,709
Amounts used	<u>(2,444,084)</u>	<u>(2,033,122)</u>
Balance at 30 June 2024	<u>3,233,618</u>	<u>2,769,717</u>
<b>Employee provisions</b>		
Provision for employee benefits represents amounts accrued for annual leave and long service leave. The current portion for this provision includes the total amount accrued for annual leave entitlements and the amounts accrued for long service leave entitlements that have vested due to employees having completed the required period of service. Based on past experience, the entity does not expect the full amount of annual leave or long service leave balances classified as current liabilities to be settled within the next 12 months. However, these amounts must be classified as current liabilities since the entity does not have an unconditional right to defer the settlement of these amounts in the event employees wish to use their leave entitlement.		
The non-current portion for this provision includes amounts accrued for long service leave entitlements that have not yet vested in relation to those employees who have not yet completed the required period of service.		
In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based on historical data. The measurement and recognition criteria for employee benefits have been discussed in Note 1(g).		
<b>NOTE 11 - LEASE LIABILITIES</b>		
Lease Liability - Current	1,003,545	689,045
Lease Liability - Non-current	<u>1,462,567</u>	<u>1,275,105</u>
	<u>2,466,112</u>	<u>1,964,150</u>



**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2024**

**NOTE 12 - RESERVES**

**Asset revaluation surplus**

The revaluation surplus records the revaluations of non-current assets at fair value and independent valuation.

**Strategic funds reserve**

The strategic funds reserve was created to set aside funds for future strategic projects and opportunities that may arise which align with the company's objectives and guiding principles.

**NOTE 13 - RELATED PARTY DISCLOSURES**

	2024	2023
	\$	\$

**Board of Management**

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

**Key Management Personnel Compensation**

The totals of remuneration paid to key management personnel (KMP) of the company during the year are as follows:

Short Term Benefit	2,025,672	1,597,102
Post Employment Benefit	168,432	148,190
Total Compensation	2,194,104	1,745,292

**Other related parties**

Transactions between related parties are on normal commercial terms and under conditions no more favourable than those available to other parties unless otherwise stated.

**NOTE 14 - AUDITOR REMUNERATION**

During the financial year the following fees were paid or payable for services provided by Basso Newman Audit Pty Ltd, the auditor of the company and related firms

Audit of financial statements	28,500	27,703
Accounting and Consulting	8,444	9,218
Total services provided by Basso Newman	36,944	36,921

**NOTE 15 - CONTINGENT LIABILITIES**

At balance date there were claims against the company under the National Redress Scheme. Although one has been settled, the outcome of the claims are not known as at the date of this financial report.

There are no other contingent liabilities as at 30 June 2024

**NOTE 16 - CAPITAL COMMITMENTS**

There are no capital commitments as at 30 June 2024

**NOTE 17 - EVENTS AFTER THE REPORTING PERIOD**

No matter or circumstance has arisen since 30 June 2024 that has significantly affected, or may significantly affect the company's operations, the results of those operations, or the company's state of affairs in future financial years.

**NOTE 18 - MEMBERS' GUARANTEE**

The company is incorporated under the Corporations Act 2001 as a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of the company. At 30 June 2024, the number of members was 5 (2023: 5).

**NOTE 19 - COMPANY DETAILS**

The registered office and principal place of business of the company is :  
 134 Waymouth Street  
 Adelaide SA 5000

**ABORIGINAL FAMILY SUPPORT SERVICES LIMITED**  
**ABN 82 853 278 164**  
**DIRECTORS' DECLARATION**

The board of directors declare that, in the directors' opinion:

1. The financial statements and notes, as set out on pages 1 to 14, are in accordance with *the Australian Charities and Not-for-profits Commission Act 2012* and:
  - a. comply with Australian Accounting Standards - Simplified Disclosures; and
  - b. give a true and fair view of the financial position of the Aboriginal Family Support Services Limited as at 30 June 2024 and of its performance for the year ended on that date.
2. There are reasonable grounds to believe that Aboriginal Family Support Services Limited will be able to pay its debts as and when they become due and payable.

This statement is made in accordance with subs 60.15(2) of the Australian Charities and Not-for-profits Commission Regulations 2022 and by resolution of the board:

  
\_\_\_\_\_  
Director

  
\_\_\_\_\_  
Director

Dated this            4 November 2024



**ABORIGINAL FAMILY SUPPORT SERVICES LIMITED**

**AUDITORS INDEPENDENCE DECLARATION UNDER S 307C OF THE  
CORPORATIONS ACT 2001 AND SECTION 60-40 AUSTRALIAN CHARITIES AND  
NOT-FOR-PROFITS COMMISSION ACT 2012  
TO THE DIRECTORS OF  
ABORIGINAL FAMILY SUPPORT SERVICES LIMITED**



**To the board of Aboriginal Family Support Services Limited**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024, there have been no contraventions of:

- the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- any applicable code of professional conduct in relation to the audit.

A handwritten signature in black ink, appearing to read 'T A Basso'.

**T A Basso - Director  
Basso Newman Audit Pty Ltd  
Chartered Accountants  
286 Flinders Street, Adelaide  
Dated this 4<sup>th</sup> day of November 2024**

Basso Newman Audit Pty Ltd  
ABN 98 618 562 824  
286 Flinders Street  
Adelaide, South Australia  
PO Box 7033 Hutt Street,  
South Australia 5000  
Telephone: (08) 8224 0066  
Facsimile: (08) 8224 0670  
bnc@bassonewman.com.au  
www.bassonewman.com.au  
"Liability limited by a scheme  
approved under Professional  
Standards Legislation"

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



**Opinion**

We have audited the financial report of Aboriginal Family Support Services Limited ("the entity") which comprises the statement of financial position as at 30 June 2024, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of the Aboriginal Family Support Services Limited is in accordance with Div 60 of the Australian Charities and Not-for-profits Commission Act 2012, including:

- a) giving a true and fair view of the entity's financial position as at 30 June 2024 and of its financial performance and cash flows for the year then ended; and
- b) complying with Australian Accounting Standards—Simplified Disclosures and the Australian Charities and Not-for-profits Commission Regulations 2022.

**Basis for Opinion**

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the entity in accordance with the ACNC Act, auditor independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* ("the Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

**Responsibilities of Management and Those Charged with Governance for the Financial Report**

Management is responsible for the preparation of the financial report that gives a true and fair view in accordance with the Australian Accounting Standards- Simplified Disclosures and the Australian Charities and Not-for-profits Commission Act 2012 and for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Basso Newman Audit Pty Ltd  
ABN 98 618 562 824  
286 Flinders Street  
Adelaide, South Australia  
PO Box 7033 Hutt Street,  
South Australia 5000  
Telephone: (08) 8224 0066  
Facsimile: (08) 8224 0670  
bnc@bassonewman.com.au  
www.bassonewman.com.au  
"Liability limited by a scheme  
approved under Professional  
Standards Legislation"





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

**Auditor's Responsibilities for the Audit of the Financial Report**

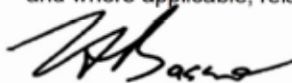
Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the management.
- Conclude on the appropriateness of the management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.



**Trevor Basso - Director**  
**Basso Newman Audit Pty Ltd**  
**Chartered Accountants**  
**286 Flinders Street, Adelaide**  
**Dated this 4<sup>th</sup> day of November 2024**

- Adelaide**  
📍 134 Waymouth Street  
Adelaide SA 5000  
☎ 8205 1500
- Berri**  
📍 23 Denny Street  
Berri SA 5343  
☎ 8582 3192
- Ceduna**  
📍 28 Poynton Street  
Ceduna SA 5690  
☎ 8625 3466
- Cooper Pedy**  
📍 Lot 1991 Aylett Street  
Cooper Pedy SA 5723  
☎ 8672 3066
- Mount Gambier**  
📍 20 Elizabeth Street  
Mt Gambier SA 5290  
☎ 8723 6110
- Morphett Vale**  
📍 Unit 1 - 365 Main South  
Road, Morphett Vale  
SA 5162  
☎ 8186 4000
- Murray Bridge**  
📍 67 Adelaide Road  
Murray Bridge SA 5253  
☎ 8532 1790
- Paralowie**  
📍 254 Kings Road  
Paralowie SA 5108  
☎ 8281 5440
- Port Augusta**  
📍 8 -14 Victoria Parade  
Port Augusta SA 5700  
☎ 8641 0907
- Port Lincoln**  
📍 21 Washington Street  
Port Lincoln SA 5606  
☎ 8683 1909
- Port Pirie**  
📍 23 Norman Street  
Port Pirie SA 5540  
☎ 8632 2227
- Salisbury**  
📍 4 Ann Street  
Salisbury SA 5108  
☎ 8182 6567
- Salisbury**  
📍 20 Ann Street  
Salisbury SA 5108  
☎ 8281 3440
- South Plympton**  
📍 503 Cross Roads  
South Plympton SA 5038  
☎ 8297 5708
- Whyalla**  
📍 19B Darling Terrace  
Whyalla SA 5600  
☎ 8644 0116









