

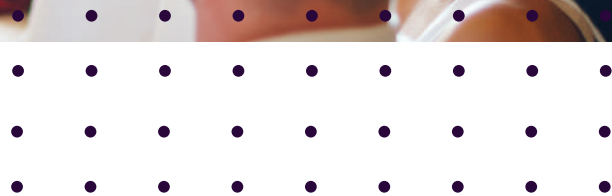
Annual Report 2020-21



170
ozchild
Brightening futures since 1851



In This Report



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Our Vision

All children and young people are safe, respected, nurtured, and reach their full potential.



Our Purpose

OzChild supports children, young people and families who are experiencing significant challenges, by strengthening families, providing healing, and preventing abuse and neglect.



Our Commitment

- We will safeguard children in all that we do
- We will continuously advocate to enable self-determination for Aboriginal and Torres Strait Islander People
- We will act on the evidence, rigorously evaluate outcomes, and invest in what works
- We will continue to support those impacted by our care throughout our history

OzChild acknowledges the First Peoples of Australia as the Traditional Custodians of the land on which we work.

We acknowledge their cultures are living ones, which relate to their ongoing connection to all things living and non-living on land, sea and sky. We pay our respects to their Elders past and present. May the children of today lead us to a brighter tomorrow.





Who We Are



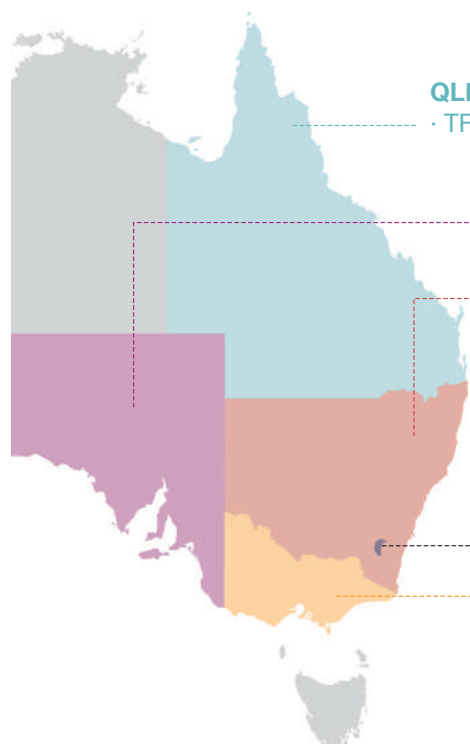
Keeping kids safe is at the heart of everything we do.

For 170 years we have been focused on creating brighter futures for children and young people. It is our hope that by giving children and young people the chance to shine, by delivering programs and services that work, and by supporting them to thrive in safe and nurturing homes, **the children of today will lead us to a brighter tomorrow.**

We work hard every day to strengthen relationships and build parenting capacity through the delivery of evidence-based programs aimed at keeping families together. And we are focused on providing exceptional care for children and young people in foster or kinship care and support for our wonderful village of carers who so selflessly open their homes and their hearts to achieve better outcomes for those in their care.

Proud to be thought leaders who provide solutions to the government and sector that are **front foot, collaborative, agile, strategic, and systemic** – to improve outcomes for at-risk children, young people, and families, OzChild introduced evidence-based early intervention programs in 2016 with the aim to achieve real and measurable outcomes for vulnerable Australians.

Where we work



QLD
• TFCO-C

SOUTH AUSTRALIA
• TFCO-A

NSW
• FFT-CW
• MST-CAN
• FFT
• TFCO-A and C

ACT
• Foster Care
• Kinship Care
• FFT-CW
• FFT

VICTORIA
• Family Law Services
• Family Support Programs
• Family Worx
• FFT-CW
• First Supports
• Foster Care
• Kinship Care
• MST
• Permanent Care Funding
• SafeCare
• School Focused Youth Services
• Targeted Care Packages
• TFCO-C

Program acronyms

FFT - Functional Family Therapy
FFT-CW - Functional Family Therapy-Child Welfare
MST - Multisystemic Therapy
MST-CAN - Multisystemic Therapy-Child Abuse and Neglect
TFCO - Treatment Foster Care Oregon
TFCO-C - for children 7-11 years
TFCO-A - for young people 12-17 years

President's Message

Throughout this last year, that has challenged us all in so many ways, I was constantly both overwhelmed and encouraged by the commitment of OzChild carers, staff and supporters to ensure that all children and young people are safe, respected and nurtured to reach their full potential.



In a year that saw us mark our 170th anniversary it was timely to pause and reflect on the challenges families have faced since we opened our doors, and how vulnerability and hardship remain constant, and somewhat familiar to more families as we endured the most difficult time of our lives.

In 2021 our resilience, strength and vulnerabilities were constantly tested like never before, but the commitment of OzChild foster and kinship carers never wavered.

I thank you for the incredible care that you give; for adapting and embracing different ways to engage and connect the children and young people in your care and for the dedication, kindness and love you have shared during such uncertain times.

I am so grateful that you trusted OzChild to walk alongside you on your caring journey and I extend a very warm welcome to those who started their journey during the year.

Now more than ever kids need us to care. I implore anyone who has ever considered becoming a carer to take the first step and reach out to us. The need for carers is ever present, and the hardest word our In-Home Care team have to say is 'no' to the request for a safe home for a vulnerable child.

It is such a privilege to be part of the OzChild family for the past 20 years and to witness firsthand the growth and progression. And I am enormously proud of how far we have come - understanding, honouring, and learning from our history has been an important part of OzChild's evolution and that of the child welfare sector.

Our journey over the past five years as we strive to achieve better outcomes for families now sees OzChild positioned as the largest provider of evidence-based and evidence-informed programs in Australia.

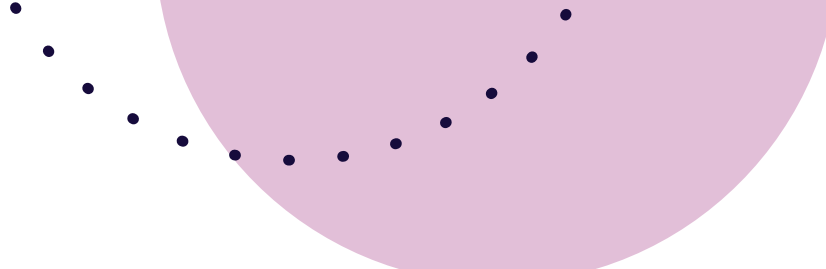
And while the outcomes being achieved are making an incredible difference in the lives of many, there is still vital work to be done. We are determined to reach more families and make the greatest difference possible in the lives of children, young people, and families.

And so, as we have done every day for the past 170 years, we stay focused and continue to advocate for, and deliver programs and services to meet the needs of families and deliver real and measurable outcomes.

That's why establishing the Brighter Tomorrows Fund in honour of our 170th year was so important to me. The Brighter Tomorrows Fund was created to address today's challenges and enable us to prepare and plan for the challenges of tomorrow.

The Fund will provide immediate relief via grants to children and young people in our care for practical support not otherwise funded or provided. And we will build a legacy for the future through investment into innovation, research, and development, providing funds

I am **incredibly proud of our history** and excited for what the future holds, but it is the **support of many that has determined our success.**



to stimulate thinking and research into evidence-based models to develop and refine new and better approaches to Australia's child welfare challenges.

None of what we have achieved over the past 170 years and during 2021 would be possible without the support of our staff, carers, volunteers, donors and partners. While getting together was near impossible for most of the year I was delighted to have the chance to catchup with many of our Victorian OzChild family at Government House in May.

Marking our 170th year at this wonderful event hosted by our Patron the Honourable Linda Dessau AC and her husband Mr Anthony Howard AM QC was made so special by those who were able to join us.

During the past year I have been reminded of just how much the OzChild community cares and I am humbled by the commitment displayed by so many.

My humble thanks to all individual donors, corporate and philanthropic partners, and OzChild volunteers who continue to support and share our vision, and help us to change lives.

And to our sector partners and key stakeholders, thank you. Together we are making a real difference.

My sincere thanks to my fellow directors for the support you have extended me during the year and your exceptional guidance, governance and commitment. It is a pleasure to sit with such outstanding company.

To Lisa, and the Executive Leadership Team I thank you for continuing to challenge the status quo, for your exemplary leadership and tireless devotion to building such an exceptional team of people.

I extend my absolute gratitude to the OzChild staff who make sure children and young people are given every opportunity to thrive. Thank you from the bottom of my heart for the part you played in ensuring that in 2021 we were able to continue the important work we do, especially under such challenging circumstances.

Finally, I would like to recognise the immense contribution made over the last 170 years by all who have walked beside us, worked with us, and for us. You should be enormously proud of what has been achieved.

As we begin to write the next chapter of our history, support from every member of the OzChild family is fundamental to the legacy we leave, I look forward to celebrating our achievements with you for many more years to come.



Helen Maxwell-Wright AM
President

A Message from our Chief Executive Officer

170 years! No easy feat, and like the year gone by, made possible by the absolute dedication and contribution of so many.

I am incredibly proud of who we are today and delighted to be marking this milestone year - it is not often we get the chance to be part of an organisation that is 170 years old, and I thank every single person who has made OzChild the wonderful organisation it is today.

Throughout our journey, we've supported well in excess of one million children and family members.

And while this past year has been another year like no other, we continued to achieve exceptional outcomes and life-changing results for those who need us most.

2021 was by no means a walk in the park, we were however more prepared than in 2020. Our staff, carers, volunteers and the children, young people, and families we work with were somewhat ready for what this 'once in a lifetime' experience had in store for us.

The **child and family services sector** has been invaluable throughout these difficult times and will be critical to our **successful social recovery**.

During the year more than 2,000 families were active in our early intervention and prevention programs and 1,000 children and young people were supported through our foster care, kinship care, and Treatment Foster Care Oregon programs. Many hundreds more were supported through our School Focused Youth Services, the Orange Door and our Early Years Programs and Family Law Services. An incredible effort

in a year that threatened the sustainability of service delivery and challenged traditional ways of connecting with families.

Alongside the exceptional contribution of OzChild carers, staff, and volunteers, innovation was the star of 2021.

Continuing to think outside the box to develop new ways of connecting with one another, keep children and families engaged during times of such distraction, while ensuring the health and safety of all was vital as we worked hard to ensure no one was left behind.

Like a bolt of lightning, the pandemic has put a spotlight on vulnerability. It's brought to the forefront the devastating impact of disadvantage and the stark realisation that one event can alter anyone's circumstances has been felt by many.

Of greatest concern throughout the year was the anticipated increase in support required by families, which is why we wasted no time in responding to the Victorian Government's call in July 2020 for family preservation and reunification solutions to address the needs of families in the face of, and wake of the COVID-19 pandemic.

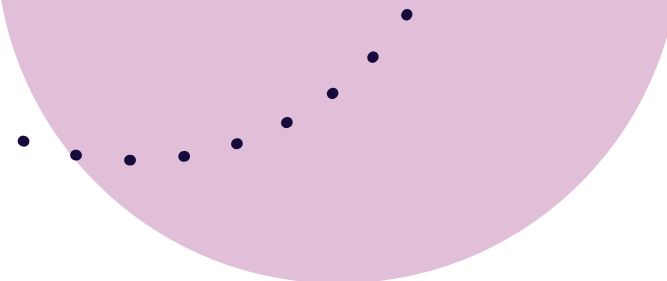
Receiving word of our successful submission OzChild's Family Worx program came to life in September.

Through this new Response OzChild will play an integral part in achieving the vision outlined in the Victorian Government's Roadmap for Reform agenda, designed to support children and young people to reach their full potential by delivering integrated and evidence-informed child and family services and advancing self-determination for Aboriginal children and families.

Adding to this we were pleased to receive confirmation from the Victorian Government of continued investment into Functional Family Therapy Child Welfare (FFT-CW) and Treatment Foster Care Oregon during the year.

This funding commitment aligns with the Government's announcement in November 2020 to deliver 'A Healthier, Fairer Victoria' as the state moves into the recovery phase of the pandemic, delivering essential community services during the recovery and beyond.





In May 2021 the success of our Multisystemic Therapy (MST) team in Victoria was recognised with further investment into the program confirmed. MST plays a crucial part in the work the Victorian Government is doing in developing a leading Youth Justice system that reduces offending and improves community safety while working with others to give children and young people genuine opportunities to turn their lives around.

In NSW we welcomed news of a four-year ongoing funding commitment from the NSW Government for delivery of our FFT-CW and Multisystemic Therapy Child Abuse and Neglect (MST-CAN) programs.

For the past four years we have been working collaboratively with government to deliver MST-CAN and FFT-CW as part of the Their Futures Matter strategy to overhaul the coordination and delivery of services to vulnerable children, young people, and families.

In both programs, families who have successfully completed MST-CAN and FFT-CW show lower rates of entry into out-of-home care and lower rates of re-reporting.

• • • • •

There is no doubt children and young people have been hit hardest during the pandemic. Depression, anxiety, despair, and hopelessness are widespread. The effects of the past two years on parents will also be felt for some time. Emotional and financial stress, job loss and insecurity a ticking time bomb for many.

We must be able to respond, and quickly. And we must be able to reach more families with family support services to address the demand on the child protection system - services aimed at tackling the complex factors which contribute to experiences of neglect and abuse in families.

• • • • •

2021 heralded the end of our four year strategy, New Frontiers, which saw us strengthen our impact through the introduction of a range of evidence-based models and evidence-informed practice. Evidence-based decision making is now embedded in everything we do and we focused on developing a service philosophy and program logics to support better outcomes for the people we work with. This in turn assisted us in growing our reach as we expanded our operations into NSW and Queensland and in the ACT, while building relationships with a range of Aboriginal Community Controlled Organisations to deliver on our priority to reduce the over-representation of First Nations children in out-of-home care and youth justice.

Thankfully, forethought within the plan ensured our workforce was able to adapt to remote working as priority was given to improving our IT, systems and infrastructure. And importantly we focused on developing and nurturing our people over the past four years. Building a strong, informed and empowered workforce who set each other up for success with the common goal of giving every child and young person we work with the chance at a brighter future.

Now, as we look toward the future we are focused on building our evidence-based approach further, being a voice for change, growing our service delivery in areas of greatest need and strengthening our organisation to ensure we can be there for many more years to come.

Our carers, staff, volunteers, and board members are vital to our success and I couldn't be prouder of the team that we have.

Throughout the year the resilience, determination, and strength of so many have ensured children, young people and families have had every opportunity to thrive, to be safe, and remained together. It is your belief in the work we do, your enthusiasm and dedication that ensures we can achieve life-changing results.

I also extend a heartfelt thank you to OzChild President, Helen Maxwell-Wright AM for your firm commitment to your role, your leadership, mentorship, and exuberance.

Likewise, every member of the OzChild Board contributes enormously throughout the year, in a voluntary capacity with a genuine passion for ensuring our success and making a difference in the lives of young Australians.

And our Executive Leadership Team go to great lengths to make sure our workforce is setup to deliver only the very best service to children, young people and families. You are the glue that holds us all together and this year your efforts have been extraordinary.

Together we are focused on making, and being the difference we need to see and I really hope you will join us on our journey as we strive to contribute to a healthier, stronger, safer community, while delivering significant long-term cost savings to governments, for as long as we are needed.



Dr Lisa J. Griffiths
Chief Executive Officer

Key Achievements



2,113 families were active in our early intervention and prevention programs during the year – of which 239 were **Aboriginal or Torres Strait Islander**

OzChild **Carer Learning Village launched** – an online platform giving foster and kinship carers access to free training to support their caring journey

1,000+ children and young people supported during the year through In-Home Care programs across VIC, NSW, QLD and in the ACT

Launched our Second National Innovate **Reconciliation Action Plan** in April 2021

930 unique enquiries about becoming a foster carer were received

Marking
170 years
in 2021, OzChild is now the largest provider of evidence-based programs in Australia

Increased our fundraising revenue by **227%** growing our corporate, philanthropic, individual and community support.

More than **700 foster and kinship care households** were active during the year

65 Chance to Shine Scholarships awarded to children and young people with the average value being \$952

OzChild's TFCO team in Victoria became one of three organisations globally to have successfully received certification

Family Worx teams implemented in three regions to support the Victorian Government's commitment to family preservation and restoration

Four young people aged 16+ are receiving ongoing support via the **Pincus Family Foundation Scholarship** to ease the financial burden of continuing their education at TAFE, University or an RTO

**Celebrated
100**

**graduates from our
SafeCare program**

in Bayside Peninsula after
five years of program
delivery

Achieved
funding certainty
for continued delivery
of FFT, FFT-CW, MST,
MST-CAN, SafeCare
and TFCO

We developed a **new
strategic plan to 2026**
that will keep us focused on
advancing what works, drawing
on insight and evidence to
critically evaluate our options, our
actions, and our results

98% of children
involved in
FFT-CW were living
at home by the end
of treatment

During the year **348** individuals attended
one of **47** foster care information sessions

**FFT Youth Justice
pilot program**
launched in the ACT
aimed at reducing
youth re-offending

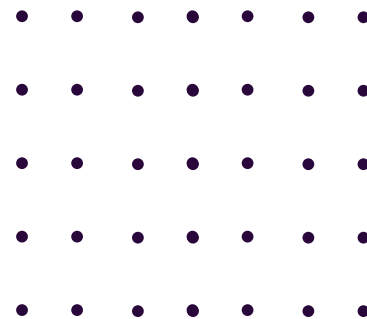
430 families
supported through
the Family and
Relationship Centre,
Family Dispute
Resolution Service
and Property Dispute
Resolution

55 new foster care
households were
accredited in
Victoria during the year

23 children and
young people
**graduated from
TFCO program**
in 2020-21



170 Years young and full of energy!



2021 marks the 170th anniversary of our wonderful organisation. Since 1851 OzChild has been focused on creating brighter futures for children and young people, and we have been so fortunate to have had so many remarkable people walk beside us and before us, setting each one of us up for success.

From humble beginnings

St James Old Cathedral, opened in 1842 on the corner of William Street and Little Collins Street Melbourne, was the home of those who eventually formed the St James Orphan Asylum and Visiting Society in 1851, which became the Melbourne Orphan Asylum in 1853. This was the beginning of OzChild.

During the gold rush in 1851 a mass influx of migrants arrived in Australia. In a few short years Melbourne's population tripled to 76,000 – the community was struggling to cope. With many people facing vulnerable times, our predecessors met the challenge by establishing St James Orphan Asylum, the Visiting Society in 1851 and an orphanage at South Melbourne in 1854.

In 1878 in light of new considerations and a determination to see children raised in healthier – home based environments the radical decision was made to move to Brighton where the institution was divided into five separate “cottages” containing 30 children in each.

In 1993 OzChild as we know it today was formed from the amalgamation of Family Action, Family Focus and the National Children's Bureau of Australia.

To today

Sadly, the vulnerabilities facing children, young people, and families back in 1851 are not dissimilar to those being faced today. Poverty, inequity, and disadvantage still faced by so many. Children are being removed from their parents at alarming rates. More than 45,000 children and young people in Australia are currently placed in an out-of-home care arrangement, growing up away from family.

Innovation and changing the system is in our DNA. Today, we continue to walk in the footsteps of predecessors, transforming the sector to achieve better outcomes for children, young people, and their family members.

Keeping the legacy of our founding fathers alive we are committed to ensuring our practice is to an international standard introducing evidence-based models to our suite of programs. And we continue to play an active role within the sector working collaboratively with like-minded organisations to effect change in the system.

Five years ago, we set out on our next era of innovation, studying and introducing a new approach to services. Today, we're the largest provider of evidence-based and evidence-informed programs supporting children, young people, and families in Australia.

While our programs and services have evolved over the past 170 years, we have never lost sight of our vision that all children and young people are *safe, respected, nurtured, and reach their full potential*.

“We are 170 years young, and full of energy, focused on making the greatest difference possible in the lives of children, young people, and their families.”

Helen Maxwell-Wright AM
OzChild President

The **St James' Dorcas Society** shelter for orphaned children is established in 1845, then renamed in 1851 to the **St James Orphan Asylum and Visiting Society**

1851

1853-1895

- Name **Melbourne Orphan Asylum** is adopted.
- **Victorian Children's Aid Society** established.
- Move from South Melbourne to Brighton where cottage homes are established

Melbourne Orphanage Asylum officially becomes known as the **Melbourne Orphanage**

1926

1954

The appointment of a **social worker was made** – the first in a charitable children's home in Victoria

Melbourne Orphanage becomes the **Melbourne Family Care Organisation (MFCO)** – Family group homes established as the organisation shifted to family-based care

1965

1979

Westernport Foster Care is established

MFCO establishes: Mallee Family Care, Upper Murray Family, Bayside Foster Care (later Windermere) and the **National Children's Bureau of Australia** was founded

1984-1987

1991

Westernport Foster Care merges with the **Victorian Children's Aid Society** and **Family Focus** is formed

OzChild is born – Family Action, National Children's Bureau of Australia, and Family Focus merge to form OzChild

1993

2012

OzChild expands into South West Victoria commencing the delivery of services in Warrnambool

OzChild acquires Wresacare– providing disability support services for more than 12 years across Southern Melbourne and Bayside Regions

2013

2014

A new Chief Executive Officer **drives a strategic shift** to investment into **Evidence-Based Program (EBP)** delivery

First three EBP's launched in Victoria (FFT-CW, SafeCare and TFCO)

2016

2017

FFT-CW and MST-CAN launched in NSW as part of the Their Futures Matter strategy

TFCO expands into QLD and NSW, FFT-CW launches in the ACT and Eastern Melbourne, MST in VIC and FFT in NSW launched Foster Care program expands into Gippsland

2018

2019

Foster Care program expands into Western Melbourne

SafeCare and FFT-CW **expansion to support Family Worx**, FFT youth justice pilot program takes off in the ACT

2020

2021

TFCO arrives in South Australia – OzChild is delivering **programs and services to over 10,000 children, young people and family members** with the support of more than 700 staff, carers and Volunteers in Victoria, NSW, Queensland, SA and in the ACT

Marking 170 years at Government House

On Thursday 20 May we were delighted to welcome 180 members of the OzChild family to Government House where the Governor of Victoria, The Honourable Linda Dessau AC, and Mr Anthony Howard AM QC hosted a reception to mark our 170th anniversary year.

The night provided a fantastic opportunity to thank some of the wonderful people who have been part of our journey during the last few decades and pay tribute to those who have shared our vision.

It was terrific to be able to come together to connect, share stories and to honour our history, and recognise the positive outcomes being achieved for children, young people, carers, and families.

Many guests also had the opportunity to meet the Governor and look around the magnificent house.

Commemorating our 170th year at Government House was made so special being able to mark the occasion with OzChild carers, staff, partners, and friends, and we thank everyone who joined us on the night, and those who sent messages of support before and after the event.

Hearing from The Governor of Victoria, The Honourable Linda Dessau AC and the former Minister for Child Protection, Disability, Ageing and Carers, The Hon. Luke Donnellan, really affirms the importance of the work we do, and the difference we make together.

Photos courtesy - Capture Point Media



OzChild President

Appointed a Member of the Order of Australia

OzChild President and champion for vulnerable children, young people and families and people living with type one diabetes, Helen Maxwell-Wright AM was appointed a Member of the Order of Australia as part of the 2021 Queen's Birthday Honours for significant service to child welfare, diabetes research, and to the community.

Kind, compassionate and generous with her time, Helen has dedicated much of her life to improving the lives of others, but the honour of being appointed an Order of Australia is one Helen believes belongs to all who strive to help others.

“In a year that marks OzChild’s 170th anniversary, and one which saw the highest ever percentage of women recognised through the General Division of the Order of Australia this truly is something to celebrate.

I could not be prouder to represent all who strive every day to making a difference in the lives of others”

Helen Maxwell-Wright AM.

Helen has spent more than 20 years in voluntary roles to improve the lives of vulnerable children and young people through her work on the Board of OzChild, and to improving the lives of people with type one diabetes working with JDRF Australia.

Helen has also led the fundraising efforts over many years at OzChild and during this time raised more than \$3M to support the delivery of programs and services. Her leadership in Victoria, advocacy and fundraising for JDRF Australia have raised \$10M to fund cutting edge medical research.

As President of the OzChild Board, Helen was instrumental in leading the Board's strategic investment in the introduction of evidence-based models to better support children, young people, and families with complex trauma, extreme behavioural challenges and those facing vulnerable times.

Helen also values the immense contribution of OzChild foster and kinship carers and the important role they play in the child protection system, admiring the very selfless act they, and their families undertake to make a difference in the life of a vulnerable child.

“OzChild carers are truly remarkable, they do what many of us believe we can't do, they have the courage and the strength of character to change a child's life. There really is no greater act of selflessness”

In 2021 Helen celebrates 20 years' service to the OzChild board. Joining the Board in 2001 and taking on the role of President in 2015. Helen is a much loved, and highly respected non-executive director and a mentor and friend to many.



Helen with Lisa Griffiths and Angela Williams

“Helen's selfless drive and determination has seen her contribute significantly to the organisations she serves through her vast experience in, and knowledge of marketing and communications, governance, and leadership and their application to improving lives,”

**OzChild Chief Executive Officer,
Dr Lisa J. Griffiths**

Bridging Cultures to deliver better outcomes for First Nation Peoples

Established in 2019, OzChild's Bridging Cultures Unit, Dhiyaan Mirri is supporting our workforce to ensure the programs and services we deliver are culturally responsive and safe ensuring First Nations children and young people remain connected to their families, communities, cultures, and Country.

Why is this so important to us?

The 2020 National Agreement on Closing the Gap has a target to reduce the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45 per cent by 2031.

Sadly, in the first 12 months under this Agreement, numbers have increased¹. Nationally in 2020, an increase of 2.1 per 1,000 children on the number in 2019. Even more worrying is the prediction the number will double in the next 10 years.

If we are to reduce the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care we must get serious about it, starting with real action and real partnerships to improve the experience of First Nation Peoples when working with services.

Our journey to actively supporting and taking steps towards achieving real reconciliation with Aboriginal and Torres Strait Islander People was strengthened through a number of activities across the organisation during the year including the launch of OzChild's Second National Innovate **Reconciliation Action Plan** in April 2021.

This plan provides us with a practical and powerful way to continue our contribution towards reconciliation in Australia and highlights our commitment through specific business actions that will provide us with a vehicle for engaging with local Aboriginal and Torres Strait Islander communities to ensure our services are culturally responsive, relevant, safe, and available for their children, young people and families.

Our Innovate **Reconciliation Action Plan** provides guidance on strengthening our services and partnerships with communities, by building relationships within communities to facilitate meaningful, genuine partnerships while acknowledging and celebrating the rich cultures and protocols of Aboriginal and Torres Strait Islander People and recognising them as the Traditional Custodians of this land.

And our commitment to creating opportunities for Aboriginal and Torres Strait Islander Peoples through recognising cultural strengths and promoting diversity across our organisation plays an integral part in the Plan.

Our journey towards advancing reconciliation is one of continuous learning, adaptation, deepened knowledge, cultural respect, and understanding for all our staff and carers.

Our **Reconciliation Action Plan** can be downloaded from our website, visit ozchild.org.au



Dhiyaan Mirri
Bridging Cultures

¹ <https://www.pc.gov.au/closing-the-gap-data/dashboard/socioeconomic/outcome-area12>

A strategic priority of our Dhiyaan Mirri team is to **enhance the cultural capability of OzChild staff and carers**. Building the cultural responsiveness and understanding of our staff and carers has been an important part of shifting our business, and our people towards genuine reconciliation as we enhance our practices to embed cultural responsiveness as a core value of the organisation.

In mid-July 2020 Dhiyaan Mirri alongside our People & Culture team launched OzChild's **Moments in Time** learning module. **Moments in Time** was developed to create an organisation wide shared foundation of knowledge on which to build. A platform for learning and understanding the true history of our nation and the significant moments in time which have shaped the way of life for First Nation Peoples.

This learning module is delivered online and has become a mandatory part of the induction process for new staff. With the release of the platform in July existing staff were given four weeks to complete the training.

At the conclusion of the four weeks

96% of all OzChild staff had completed the learning module

- a testament to the commitment staff have to learning, adapting, growing and embracing cultural competence.

Moving forward, **Moments in Time** will be available for **OzChild carers, board members and volunteers** to undertake.



“I just wanted to touch base and say how great the training was for “Moments in Time” whilst some of the content is confronting it speaks of truth. This information should be taught in schools as part of our history. I have never thought of myself as having “White Privilege” but think and reflect on this now and how much I, as a white Australian take for granted. Please give us more information and greater understanding, I think we should have a yearly update if not more frequently about culture and shared learnings”

OzChild staff member

Another priority of Dhiyaan Mirri is to **monitor the quality and efficacy of OzChild services to First Nations children, young people and their families**. In March 2021 a review was conducted to evaluate the cultural safety of the children and young people within our foster care program in Victoria and in the ACT, and Treatment Foster Care Oregon in NSW, VIC and Queensland.

Determining whether cultural support and connectedness had been provided in relation to the Aboriginal and Torres Strait Islander Child Placement principals is vital in our quest to deliver a culturally responsive and safe service.

63 First Nations children and young people (C&YP) were the focus of the review which sought to understand the extend of cultural support provided to them while in an OzChild In-Home Care service.

Culture and connections, family relationships and medical history, attendance at cultural events, health, and mental and emotional well-being just a few of the domains evaluated.

The Review identified that most First Nations children and young people achieved positive outcomes for at least some indicators, particularly in relation to contact with siblings in care, First Nations status identification and consultation with Aboriginal peak bodies. Areas for improvement were also identified which inform the recommended actions as we strive for continuous improvement to the care and support provided for First Nations children and young people.



At least **94 per cent of First Nations C&YP** were appropriately identified as Aboriginal or Torres Strait Islander



Over 70 per cent of **First Nations C&YP had a completed genogram** and/or had their case manager/therapist consult with Aboriginal peak bodies once they were placed (consultation with peak bodies is only applicable to Victorian clients)



87 per cent of First Nations C&YP had **regular contact with their siblings in care**

The First Nations Cultural Connections Review is conducted twice a year for all First Nations children and young people who are in a placement within an In-Home Care service at OzChild.

Supporting Children

young people, and families in our nation's capital

In the ACT we work in partnership with Barnardos and the Australian Childhood Foundation as part of the ACT Together Consortium to provide foster and kinship care, Gudan Gulwan Youth Aboriginal Corporation to deliver the FFT-CW program and, the ACT Government in the delivery of a FFT pilot program which was launched in February 2021.

During the 2020-21 financial year more than 75 children and young people were supported by OzChild team members from our foster and kinship care teams.

OzChild's FFT-CW team in partnership with Gudan Gulwan in the ACT is dedicated to Australia's First Nation Peoples and is the first of its kind internationally.

Referrals from Child and Youth Protection Services (CYPS) or Gudan Gulwan of families experiencing vulnerabilities, such as but not limited to, family violence and drug and alcohol abuse, are made to the program which aims to reduce the number of Aboriginal and Torres Strait Islander children and young people entering or remaining in out-of-home care through culturally specific interventions that strengthen families and communities.

102
families

Referred to the program since the first referral in December 2018 until 30 June 2021



64 families (involving 181 children and young people) consented to engaging in the program

39
families

Since implementation, **39 families** supporting **120 children aged under 17** have successfully completed the program, with all families remaining intact on closure

51%

51% decrease in the number of First Nations children and young people entering care since service delivery began in 2018¹

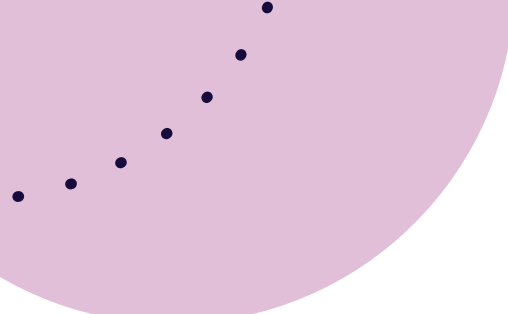
During 2020-21

32
First Nations families

32 First Nations families were active in the program during the year

¹ Based on data from AIHW Child Protection reports





FFT pilot program takes off in the ACT

The future we envisage inspires us to do more for children, young people and families facing incredible challenges. We are strengthening our commitment to focus on what really works to stop the rising number of young people involved with or entering youth justice.

In February 2021 Minister for Justice Health and Assistant Minister for Families and Community Services, Emma Davidson announced the launch of the FFT youth justice pilot program to prevent young people entering the justice system in the ACT.

“FFT is a successful evidence-based program that achieves results for children and young people by working closely with their families to reduce the intergenerational effects of sustained contact with the justice system,”

Minister Davidson,
The Canberra Times 8 February 2021

Also quoted in The Canberra Times the Chief Police Officer for the ACT, Neil Gaughan identified inter-generational crime as a significant territory issue, observing that his officers are now arresting the grandchildren of those family members that he arrested 30 years ago when he first walked the beat as a ACT community police officer.

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“As a community, we have got to get ahead of this persistent issue,”

“While at the back end, it’s law enforcement problem, at the front end there are many other things that have to be looked at holistically in that discussion; that’s disadvantage of many kinds, it’s housing, health, education and welfare.”

Deputy Commissioner Gaughan.

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FFT addresses the underlying reasons why a young person is offending and focuses on reducing those behaviours by working with the whole family. Benefits for the young people extend further than just preventing youth justice or residential care placements. Young people learn to take a strength-based approach to improve communication, work through conflict with their family, improve engagement in their local community, and see a reduction of other services involved in their lives.

Delivered in partnership with the ACT Government the pilot program was set to support 20 young people. With the pilot due to be completed by 31 December 2021 it is anticipated the number of young people supported **will exceed expectations.**

Keeping Families

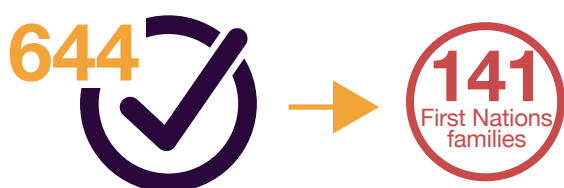
in New South Wales together and kids safe

In 2017 OzChild began delivering Functional Family Therapy Child Welfare (FFT-CW) and Multisystemic Therapy for Child Abuse and Neglect (MST-CAN) in New South Wales (NSW) followed by the implementation of Treatment Foster Care Oregon in 2018 and Functional Family Therapy (FFT) in 2019.

Today, in NSW we have more than 60 specially trained and passionate professionals and a village of dedicated treatment foster carers supporting children, young people and families on the Central Coast and across Western Sydney.

These evidence-based programs are directly contributing to the Premier's Priority of reducing domestic violence, by intervening early in the problem of adolescence violence in the home, addressing problematic behaviours that lead to crime, and building the capability of parents and their relationships with their children to reduce the likelihood of entry into care. These programs are also reuniting children and young people with biological family or placing them into lower-level long-term care.

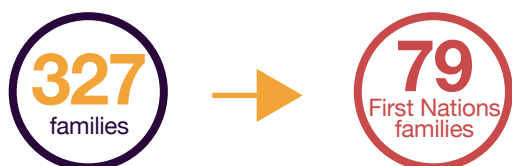
Since implementing FFT-CW in 2017, 644 families have successfully completed the program across the Campbelltown, Blacktown and Edgeworth regions to address problems within a family that may result in a child or young person entering out-of-home care.



Of the 644 families who have completed service successfully, 141 were Aboriginal families



Around 75 per cent of the Aboriginal families who engaged in the program completed treatment successfully



During the 2020-21 financial year **327 families were referred to FFT-CW**

79 of those were First Nations families



508 families were active in the program during the year



173 families, completed treatment

OzChild's MST-CAN program aims to keep children at home with increased safety. Treatment is provided for the whole family with special attention given to parents.

Since implementation of MST-CAN in NSW, 28 families have completed treatment successfully, of which 10 identified as being Aboriginal and/or Torres Strait Islander. **During 2020-21 - 27 families were active in the program.**

MST-CAN is a whole of family approach aimed at providing practical support, improving parenting capabilities and developing social and community networks to support a healthier family environment.

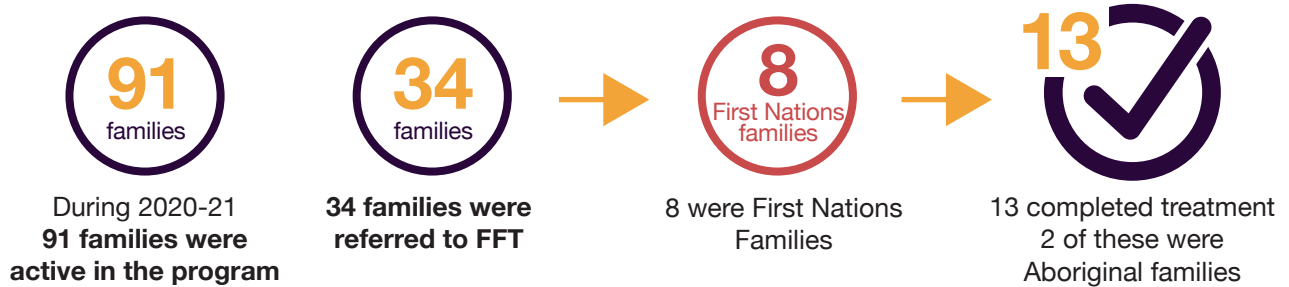
Families being referred to the program from the Department of Communities and Justice (DCJ) often live with multiple risk factors and challenges, including substance abuse, unemployment and poverty, poor mental health, family or domestic violence, disability, housing vulnerability, contact with the justice system, or their own family history of trauma, neglect or abuse.

FFT reducing adolescence violence in the home

OzChild's FFT program supports adolescents (aged 12-17 years) who are exhibiting aggressive and in certain cases violent behaviour, as well as substance misuse.

Through FFT, parents and carers are being supported to address domestic and family violence perpetrated by young people within the family home, equipping families with the confidence and the skills to reduce and eliminate violence or other abusive or controlling behaviours.

In two years, more than 50 families on the Central Coast have completed all phases of this therapeutic intervention, resulting in improved family dynamics, communication and supportiveness while decreasing intense negativity and dysfunctional patterns of behaviour.



The active focus on engagement with families with frequent visits in the beginning that reduce over time once engagement has been developed is a key factor in the success of FFT when working with families who have been difficult or unwilling to engage in other services in the past.

Primary carers of adolescent perpetrators of violence in the home often do not know where to go for support and when they do approach services their adolescent's behaviours do not fit the criteria for support (Home Office, 2015).

“The other services hadn't worked. I think they refer because they can, but it doesn't really meet our needs. It was driving me crazy. It was a waste of our time and effort. I was about to give up.”

“A lot of services don't take the time to get to know you. It was like we meant something to her (the therapist). We weren't just a number to her.”

“The service system needs to change. Especially for teenagers. Yes, there are courses parents can do. I wish there is more help for teenagers that can help. No one seems to understand what he was going through and how to help him.”

Before and after FFT

“Prior to starting FFT the violence was constant. I had multiple bruises and a broken bone. He has not been physically violent or destroyed property since FFT.”

“Before the program he would lock himself in the room and only come out when he wanted something. He would get right in my face screaming. If I said no he would destroy the house. There were holes in every wall.”

Young people engaged in the program have also reported past negative experiences of services giving them low expectations and/or reluctance to participate in FFT.

“I hated services. It was about doing things I didn't want to do. Putting me on drugs I didn't want to take. Asking me to talk about feelings which I didn't want to talk about. I felt like no one understood me.”

Alternative Intervention

getting kids back to stable family life

For children and young people living in, and those at risk of entering residential care, Treatment Foster Care Oregon (TFCO) offers a chance at a stable family environment, and an opportunity to break the cycle of disadvantage and address systemic issues of childhood trauma to allow them to engage with school and reconnect with family.

Of the 45,996 children and young people in out-of-home care at 30 June 2020, 3,032 were living in a residential care facility. Of those 1,195 were Aboriginal or Torres Strait Islander¹.

Disadvantage tends to run through generations of families and communities, creating cycles that become increasingly difficult to break. For children or young people who have experienced significant disadvantage or trauma, and those in foster care who are displaying complex emotional and behavioural difficulties multiple placement breakdowns are common. Often these children and young people are one placement away from entering residential care, or the youth justice system.

We know the outcomes for children living in residential care are far worse than those who grow up in home-based care. A 2021 inquiry into children and young people who are absent or missing from residential care found the current model of residential care is not meeting the fundamental needs for human connection or, in many cases, safety².

A 2020 inquiry into services for young people transitioning from out-of-home care found that residential care is not therapeutic, is often unsafe and does not meet the needs of young people living with trauma³.



“Wherever possible children and young people should live within families, not in staffed residential care facilities, that’s why delivering this program is so important to us”

Dr Lisa J. Griffiths.
Chief Executive Officer

TFCO plays a critical part in supporting the child protection system because the aim is to reunify children and young people with their biological family, including kinship carers, or place in lower intensity long-term foster care.

Benefits for the young people extend further than just preventing residential care placements and reunifying kids with family, they experience improved health and wellbeing, positive inclusion in community activities and enhanced pro-social behaviours, alongside greater attendance, and participation at school or work.

¹ Australian Government, Productivity Commission: Report on Government Services 2021- Child Protection Services.

² Commission for Children and Young People (November 2019): *(In our Own Words – Systemic Inquiry into the lived experience of children and young people in the Victorian out of home care system.*

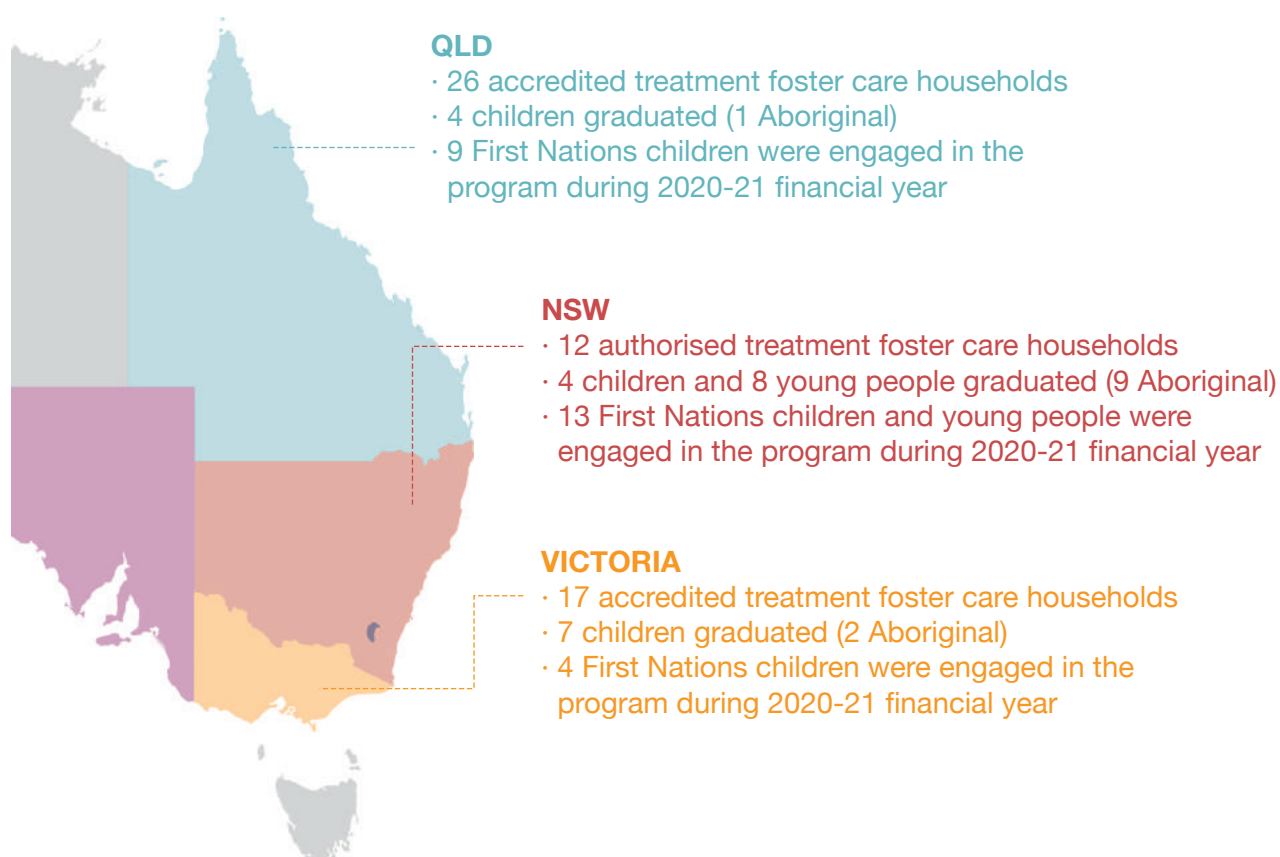
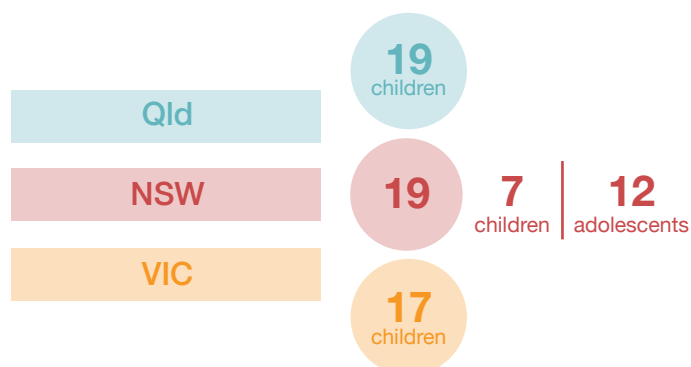
³ Commission for Children and Young People (2020): *Keep Caring - Systemic inquiry into services for young people transitioning from out-of-home care.*

OzChild is the only accredited provider of TFCO in Australia and has established five teams across three states.

In January 2021, OzChild became one of three organisations globally to have successfully received certification for TFCO in Victoria. Program certification confirms our ability to meet model fidelity standards and produces treatment outcomes that are similar to those of the model program as measured in the scientific evaluations that have been conducted of the model.

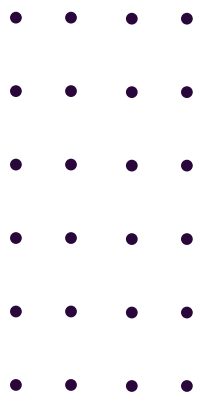
Since service delivery began in 2016 - 43 children and young people have successfully graduated from the program of which 88 per cent remain in lower-level care arrangements, reunited to family, kin or going into long term foster care placements.

During the 2020-21 financial year, across Victoria, New South Wales and in Queensland
55 children and young people were supported through OzChild's TFCO program



In QLD and VIC the TFCO program supports children aged 7-11 years and in NSW OzChild's TFCO program supports both children and adolescents (12-17 years).

While the child protection system has evolved significantly with the introduction of evidence-based models over the last few years there is still a gap in delivering interventions aimed at adolescents – that's why OzChild is proud to have launched the TFCO-A program in partnership with the South Australian Government – to deliver better outcomes for young people in SA from December 2021.



Maddy's Second Chance

TFCO is giving kids like Maddison* the opportunity to be reunited with their birth family after experiencing multiple foster care placement breakdowns, residential care placements and time spent in hotels, simply because they exhibit complex and extreme behaviours that impact on their ability to live in family-based arrangements.

Maddison (Maddy) was just 11 years old when she entered OzChild's TFCO program.

Having been exposed to family violence from a very young age Maddy was removed from her mother Katie's* care due to her substance misuse, limited parenting ability and instability in providing secure and appropriate housing for Maddy and her brother. When Maddy entered the TFCO program she had been living in a residential care home with other kids of varying ages.

Maddy had experienced so much in the past few years, witnessing violence at home, moving around a lot and being exposed to significant neglect, her past trauma and lack of impulse control resulted in violent and abusive outbursts.

Maddy was not attending school, her refusal to go to school in the past brought about by her wanting to protect Katie and her younger brother, she thought if she was away from them something bad would happen.

Katie was desperate to get her kids back. TFCO was the chance at the new beginning this family needed. Katie was reluctant at first, she was worried about being judged and was wary of any agency who said they wanted to help her. But eventually she agreed to work with the program to have Maddy returned to her care and the TFCO Family Therapist began working with her on a reunification plan.

Over time strategies were implemented to build Katie's parenting skills and her capacity to care for Maddy and her brother. The family therapist linked Katie with other support networks and together they addressed her own trauma, identifying how patterns of behaviour can impact negatively on the emotional well-being of herself and her kids.

Maddy's Treatment Foster Carers were looking forward to welcoming her into their home, to implement some structure and routine and support her overall health and wellbeing and involvement in sports and extracurricular activities.

TFCO uses a behaviour modification program based on age-appropriate rewards and natural consequences. For children, the model works on a behaviour contingency system while for adolescents, a three-level point system provides structured daily feedback.

Maddy's carers rewarded her with 'KIDZ Bucks' for following a routine and she would earn small immediate rewards for attending school. Her carers also praised and rewarded her for "Letting others Shine" thereby modelling how to socialise with peers without becoming competitive, bullying, or abusive.

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“TFCO works because of the consistent, reinforcing environment with mentoring and encouragement and daily structure with clear expectations and specific consequences. This means the kids know what to expect and what is expected.

Couple this with limited access to negative peer influences along with access to prosocial peers and an environment that supports daily school attendance and homework completion and it's not surprising we see such a significant turnaround in their behaviours”

Jamila, Program Supervisor

Meanwhile the TFCO Teacher worked hard to get Maddy engaged in school, providing support to assist her in class and facilitate learning, and the TFCO Skills Coach and Child Therapist introduced Maddy to ways to build relationships with peers and participate in activities outside of school, working on improving her prosocial behaviours.

After just three months in TFCO Maddy's listening skills had improved and she had learnt how to slow down and make appropriate (and safer choices) rather than throwing a tantrum or engaging in high-risk behaviours. Additionally, she was now following directions without arguing.

Both the Child Therapist and Skills Coach continued working with Maddy with the use of role-modelling activities to learn how to stay calm and using positive language as well as storytelling to encourage her to manage frustration and disappointment. Maddy actively responded to this coaching and learned how to manage frustrations well. She also began to express her emotional needs more comfortably with adults who had earned her trust.

When Maddy first started back at school she was disruptive, unable to concentrate and fought with other kids. Maddy performed well below her peers academically, with her writing in particular restricting her ability to demonstrate her knowledge and understanding of concepts and content, her comprehension skills were well below that of others her age.

Throughout the course of Maddy's time in TFCO the entire team were determined to see her succeed, and so was Maddy. Maddy improved in leaps and bounds and soon enough the strategies implemented to assist her at home were also paying off in the classroom. The TFCO teacher was there for Maddy every step of the way and her ability to participate in activities and assessment tasks in class increased significantly. Maddy was catching up.

Maddy has been living back with her mum Katie and her brother for two months now. She is engaging positively in activities, has built a bank of coping strategies and developed problem solving skills necessary for the next chapter of her life. And she attends school full-time.

Katie has remained drug free and managing well, the family is happy, settled, and stable - they are together. Recently our team were notified of Maddy's Mayoral Nomination 2021 for her advancements in education. This is a huge achievement for Maddy and a testament to the difference the TFCO program can have for children at risk of not only school expulsion and exclusion, but a lifetime of disadvantage.

**Names changed to protect identities*

Supporting Families in South West Victoria

Family Law Services

For many years OzChild has been delivering Family Law Services in South West Victoria. Our teams in Warrnambool, Portland, Camperdown and Hamilton provide family relationship information, deliver parenting programs – Triple P Primary Care, Triple P Teens and Triple P Family Transitions, facilitate the Children's Contact Service and provide counselling, and the running of the Family Relationship Centre to deliver couples and individual counselling, Family Dispute Resolution and Property Mediation - to name just a few of the things they do!

These services, along with post separation services delivered are imperative in helping families to move respectfully through separation and conflict. Without services like this families can be torn apart, and children and young people face incredible disruption, trauma and distress. The work of our Family Law Services team is vital in strengthening and repairing family relationships pre and post separation to ensure the best interest of the child.

Throughout the pandemic OzChild's Family Law team continued to deliver support services to families, going above and beyond to ensure children and parents were able to continue with contact visits. There is no doubt COVID presented us all with additional challenges and so it was vital our team were able to continue to provide support through the Family Relationship Centre, and Family Dispute Resolution Services and Property Mediation, along with delivering important programs like Triple P and counselling.

A playground revamp makes contact visits a little easier



Generous contributions from the A.L. Lane Foundation, Ern Hartley Foundation, Jenkins Family Foundation and Thomas O'Toole Foundation were combined to co-fund the replacement and renewal of the playground, with new play equipment, a slide and sandpit installed, and artificial grass fitted along with a basketball hoop and foosball table.

OzChild offers a **Children's Contact Service** from within our office in Warrnambool. The service provides a safe and neutral place for children to spend time with the parent or family member/s they don't live with and facilitates change over between parents.

Working with separated families to transition to self-management of contact arrangements while promoting positive parenting having a space where the kids, big and small can engage in play activities in a safe environment ensures a positive experience can be had while visiting.

The children's playground onsite has needed some TLC for some time, and thanks to the support of four philanthropic partners a revamp was undertaken during February 2021.

Our team in Warrnambool work hard to ensure family visits occur in an environment that feels as much like a home as possible, allowing families to relax and enjoy their time together. This is important for observation of family interactions when working with separated families to help them transition to self-management of contact arrangements.



92 families sought support through the **Children's Contact Service** during 2020-21



94% of families reported **improvements in family functioning.** All families reported a decrease in dysfunctional behaviours.

Triple P – Positive Parenting Program

Many families who experience relationship breakdown and separation are often exposed to high levels of conflict and family violence. In South West Victoria there has long been a gap in services to support these families. Now, thanks to a generous grant from the Barr Family Foundation, OzChild staff have been specifically trained in the Positive Parenting Program (Triple P) Levels 4 and 5 to provide an intensive intervention, delivering an evidence-based parenting education and skill development program to separated parents.

The funding enabled six OzChild staff to gain higher level Triple P skills to deliver Triple P Family Transitions group and individual sessions to parents going through separation to help them be the best parents they could be during the separation process and beyond.

During the first half of 2021



Five group sessions to parents were delivered



25 individual sessions to parents were conducted

Parent participants reported



positive impacts of improved coping mechanisms



reduced anxiety



better anger management



increased confidence in using new parenting strategies during the stressful times characteristic of relationship separation.



Stepping Stones to School paving the way for successful transition to school

OzChild's Stepping Stones to School (SS2S) program is a collaborative early childhood transition and school readiness program which enhances relationships and connections between families and providers.

Aimed at improving outcomes for children, SS2S engages parents and supports the transition capacity of pre-schools and primary schools so more children in the region have a more positive and long-lasting transition to school experience.

Providing individual family support for transitions to kindergarten and school, SS2S facilitators work with individual children and families by identifying barriers to successful transitions, working with each family to increase learning readiness for school, and coordinating communications with various service providers on a family's behalf. This helps children and families successfully transition from kindergarten to school, avoiding potentially entrenched educational disadvantage through disengagement and non-attendance. This vital early intervention project is delivered in partnership with Beyond the Bell and the Glenelg Southern Grampians Local Learning and Employment Network.

Bella* takes steps toward successful learning and education

Bella and her parents were referred to OzChild's Stepping Stones to School (SS2S) program by her kindergarten teacher. Five year-old Bella was attending her second year of four-year old kinder. Her parents had recently separated and Bella had been diagnosed with ADHD.

Struggling to recognise the emotions of other children and expressing empathy, Bella frequently used inappropriate language and was disruptive in the classroom – she also liked to pretend to be a dog.

Bella's parents had differing parenting styles and behaviour management approaches and her mum, Linda* found it hard to implement and follow through with strategies.

The separation of her parents had no doubt influenced Bella's behaviour and disrupted her attendance at kinder. Linda, and Bella's dad Michael* had also disengaged from support services.

The SS2S facilitator conducted home visits working with Linda and Michael separately with Bella. While Bella appeared relaxed and attentive during each session she still exhibited short concentration span and would use silly language in outbursts.

When Bella was with her mum she tended to get her own way and Linda would ignore her behaviours. Michael on the other was more confident in intervening letting Bella know when her behaviour was not acceptable. OzChild's SS2S facilitator noticed at times both parents would become distracted walking away from Bella to complete jobs or make a cuppa, behaviours which Bella was likely picking up on leading to her own distraction and lack of concentration.

Bella constantly needed reminding to complete activities and was unable to stay seated or keep still.



Bella's obsession with pretending to be a dog was of concern to the facilitator. In each session Bella continued to behave like a dog, greeting people on all fours, barking when she was spoken to, putting items in her mouth and licking.

The SS2S facilitator developed strategies with Michael and Linda to address Bella's behaviours, provided them with ideas on ways to engage Bella in activities to improve her concentration and introduced family time activities so Bella felt connected to her mum and dad.

The focus of the facilitator's work with Bella's parents was on parenting styles, quality time and routines giving them the task of considering how this could impact on Bella's learning and wellbeing.

Linda and Michael began to focus on the time they spent with Bella, ensuring the activities they engaged in were child focused and started to work on simple tasks such as sitting at a table, and listening to and following instructions.

Soon, Bella demonstrated she was able to concentrate long enough to play games and complete activities the facilitator provided. Linda and Michael began to see the positive impact the change in their parenting style was having on Bella and she started attending kindergarten regularly.

Linda and Michael knew Bella was not ready to attend school, but they were determined to work hard to ensure she didn't repeat kinder again. They continued to engage with the SS2S facilitator and re-engaged in other health services, visiting the Paediatrician and seeing an Occupational Therapist.

Linda and Michael acknowledge they needed to work on themselves too and are now more focused than ever on Bella. They are proactive when interacting with Bella, focused on developing her reading and writing skills and managing her ADHD.

Bella spends less time pretending to be a dog and more time reading books, colouring and being a kid.

*Stepping Stones to School is funded by State Trustees Vic,
The Ian Potter Foundation, National Indigenous
Australians Agency.*

**Supporting families in
the South West Victoria
regions of Glenelg Shire,
Southern Grampians,
Corangamite and Moyne
during the 2020-21
financial year 69 families
were active in the Stepping
Stones to School program.**

Koorie Early Years Network

OzChild is a proud founding member of the Koorie Early Years Network (KEYN) in South West Victoria, partnering with several government and non-government organisations to work together to ensure First Nations children and their families/carers can participate in early learning activities, to improve children's school readiness by supporting parents to grow their confidence to engage in learning activities with their children, and to advocate for their development and learning needs to professionals.

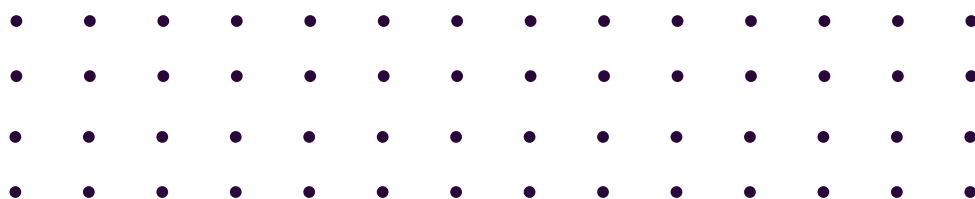
Guided by the Marrung Aboriginal Education Plan 2016-2026 the objectives of the KEYN are to ensure seamless transitions for children and families between Early Years Services to strengthen engagement and inclusion of Aboriginal and Torres Strait Islander children providing strong services that provide family/carer support around the wellbeing of young Koorie children and culturally appropriate Early Years services across the region while developing strong partnerships between local and regional network and organisations to support Koorie Early Years education, health and wellbeing.



The collaborative and dynamic working relationship of regional KEYN stakeholder groups continues to see high-level achievements through targeted outcomes in line with the Victorian DET MARRUNG Aboriginal Education Plan (2016-2026) Objectives, and the Victorian Early Years Learning and Development Framework (VEYLDF) Outcomes (2016).

Key Achievements

- All shire Councils in the South West (Warrnambool, Corangamite, Glenelg, Southern Grampians, Moyne) have commenced or completed their first Reconciliation Action Plan (RAP) in individual early childhood settings or have chosen to complete one RAP for the shire.
- Koorie kids identified as having delays in any of the five VEYLDF outcome areas are now consistently referred to and supported to engage in Koorie playgroups and three- and four-year-old kinder of their family's choice.
- Supported Koorie playgroup facilitators to set up closed Facebook groups for families at the beginning of the pandemic. This communication device is now also used to support parent with kinder and school enrolments.
- Implemented the Indigenous Stepping Stones to School program across Glenelg, Southern Grampians, Corangamite and Moyne Shires by working closely with Shire Council Early Years management and Kindergartens.





Artwork Credit: Colin Wightman.

OzChild observes traditional naming protocols relating to deceased Aboriginal people and has obtained permission from the artist's family to use his name.

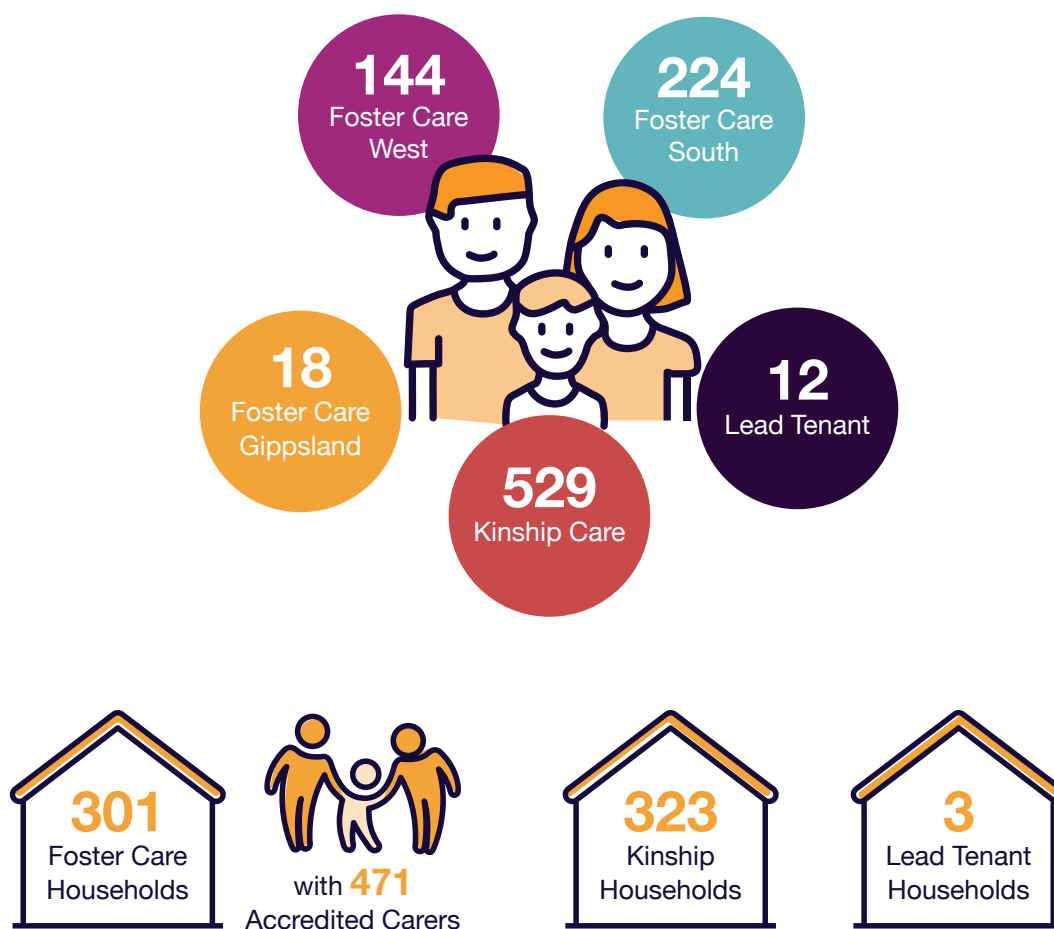
Victoria's Caring Village

OzChild's In-Home Care Programs play a critical part in supporting the child protection sector, keeping children and young people safe, respected, and nurtured so they can reach their full potential, but it is our village of carers who do the heavy lifting when it comes to supporting at-risk kids.

According to the Australian Institute of Health and Welfare, in Victoria at 30 June 2020 almost 10,000 children and young people were being cared for outside of their family home. Almost 7,000 were living with a relative or family friend, 1,620 were residing in foster care and 429 in residential care units. An additional 41 young people were supported within independent living facilities.

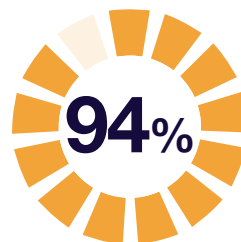
Kinship and foster carers are vital when children cannot stay safely at home and our Lead Tenant volunteer mentors are crucial to supporting the development of independent living skills for young people aged 16-18 who are unable to live with their family.

During 2020-21 in Victoria the OzChild village of carers supported **927** children and young people within **627** OzChild foster and kinship care households and independent living homes.

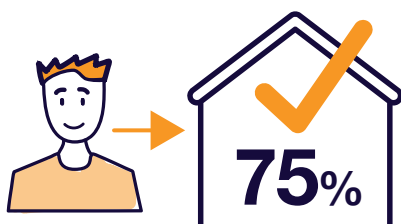




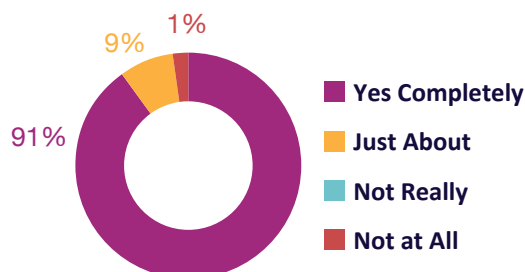
21 children & young people had a Permanent Care Order granted¹.



94 per cent of children & young people in foster care had two or less placements¹.



75 per cent of young people who exited Lead Tenant, transitioned to suitable housing¹.



91 per cent of children & young people in OzChild IHC services reported feeling 'Completely safe' where they live¹.

During the pandemic people took the time to reflect on their lives and how they could give back



348 individuals attended one of 47 foster care information sessions



55 new carer households accredited in Victoria during the year

During the year we had **930** unique enquiries with those aged 25-44 the largest group seeking more information about becoming a carer.



Searching online remained our largest referral path 277 enquiries



followed closely by television advertising 157 enquiries



and word of mouth 123 enquiries

With close to 50,000 children and young people in out-of-home care nationally, being able to answer the call to place a child with a carer has never been more important. The challenge of recruiting foster carers or placing children into a kinship care arrangement remains.

If you would like to make a difference in the life of a vulnerable child or young person visit ozchild.org.au to find out more about becoming a carer.

Keeping Carers and families connected

It's safe to say we have all now well and truly embraced the virtual world with online activities becoming the norm. During the year our foster and kinship care teams were busy hosting Zoom room carer cuppa catch-ups which were often attended by special guest speakers, and the kids online scavenger hunts were a huge hit!

"The sessions helped us feel supported and part of a broader team which was really welcomed, especially during COVID. As new carers, being able to informally learn from many long-time carers sharing their experiences in a fun and safe environment was a huge support!"

Alison & Samuel

"The Carer Cuppa Catch-up was the highlight of my week! Being able to take some time to sit down and chat with people I care about, hear stories, learn something, ask questions, and of course RELAX!"

Molly

While virtual events took centre stage, we were lucky to be able to sneak in a few activities in between lockdowns which saw carers, kids, staff, and families catchup and connect.

The **Families Week Picnic** in the park event held in May was attended by carers from our southern and western division programs. Our teams also managed to organise get togethers at local cafes and in west Melbourne were able to catchup with carers for a cheese and wine night in June. The highlight of the year was the Easter celebration event held at the Yarraville Gardens at the end of March.



End of year celebrations done virtually

Our annual end of year children's celebration event looked a little different in 2020. The team at Wildlife Xposure delivered a live animal show via Zoom with children and families joining in the fun online.

Not being able to participate in events during the festive season didn't stop our In-Home Care team from delivering something special for children and young people. The 12 Days of Christmas virtual events were a very popular and included a variety of activities in the leadup to Christmas.

Kids, big and small participated in a Christmas cookie decorating session, a lesson in making a wreath and other decorations and cards, they even learnt how to make chocolate balls, white Christmas and a gingerbread house. But the highlight was a special visit and message from Santa which was delivered on the 12th day along with a festive fashion parade.



Many thanks to Nestle, Arnott's and Costco who supported this event, ensuring all families were equipped with the goodies they needed to participate in the cooking activities.

Strengthening the OzChild Village

In January the OzChild carer Learning Village was launched, an online training platform which provides a suite of practical, emotional, community and training supports aimed at enhancing, improving, and supporting OzChild carers on their journey.

The platform also gives carers access to OzChild's Safeguarding Children training, Foster Carer Code of Conduct and engages new and prospective carers in the Shared Lives Victoria training model.

Also available for carers during the year were the Tuning into Kids Parenting Program, Restoring Families, Families where a Parent has a Mental Illness (FaPMI), and a session on Mental Health for kids and carers facilitated by Brian Jeffery. Online training is free for OzChild carers.

During the year OzChild carers were provided access to a variety of external webinars and training opportunities through the Foster Care Association of Victoria, KidSafe Victoria, VACCA, Carer Kafe, YSAS and many other training organisations and speakers who facilitated sessions to support the personal and professional development of our carers, their family members and children and young people.

Hundreds of free tickets to events and access to activities were generously donated by community partners and organisations for children and young people.

50+

Webinars, training, podcasts, and free events and activities accessed

Family Preservation and reunification in Victoria

Sadly, according to the Australian Institute of Health and Welfare's Child Protection Australia report, more than 174,000 children received child protection services in Australia during 2019-20, and more than half were repeat clients.

We believe the key to turning the tide on these numbers lies in strengthening relationships within families and intervening early to keep kids safe and prevent children entering out-of-home care.

That's why in Victoria we are proud to be delivering a suite of evidence-based and evidence-informed programs and services that support our three main outcome domains of **Safety**, **Well-being** and **Permanency** for children and young people.

The aim of the work we do within our **Prevention and Strengthening Families** teams in Victoria is simple, **family preservation and reunification**.

There is no doubt, children do better when they are with their families, and programs like **SafeCare** - a structured training program to help parents of young children (0-5 years) at risk of neglect and abuse - help to make this a reality.

Not only is the program keeping kids with family, but it also teaches parents how to interact in a positive manner with their children, to plan activities, and respond appropriately to challenging child behaviours and how to recognise and respond to symptoms of illness and injury.

During 2020-21



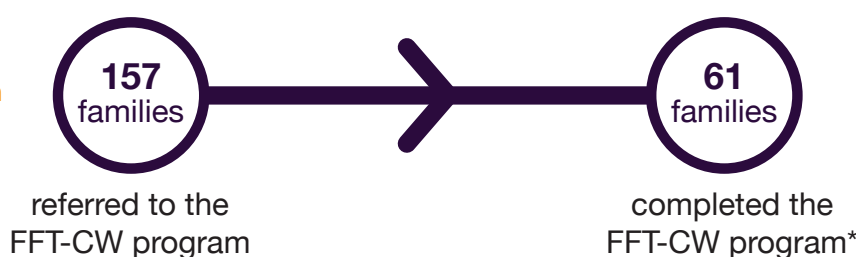
At the end of treatment



of parents reported improved Parent and Child Interactions, and all parents were able to manage their young child(ren)'s health symptoms and correctly identify when they needed to take their child to the emergency department.

Functional Family Therapy – Child Welfare (FFT-CW) supports children and young people aged 0-17, and their families who are facing difficult times. FFT-CW helps families to stay strong, safe and together by improving relationships, communication and by helping them find new ways to deal with difficult situations, equipping parents with skills and strategies to manage challenging behaviours.

In Victoria 220 families were active in the FFT-CW program during 2020-21



SafeCare Participants

gets a boost from The Flora and Frank Leith Charitable Trust

The Flora and Frank Leith Charitable Trust has been a valued philanthropic supporter of SafeCare for the past three years. While the program's core is State Government-funded, the Trust has provided vital 'brokerage funds' which have enabled OzChild's SafeCare educators to deliver desperately needed practical, health and home safety support for participating families.

For many, parenting comes easily, even naturally, with the support of family and friends, but for some, those who have faced significant trauma or disadvantage with a limited support network, parenting can be a real struggle. For young parents like Nathan, SafeCare has provided the lifeline they so desperately needed to keep their little ones safe, healthy and at home. And the practical support provided through funds from the Flora and Frank Leith Charitable Trust meant the program could supply Nathan with items to assist in making his home safer, and the environment healthier.

When Nathan was referred to the SafeCare program he was described as a man who suffered extreme social anxiety, had very limited concentration capacity, had problems with both long-term and short-term memory, and was "perpetually tired" thanks to disturbed sleep patterns.

Nathan was sharing care of his two children, aged five and four with the support of his ex-partner. He desperately wanted to be 'the best father he could be' but his home was described as 'chaotic with no routines' Nathan needed some help to develop his parenting skills in particular his skills around structure and routine for the children, boundary setting and his ability to address the chaos in the home.

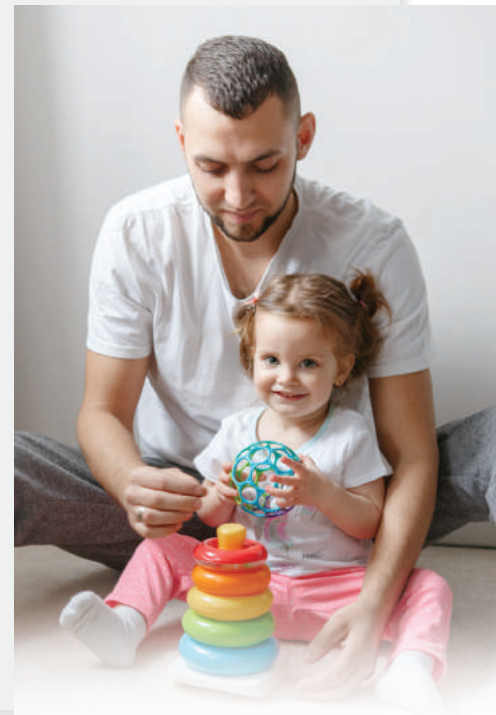
Nathan's SafeCare educator recognised the immediate need to reduce the number of hazards in his home and improve the tidiness.

Upon commencement in the program 79 hazards were identified in three rooms of Nathan's home.

After four sessions Nathan had begun to remove the hazards and his SafeCare educator was able to purchase a lockable medicine cabinet, safety latches and other items thanks to the brokerage funds available.

Completing the Safety module 74 of the 79 hazards had been appropriately addressed, the five that remained included items that could not be removed so Nathan learnt how to supervise his children to minimise any risks.

Nathan moved on to achieve 'Mastery' of the Health module, and when working with the educator on improving the interactions he had with his children it was obvious he adored his little ones.



"Nathan became more confident when engaging in the SafeCare program, he was more responsive and aware of his language with his kids through verbal cues, facial expression and body language. Nathan became consistent at providing his children specific praise and validation."

During the parent, child interaction module Nathan would become overwhelmed by the active behaviours of his children. His SafeCare educator provided him with some strategies to remain calm and focus on supporting the kids to self-regulate by responding and speaking calmly.

Nathan loves interacting with his kids, enjoying the occasional boogie, cooking nights, backyard sleep outs and bike rides together. They are all much happier, healthier and most importantly enjoy spending quality time together.

Delivering a Program

that Worx for Victorian families

Expanding our work with at-risk families in Western Melbourne, Brimbank Melton and the Goulburn Valley a newly formed Family Worx team hit the ground running in September 2020 - in the midst of the pandemic, as part of the Victorian Family Preservation and Reunification Response announced by the Victorian Government.

Family Worx has one key goal: to keep families safely together. The program, supported by the evidence-based models FFT-CW and SafeCare provides an integrated service to families in crisis, requiring immediate support and intervention as well as parents who are being reunified with their children after a period in out-of-home care.

Family Worx is highly responsive and flexible to each family's needs and delivers a strength-based approach.

"Every family has their strengths and through the Family Worx model, we get to bring out the best in families, build on these strengths, create new strengths and really focus on children being able to remain with their families"

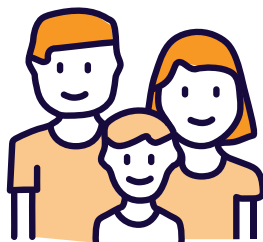
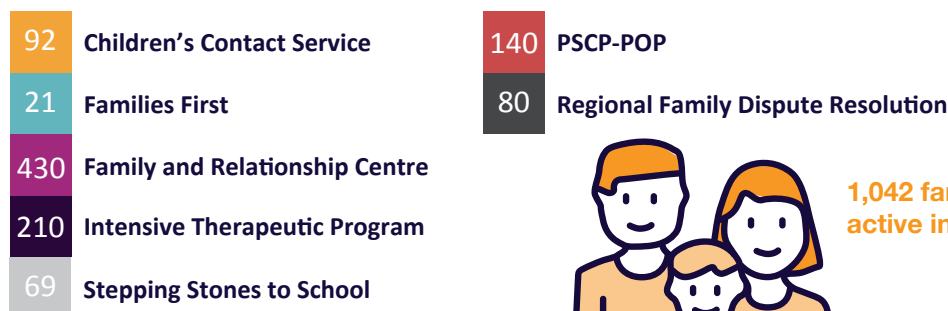
Viv - OzChild Family Preservation and Reunification Team Leader



Other services delivered by OzChild in Victoria during 2020-21 include:

- Family Law Services including support provided through the Family Relationship Centre; Property Dispute Resolution and Regional Family Dispute Resolution, Children's Contact Service and the Post-Separation Cooperative Parenting Program/Parenting Orders Program (PSCP-POP).
- Stepping Stones to School
- Families First
- The Intensive Therapeutic Program

1,042 families were active in these programs during 2020-21



1,042 families active in service

**Many more of these families continue to be serviced into the new financial year*

Working with Families

during times of crisis

OzChild's Family Worx team in Shepparton are supporting families in the Goulburn Valley region. Recently they worked with Katarina*, a mother of 11 children. Three over the age of 18 were not living at home.

Katarina had separated from her husband and was living at the family home with seven of her children – her 14-year-old daughter was living with another family member due to her challenging behaviour. With seven kids to care for Katarina was struggling.

The family was living in a run-down rural property in desperate need of repairs. For the past four years they had been known to child protection with concerns of sexualised behaviours between the siblings and family violence at the hands of Katarina's husband.

Katarina's mental health was waning and her ability to care for her children becoming a grave concern.

Regardless of the threat to have her children removed and the likelihood of them being separated if placed into care, Katarina was resistant to accepting support, wary of services being offered by child protection.

Katarina was referred to OzChild's Family Worx team, who successfully engaged her in treatment.

The Family Worx team visited Katarina two times a week, utilising the Common Elements Engagement and Motivation techniques which support practitioners to facilitate positive, open communication between individuals, their families, and other important relationships.

From these conversations Katarina decided on and set the goals she wanted to achieve, empowering her to take control of, and drive the sessions. Working alongside the practitioner Katarina then implemented a plan to build her parenting skills to improve the safety of the children and effect change within the family system.

OzChild's Family Preservation and Reunification Practitioner, Morgan* helped Katarina implement routines at home, giving the children structure and focus. After just three months the house was a lot calmer and less chaotic and everyone was playing their part contributing in different ways to a more harmonious household.

Katarina is now engaged in OzChild's SafeCare program to focus on improving her parenting skills while Morgan has introduced her to other community services to support other aspects of her life.

Six months on and Katarina has become more confident in making decisions relating to her parenting and is now able to advocate for herself and her kids, starting with putting a Family Violence Intervention Order in place against her husband and eldest son so she can focus on keeping her kids safe and family together.

Katarina's daughter has returned home, and their relationship has improved significantly, she is even helping around the house and communication between all siblings has never been better.

It's safe to say Katarina's kids are now settled, safer, and happier. And Katarina feels like a she is finally in control of her life.

Katarina successfully achieved all the Family Worx goals she set for herself and before our team bid the family farewell, they organised for repairs to be carried out on the home to ensure living conditions were improved.



A Multi-systemic approach to youth offending in Victoria

OzChild's Multisystemic Therapy (MST) program in Victoria has been supporting families and young people (12-17 years) who are subject to court-mandated Youth Justice supervision since 2019. Treatment is home-based and strives to change how young people function in their natural settings such as home, school and within the neighbourhood – in ways that promote positive social behaviour while decreasing anti-social behaviour.

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“Treating the whole family, in the family home is critical in supporting families and young people at what is no doubt one of the most challenging times of their lives.

We need to see what is going on in the family's life, hear about their experiences, talk with them together as a family unit and understand what other services they have tried. Therapists focus on collaborating with and empowering parents by using identified strengths to develop natural support systems and remove barriers, that's why the MST program works so well”

OzChild MST Clinical Supervisor, Kylie

“The turnaround in the last 18 months has been huge. We've gone from an ice addict to a young man who is always working on his plan. He wants it to work, and he can see he can have a life outside of all that stuff. He is always talking about his future now.”

Mum of young person

Outcomes achieved include:

Substantially lower rates of arrest, remand and out-of-home care placements, while many report decreased substance abuse and improved mental health on program completion.



During the 2020-21 financial year **22 young people completed treatment** ranging in ages from 14 to 18 years old*

75% of young people were living at home by end of treatment

85% of families receiving MST are from a range of Culturally and Linguistically Diverse backgrounds

A Brighter Future

ahead for Faheem

In many cases the young people we work with in the MST program who have perpetrated crime are often victims of violence, abuse, and trauma themselves. Through MST they are supported to develop skills around emotions and connections while raising their ability to self-regulate and build healthy relationships.

Faheem* was just 15 years old when OzChild's MST team met him and his mother Talia*. Having been exposed to family violence in the home and with an older brother involved in anti-social activities, Faheem was missing a positive role model in his life.

Living with his mum and eight siblings he was absconding from home 4-5 nights a week, engaging in high-risk and dangerous activities including robbery and motor vehicle theft, and he was regularly using illicit drugs.

Faheem had stopped going to school, he had no goals for the future and was not interested in anything Talia had to say and tensions at home were running high.

Talia was at her wits end, her stress levels were through the roof, she was constantly on edge, sick with worry for her son and she was not sleeping. Family life was chaotic, and Talia was struggling to facilitate learning at home for her school aged children during the pandemic.

With no control, and little support Talia needed help, otherwise Faheem most certainly would have found himself in Juvenile detention, residential care or in the worst case, lost his life because of his involvement in high-risk activities.

MST began working with Talia and Faheem in the family home. This meant her other children participated in the treatment too.

The MST therapist soon discovered intergenerational trauma and disadvantage played a significant role in Faheem's behaviour. Once the trust was built and the family began to open up strategies were developed based on the identified strengths of the family and Talia's.

"I used to wake up crying, worried about my boy. I never knew where Faheem was, even if he would ever come home"

Together Talia and Faheem began to build a stronger, more open and understanding relationship, and Talia began to develop the skills required to help reduce Faheem's negative behaviours and prevent future offending – empowering her to take control for the first time in a very long time.

Upon completing the program, Talia had put in place family plans and there was more structure to the way they were living. Curfews for the kids were in place and the arguments and conflict within the home reduced thanks to the skills Talia learnt and support networks developed.

And Faheem enrolled in TAFE to complete Year 9 – paving the way for future education and learning and maybe even a trainee or apprenticeship. But the best thing – Faheem was spending five to six nights a week at home, on a regular basis.

The MST team connected Talia to teachers to ensure she was able to better support the children with home schooling and assisting them with learning online.

This family is now stronger and family functioning has improved out of sight, but most importantly they are together!



**Names changed to protect identities*

Our Leadership Team

Our Executive Leadership Team (ELT) are focused entirely on achieving better outcomes for children, young people and families, setting our workforce up for success ensuring we can all achieve life changing results.

Dr Lisa J. Griffiths

Chief Executive Officer



“Evidence-based early intervention is a tried and tested solution. Instead of removing children we must shift our focus from crisis care to preventative care to create lasting generational change.”

Lisa holds a Doctor of Business Leadership, is Chair of the Centre for Excellence in Child and Family Welfare, a member of the Victorian Children’s Council, contributing to significant improvements in child safety, health, development, learning and wellbeing across Victoria.

A Fellow of the Australian Institute for Company Directors and the Center for Evidence-Based Management, Lisa also holds Non-Executive Director positions with the Roadmap for Reform Implementation Ministerial Advisory Group (VIC) and the Association of Child Welfare Agencies in New South Wales. Lisa also contributes her expertise to a variety of other committees as she works tirelessly to strengthen relationships to ensure best practice is placed at the forefront of the community sector.

Since joining OzChild in early 2014 the organisation has undergone a significant revamp turning its financial position around, introducing evidence-based programs and expanding its operations nationally. Lisa is passionate about Evidence-Based Leadership and teaches its principles across Australia.

Michelle Van Doorn

Executive Director Services & Practice



Michelle celebrated 15 years with OzChild during 2021 having held various roles within the organisation over this time.

In her current role as Executive Director Services & Practice Michelle is responsible for the effective leadership of services delivered by OzChild nationally, aligned with the vision and strategic direction of the organisation. Michelle also has leadership over strengthening practice across OzChild which is led through the use of evidence-based tools, approaches, programs, and decision-making principles.

Michelle is committed to driving an outcome driven culture across OzChild to promote better outcomes for children, young people and their families.

Mark Powell

Executive Director Finance & Infrastructure



An energetic, passionate, and strategic individual Mark has been part of the OzChild team for more than a decade.

Having held several positions within the organisation Mark is responsible for the Finance, Investments, IT, Contracts, Infrastructure and Business Support functions of the organisation.

Mark also undertakes the role of Company Secretary, supporting the Chief Executive Officer and the OzChild Board.

Jarrold Edwards

Executive Director People & Performance



A graduate of Leadership Victoria's Williamson Community Leadership Program and with a background in engineering and regulating high risk industries Jarrold Edwards arrived at OzChild in 2017.

Having influenced the transformation of our business, implementation of new programs and services, supporting our growth and cementing our position as thought leaders within the child welfare sector, Jarrold now leads the functions of People & Culture, Planning, Project Management, Business & Services Intelligence, Innovation & Improvement, Incident Management, Business Assurance and Dhiyaan Mirri, OzChild's Bridging Cultures Unit.

Anne King

Executive Director Partnerships & Advocacy



Anne is a respected and experienced policy and operational strategist, leading complex social reform in integrated care for vulnerable families and communities.

For more than 15 years Anne has been a strategic thought leader, designing and implementing a number of successful child protection and disability reforms in government and the non-government sector.

Anne joined the Executive Leadership Team in 2021.

Alison Dall Stosic

Director, Office of the Chief Executive



With decades of experience in project management and executive organisation, Alison is the right-hand woman to our Chief Executive Officer and provides invaluable support to the OzChild Executive Leadership Team (ELT) in her role as Director, Office of the Chief Executive.

Day-to-day Alison ensures Lisa and other members of the ELT are set up for success, particularly in the areas of stakeholder management, planning, reporting and internal OzChild communications.

Our Board

Our Board of Directors are responsible for the overall governance of the organisation, including its strategic direction. All directors act in an honorary capacity and are dedicated to seeing all children and young people are safe, respected, nurtured and reach their full potential.

Helen Maxwell-Wright AM

President



Helen Maxwell-Wright considers it a privilege to serve on the OzChild Board and to contribute to better outcomes for vulnerable children, young people, and families. Helen currently serves ex officio on all Board Committees and chairs the Board Executive and Brand Committee. Helen's professional life spans both for purpose and commercial sectors. Her portfolio includes Firefly Health, JDRF State Leadership Group, and various advisory board appointments with the Australian Medical Council (SEAC), MBS Taskforce, Medicines Australia (Panel of Chairs of the Monitoring Committee) and Australian & New Zealand College of Anaesthetists and the College of Intensive Care Medicine. Helen is a Fellow of the AICD and recipient of the 2001 Centenary Medal for services to health and politics and was appointed a Member of the Order of Australia in 2021 in recognition of significant service to child welfare, to diabetes research, and to the community.

Stephen Fontana APM

Vice President & Chair OzChild Cultural Competence Committee



Stephen joined the OzChild Board in 2014. After 45 years of service to the community, Steve retired from Victoria Police in September 2020.

Awarded the Australian Police Medal in the 2002 Australia Day Honours, Steve's career has been filled with many achievements since joining the force back in 1975 where he spent most of his career as a criminal investigator.

Stephen was promoted to the rank of Assistant Commissioner in charge of the State Emergencies and Security Department in early 2008. In June 2011, he took charge of the North West Metropolitan Region which delivers frontline police services for the largest region in the state.

Stephen was the Assistant Commissioner Crime Command from July 2012 until May 2018 when he commenced an appointment of Chief Information Officer (CIO) for Victoria Police and in a dual-role Steve also led the Information, Systems and Security Command (ISSC).

As CIO, Stephen was responsible for the governance, strategic direction and management of Victoria Police information technology and communications systems and applications, and for the overall management and strategic direction of enterprise information management and protective security.

In his role as CIO, Stephen was also a member of Executive Command, the primary advisory and decision-making body for Victoria Police. Executive Command set the strategic direction of Victoria Police, monitored organisational performance, determined key priorities and risks, managed organisational capacity and capability, established how government policy would be implemented, and advanced initiatives and reforms.

Stephen is now self employed as a management consultant.

Dr Angela Williams

Vice President



Angela joined the OzChild Board eight years ago and Chairs the Quality and Child Safety Committee.

A Consultant Forensic Physician with the Victorian Institute of Forensic Medicine and Senior Lecturer for Monash University, Angela has enjoyed a career in Clinical Forensic Medicine for over 20 years. She has provided forensic medical services to many adult and child victims of sexual, physical, and family violence as well as having examined alleged offenders. This includes the preparation of medicolegal reports and the provision of evidence in court.

As an expert in her field, Angela has worked in advisory roles to the Australian Defence Force, the Australian Football League and Ambulance Victoria regarding the recognition and prevention of interpersonal violence. She has delivered international programs on behalf of DFAT and AusAid and has been a consultant to the Victorian Forensic Paediatric Medical Service on suspected child abuse cases.

Angela's qualifications include a Masters of Forensic Medicine, an MBA, Masters of Public Health/Health Management and a Bachelor of Laws. She holds Fellowships with the Faculty of Forensic and Legal Medicine (UK) and the Faculty of Clinical Forensic Medicine (RCPA) for which she is the Chair.

Whilst it seems in professional bios that life is all about work, Dr Williams finds it a personal highlight to be part of a large family, welcoming foster children into her home. "We have been more than blessed to have met and cared for some incredible children and young people. It is a privilege to walk with them in a small part of their journey in care."

Michael Wooten FAICD FCPA

Treasurer



Michael joined the board in 2014 and has over 25 years' experience in executive finance and leadership roles within the water, emergency services, and local government sectors. Michael worked in the water sector as a Chief Financial Officer for six years and was appointed Director of Finance and Administration at the Country Fire Authority (CFA) in 2001. He continued to work with the CFA in finance and leadership roles becoming Executive Director of Business Services then Chief Executive Officer. He then served as Chief Executive Officer of the City of Whittlesea, prior to becoming Chief Financial Officer & Corporate Secretary of City West Water. Michael is currently the Chief Transformation Officer for Greater Western Water.

Michael holds undergraduate qualifications in accounting and computing, and a master's degree in business. He is a Fellow of both the Australian Institute of Company Directors, and CPA Australia.

Catherine Dunlop

Board Member



Catherine has over two decades experience in assisting clients addressing safety and compliance risks. She is a Partner at Maddocks lawyers, heading the Employment, Safety & People team in Melbourne and specialising in work and public health and safety. She advises clients on psychosocial workplace risks and investigations, safety compliance, workplace fatalities, inquests and Royal Commissions and has worked on a wide range of high profile and sensitive matters.

Catherine has undergraduate degrees in law and economics, and a Masters and specialist Graduate Diploma in Law. She is a Senior Fellow at the University of Melbourne, teaching Workplace Health & Safety Law in the Masters programme. She is a Graduate of the Australian Institute of Company Directors and serves as the Deputy Chair of the Emergency Services Foundation, and the President of the Health Complaints Commission Advisory Council.

Catherine joined the board in 2015.

Penny Beeston

Board Member



Penny joined the OzChild Board in August 2018. With a background in education, management and leadership, Penny has been Leadership and Executive Coach and Consultant and Director at Strategic Options since 2015. Penny also serves as a non-executive Director on the Board of Sheldon College, a non-denominational Kindy to Year 12 co-educational, independent school.

Across her career, Penny has worked with vulnerable children, adults and families, initially as a special needs teacher before growing an extensive leadership career across a diverse range of for-purpose organisations in the disability sector. In the decade prior to establishing her own business, Penny was Chief Executive Officer of a complex statewide for-purpose organisation supporting children and adults on the Autism Spectrum and their families.

Penny now helps people on leadership journeys across all sectors through her executive and leadership coaching programs, and through her leadership podcast, 'What Leaders Know'.

Dr Sandra Heriot

Board Member



Dr Sandra Heriot has a broad range of experience and expertise in clinical, research, academic, public administration and executive areas. Sandra holds an Executive Master of Public Administration. She is a registered psychologist with an approved area of practice in clinical psychology and has a PhD and postgraduate degrees in psychology.

Sandra currently provides consultancy services and high level advice to health and human services in government and non-government organisations. Prior to consulting, she had 18 years of experience working in NSW university and government positions.

Sandra's last government role was at the NSW Department of Communities and Justice (previously FACS) where she contributed to a number of key reforms including the NSW Government's Their Futures Matter and the Targeted Earlier Intervention program. She oversaw the design, commissioning and large-scale implementation of reform funded evidence-based programs and services.

Sandra joined the OzChild Board in March 2019.

The Honourable Justice McEvoy

Board Member



The Honourable Justice Timothy McEvoy joined the OzChild Board in 2021.

Prior to being appointed a Judge of the Family Court of Australia in March 2019 he had been a member of the Victorian Bar since 2002, taking Silk in 2016. He practised in the State Supreme Courts and the Federal Court at trial and appellate level in Australian and international commercial law, in public law, and in major torts, including defamation. He appeared before boards of inquiry, disciplinary tribunals, the Coroners Court and State Supreme Courts in disciplinary matters, investigations, and criminal proceedings, as well as in financial and parenting matters in the Family Court of Australia. Immediately prior to his appointment he was senior counsel assisting the Aged Care Quality and Safety Royal Commission.

Since 2001 Justice McEvoy has been a visiting professor of law at the University of Virginia School of Law in the United States, teaching an annual course in the conflict of laws. In 2011-2012 he was a Fulbright Professional Scholar in Australia-US Alliance Studies and visiting scholar at the Georgetown University Law Center in Washington DC. His Honour is a member of the American Law Institute and a Judicial Deputy President of the Commonwealth Administrative Appeals Tribunal. From 2010 to 2016 he sat on the Board of the Parenting Research Centre.

Financial Report

During the 2021 financial year support from federal, state and local governments, individual donors, community fundraisers, trusts and foundations and corporate partners made an incredible difference to the lives of many.

These partnerships are fundamental to our work, without others sharing our vision, and believing in the work we do, we simply could not support the many thousands of children, young people and families we do each year.

We extend our sincere thanks to all our supporters, we are extremely grateful to have you on our team.



Treasurer's Report



The 2021 financial year has seen OzChild's financial performance improve considerably compared to the prior year, which will allow us to continue to ensure the financial sustainability of the organisation.

The 2021 result was highlighted by an operating surplus of \$2,898,831 (2020: deficit of \$3,758,328) with a comprehensive surplus of \$4,832,278 (2020: deficit of \$5,155,794). The \$2,898,831 operating surplus reflects an increase in operational income alongside operational costs remaining constant in comparison to the previous financial year.

The increase in operational income reflects OzChild securing funding for lapsing programs along with being successful in a number of government tender opportunities.

Financial year 2021 saw OzChild's operating revenue increase by over 15% and operational expenses decrease in comparison to the previous financial year.

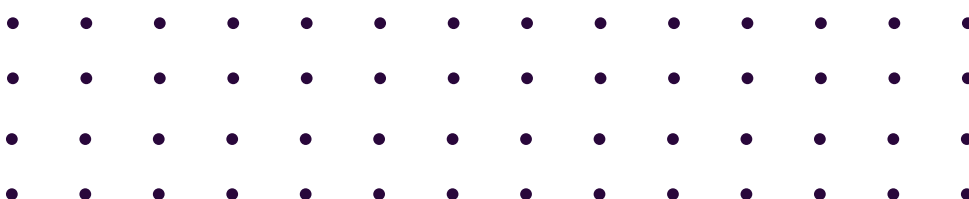
Financial year 2021 also saw OzChild's investment portfolio make significant gains, offsetting losses in the previous year due to the COVID-19 pandemic.

OzChild's asset base has increased by \$4.83M in Financial Year 2021, a 25% increase from the previous year. This sees OzChild in a strong net asset position of \$23.89M (2020: \$19.06M).

On behalf of the Finance, Risk, Audit, and Compliance Committee, I would like to extend my thanks to Chief Executive Officer, Dr Lisa Griffiths, and the finance team led very capably by the Executive Director of Finance & Infrastructure, Mark Powell, for their support and assistance during a year that continued to present unique and unexpected challenges under global pandemic conditions.

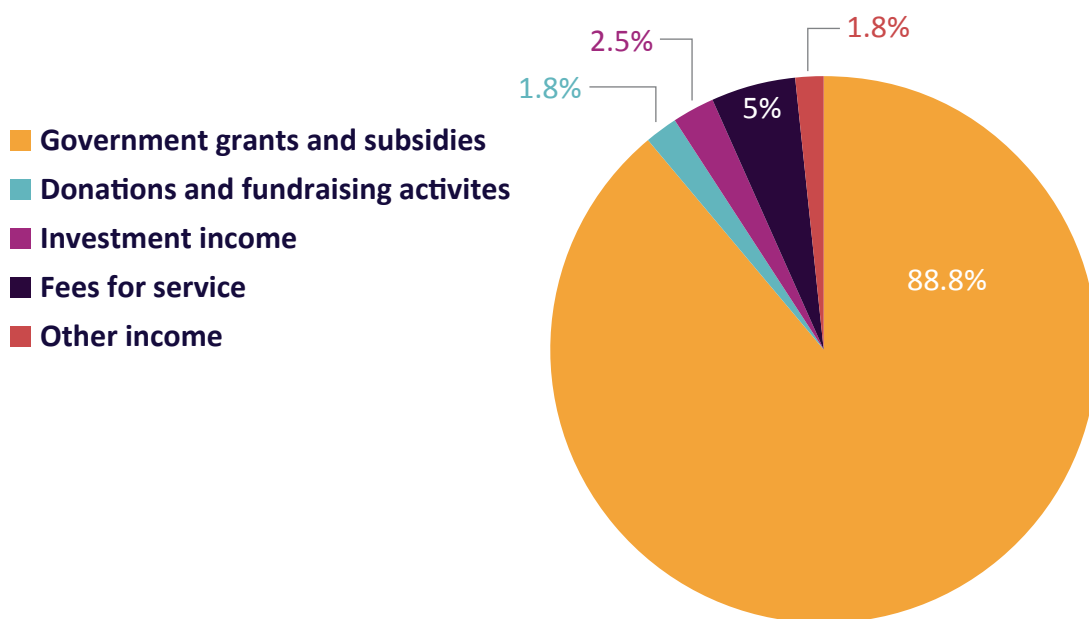
I am confident that OzChild's evidence-based approach, combined with a sustainable growth agenda, will allow OzChild to continue to offer quality service delivery for children, young people, families and carers.

Michael Wootten
Treasurer

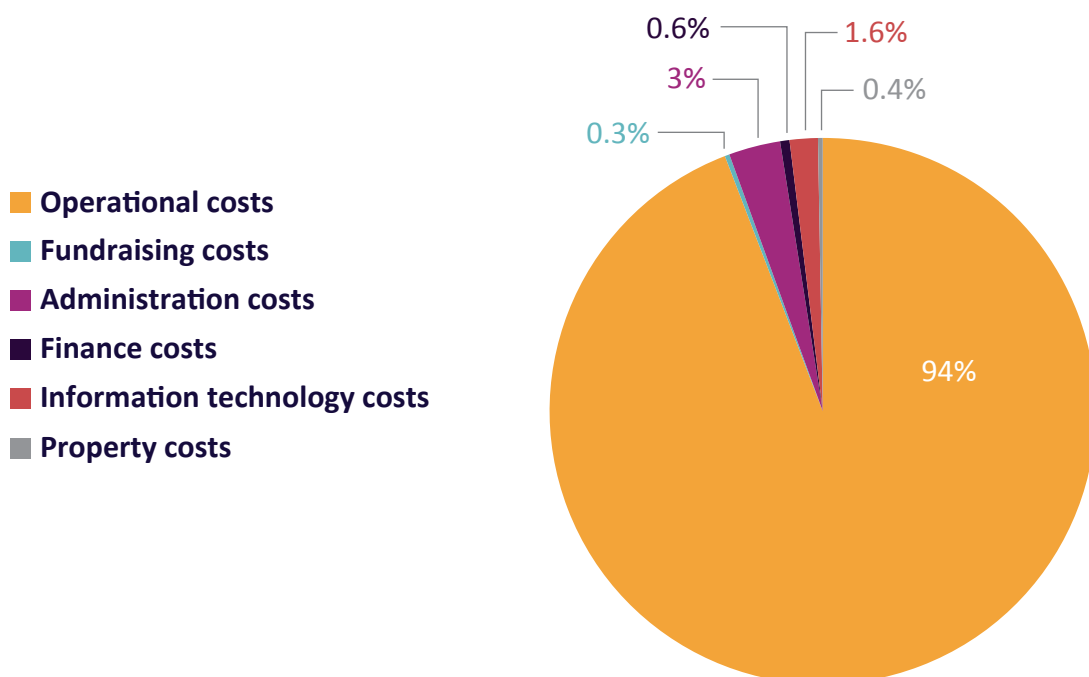


Financial Snapshot

Funding Breakdown



Where we Invested



Comprehensive Income

Statement of profit or loss and other comprehensive income as at 30 June 2021

This statement also shows Other Comprehensive Income which includes unrealised gains and losses on market based investments and service providers.

	2021 (\$)	2020 (\$)
Operating revenue		
Government grants and subsidies	43,822,465	40,172,917
Donations and fundraising activities	896,938	274,248
Investment income	1,258,757	780,975
Fees for service	2,483,813	1,279,465
Other income	907,439	405,876
Total operating revenue	49,369,412	42,913,481
Operating expenses		
Operational costs	43,923,182	43,444,786
Fundraising costs	107,717	101,349
Administration costs	1,238,941	1,927,179
Finance costs	292,481	313,751
Information technology costs	744,369	795,099
Property costs	163,891	89,645
Total operating expenses	46,470,581	46,671,809
Operating deficit for the year	2,898,831	(3,758,328)
Non operating revenue		
Increment on revaluation of Investment properties	210,000	-
Increment in endowment funds	38,499	-
Non operating surplus	248,499	-
Net surplus/(deficit) for the year	3,147,330	(3,758,328)
Other comprehensive income		
Fair value movements on available-for-sale financial assets	1,684,948	(1,097,466)
Gain (loss) on revaluation of service properties	-	(300,000)
Other comprehensive surplus (deficit)	1,684,948	(1,397,466)
Total comprehensive surplus (deficit) for the year	4,832,278	(5,155,794)

Financial Position

Statement of financial position as at 30 June 2021

This report includes a summarised version of the audited financial statements. A full version of the financial statements is available on our website at ozchild.org.au

	2021 (\$)	2020 (\$)
Current assets		
Cash and cash equivalents	5,731,112	1,421,425
Receivables	893,399	1,406,321
Property available for Sale	1,460,000	-
Financial assets	353,304	192,882
Other assets	522,991	280,272
Total current assets	8,960,806	3,300,900
Non-current assets		
Financial assets	17,026,948	14,809,673
Property, plant and equipment	4,501,716	9,312,995
Investment property	4,170,000	1,100,000
Other assets	193,818	188,656
Right of Use Assets	5,596,665	6,397,514
Total non-current assets	31,489,147	31,808,838
Total assets	40,449,953	35,109,738
Current liabilities		
Provisions	2,845,180	2,379,081
Other liabilities	4,188,323	2,415,735
Payables	3,248,621	4,337,508
Right of Use Lease Liabilities	1,438,625	1,471,015
Total current liabilities	11,720,749	10,603,339
Non-current liabilities		
Provisions	213,428	229,786
Right of Use Lease Liabilities	4,623,910	5,217,025
Total non-current liabilities	4,837,338	5,446,811
Total liabilities	16,558,087	16,050,149
Net assets	23,891,866	19,059,588
Equity		
Endowment funds	18,375,754	18,137,255
Asset revaluation reserve	-	2,769,985
Financial asset valuation reserve	-	3,038,979
Accumulated surplus/(deficit)	5,516,112	(4,886,631)
Total equity	23,891,866	19,059,588



Scholarship Support for children and young people

Giving children and young people the *Chance to Shine*

Children and adolescents are excluded from education for many reasons. Without skills for lifelong learning, children face greater barriers to earning potential and employment later in life. They are more likely to suffer adverse health outcomes and less likely to participate in the decisions that affect them – threatening their ability to build a better future for themselves and their communities.

Promoting and supporting engagement in education and learning is paramount in ensuring children and young people are given every opportunity to thrive.

OzChild's Chance to Shine scholarship program aims to ease some of the financial strain associated with the costs of education or training by providing individual funding opportunities for children and young people who are experiencing financial disadvantage which may impact their educational and community progression and participation.

Any child or young person aged 5-18 connected to any OzChild program or service is eligible for financial assistance through the program to support their learning journey. Chance to Shine is entirely funded by our generous philanthropic and corporate partners.

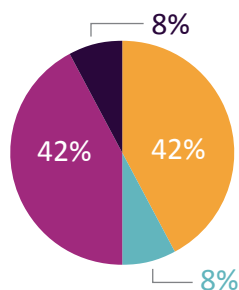
During 2020-21

65 scholarships were awarded

- Average age 12
- Female 49%; Male 51%
- Average scholarship value: \$952
- Aboriginal and Torres Islander identified: 9%

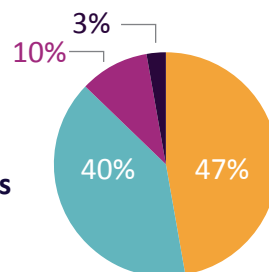
School level

- Primary School
- Primary-Secondary Transition
- Secondary School
- Special School



Program Association

- Family Services
- Foster Care
- Evidence-based programs
- Other



Scholarships awarded throughout the year assisted with the cost of

- Uniforms and school shoes
- Out-of-school tutoring
- Fees for school activities
- Dance lessons, guitar lessons, basketball club fees, swimming lessons, gym classes, fees for Scouts, art therapy, even public transport to/from school
- Laptops and iPads

Since receiving their Chance to Shine scholarship

- 59% report improved engagement at school
- 53% report improved participation in school extracurricular activities
- 59% report improved participation in sporting, community and cultural activities
- 47% report improved participation in learning outside of school
- 70% of carers report a decreased level of financial stress
- 82% of carers had an improved feeling of optimism for the recipient's future



“Prior to getting the laptop, she would have to stay with her grandparents to use a computer, the family is now together”

(parent)

“We would not have been able to afford the lessons, thank you”

(carer)

“It reduced the pressure we were feeling as we already had to pay for a brand-new uniform, books and school fees that cost hundreds of dollars.”

(carer)

“It has had an amazing positive impact and assisted in the re-engagement of the participant who is now looking to things she can achieve in the future”

(case worker)

OzChild would like to thank the funders of the 2020-21 Chance to Shine scholarship program; DOG Foundation, Jenkins Family Foundation, RM Ansett Trust, Juno Fund (a sub-fund of the Australian Communities Foundation), Matana Foundation for Young People, Danks Trust, Newsboys Foundation, Milton Corporation Foundation, Harvey Patterson Trust Fund, plus long-time corporate partner Windsor Management Insurance Brokers and workplace giving partners Equity Trustees and MTD Products.

Pincus Family Foundation Scholarships paving the way for a bright future

At OzChild we are fortunate to have the support of so many wonderful partners. One philanthropic partner is focused on helping disadvantaged young people make a smooth transition into tertiary education. The Pincus Family Foundation provides OzChild with an annual donation to facilitate the Pincus Family Foundation Scholarship (PFFS).

Each year the PFFS can assist up to four young people aged 16 and over who are currently supported by OzChild, or have recently exited an OzChild program, and are on the cusp of pursuing further education or training at university, TAFE or a registered training organisation.

Currently four young people who have exited OzChild's foster and kinship care programs are studying at university with support from the PFFS; one doing commerce, one studying nursing and two doing primary teaching. The annual scholarship amount ranges up to \$7,000 per year and continues each year for the duration of the recipient's course.

The PFFS not only reduces the financial burden felt by many young people when considering further education options but relieves the worry and pressure often felt contributing to boosting a young person's morale and confidence in their ability to work toward a bright future.

"I paid this semester's course fees and I bought an ergonomic backpack and office chair, and an iPad for more efficient note taking."

"This scholarship has been incredibly helpful to me and has positively impacted on my life in many ways."

"The scholarship allows me to pursue what I love without the burden of continual financial stress."

"I used my scholarship to pay for my course fees for the first semester; this included my four classes and access to services."

"The scholarship has allowed me to better focus and commit to my classes and studying."



OzChild is grateful for the ongoing support of the Pincus Family Foundation and thanks them for their commitment to ensuring young Australians have every opportunity to shine.

Together we care

Every year the programs and services delivered by our teams support many hundreds of families, and thousands of children and young people, but we can't do it alone, we need a support crew of people who care as much as we do to help make a difference.

The support of individuals, partners and the wider community makes it possible for us to deliver our life-changing programs as we strive to make sure no child, young person or family gets left behind.

Funds donated throughout the year contribute to initiatives and activities across the 23 programs and services we deliver. We are extremely grateful to have the support of so many people.

During 2020-21 everyday people, just like you, donated almost \$150,000!

18
Regular donors contributed



\$3,839



donated through Workplace
Giving programs



315 donations were received
via individuals or through
fundraising activities
\$139,867.40

The OzChild Wishing Tree

For more than five years The OzChild Wishing Tree has been brightening the lives of children, young people and families at what can often be one of the toughest times of the year.

Like so many aspects of our work and the way we connected with others during 2020 The OzChild Wishing Tree shifted to a virtual appeal. In lieu of being able to collect gifts from our supporters and partners gifts were purchased from an online toyshop and distributed directly to our teams who delivered them to families from our In-Home Care and Prevention & Strengthening Families programs.

While the way in which gifts were donated may have changed the generosity of individuals and organisations did not waiver.



378 donations were made to
the online gift store valued at
\$25,941.24



1,500+
gifts distributed to children
and young people



**The
ozchild
Wishing Tree**

We know 2020 was a challenging year for so many, it is with sincere gratitude we thank everyone who purchased a gift, your generous support allowed us to relieve the pressure of financial hardship that is felt by so many at Christmas time, providing a little extra cheer for children, young people and families across Victoria, New South Wales, Queensland and in the ACT.

Families Week picnic campaign

In celebration of National Families Week at OzChild we launched a national picnic campaign. The aim of National Families Week is to celebrate the vital role families play in Australian society and so we wanted to encourage families, friends, workplaces, sporting and community groups to hold a picnic during 15-21 May to show support for children, young people, and families.

The pandemic has meant holding events and catching up with friends, family and colleagues has been difficult, many planned activities throughout the year and fundraising events had to be cancelled. When planning events, it was important to ensure we could bring people together in a COVID safe way.

Encouraging others to hold a picnic was one part of this year's campaign, our own team members and office sites also organised picnics to celebrate the families we work with and acknowledge that family comes in all shapes and sizes and strong families contribute to stronger communities.

In Victoria about 80 children and young people, OzChild carers and staff and a handful of dogs rugged up and joined us for a sausage sizzle, games and cupcakes in the park. While the day was a bit grey the rain held off long enough for carers to catchup face-to-face, connect with and meet others and the kids were able to run around and have some fun.

A big shoutout to our friends from Kennards Hire Port Melbourne who donated the hire of a BBQ for the day, Ralphs Meats at the South Melbourne Market who generously donated the sausages and Bakers Delight Port Melbourne who donated loaves of bread.



Yarraville official opening

More than a year on from the opening of our newest office site in Yarraville, staff, carers, partners and sector friends joined us to celebrate the incredible difference being made by our teams in Melbourne's west.

When the fitout was completed in April 2020 this site was home to our Western Division In-Home Care team. Now our newly implemented Family Worx team also share the space. And colleagues from other sites, including our National Support Office call Yarraville home from time to time.

While coronavirus restrictions saw the postponement of the event more than once, we were lucky to scrape the official opening in just before Victoria's sixth lockdown hit.

Wurundjeri Elder, Uncle Ringo Terrick delivered a moving and inspiring smoking ceremony before we heard from the Mayor of the City of Maribyrnong, Councillor Michael Clarke who officially welcomed us to the neighbourhood. After the formalities staff finally had the opportunity to show our key stakeholders and friends around the new office which provides a bright, light, and welcoming space for staff and clients to work and meet.



The OzChild Op Shop celebrate Volunteer Week

For more than 30 years the OzChild Op Shop in Highett Victoria has been a much-loved part of the local community operated by a terrific team of local volunteers who are always happy to assist shoppers and stop for a chat.

During National Volunteer Week OzChild Chief Executive Officer, Lisa Griffiths was able to celebrate the significant contribution these volunteers have made raising funds to support children and young people across Victoria, recognising all 28 volunteers for the difference they make.

In the last 10 years alone the Op Shop has raised over \$750,000 and helped to raise the profile of the organisation.

For the most part of 2020 and throughout 2021 the Op Shop has been closed due to COVID-19 lockdowns so having the opportunity to catch up over lunch in May was something to celebrate, but the star of the show was Carol Willenberg, the shop's longest serving volunteer who was recognised for 32 years of service as we wished her well for her retirement from her voluntary role.



OzChild Op Shop volunteers play a vital role in the work we do, we are extremely grateful to have them on our team. Their dedication to their roles and the shop is second to none and we know how much they are all looking forward to being able to open again as restrictions begin to ease.

Workplace Giving

OzChild is so grateful to all its corporate supporters and donors, including those who contribute through a Workplace Giving program.

Workplace giving is a stress-free way of donating, with typically small amounts deducted pre-tax from each pay by the organisation's pay office, thereby reducing a donor's taxable income and enabling regular gifts to their charity of choice.

Some employers generously match part or all of their workers contributions, meaning over the course of a full year, a significant contribution can be made.

In 2020/21 OzChild was fortunate to welcome two new workplace giving programs: Equity Trustees and MTD Products. The total donations from both these workplace givers are being directed to OzChild's Chance to Shine program, providing scholarships to children and young people supported by OzChild's programs.

If you would like to sign up to make a regular donation or contribute via Workplace Giving, please reach out to us today – email fundraise@ozchild.org.au



Thank you!

Supporting children, young people, and families during times of vulnerability would not be possible without the support of those who care as much as we do. Thank you to all those who share our vision and support our work, individual donors, philanthropic and corporate partners, Community Service Organisations, Federal and State Government departments, Local Government Authorities and our friends at Peak Body associations and Aboriginal Community Controlled Organisations. Raising a child does take a village, and we are so grateful to have the generous support of so many.

During the 2020-21 financial year we could not have made a difference in the lives of children, young people and their family members without you.

Government

Australian Government - Department of Social Services

Australian Government- National Indigenous Advancement Strategy

ACT Government Community Services Directorate

Government of South Australia Department for Child Protection

NSW Government Department of Communities and Justice

Queensland Government Department of Children, Youth Justice and Multicultural Affairs

Victorian Government Department of Education and Training

Victorian Government Department of Families, Fairness and Housing

Victorian Government Department of Justice and Community Safety Victoria

Peak body affiliations

AbSec – NSW Child, Family and Community Peak Aboriginal Corporation

Association of Children Welfare Agencies

Australian Children Contact Services Association

Australian Childhood Foundation

Centre for Evidence and Implementation

Family Relationship Services Australia

Foster Care Association of Victoria

Kinship Care Victoria

PeakCare Queensland

SNAICC - National Voice for our Children

The Centre for Excellence in Child and Family Welfare

Victorian Aboriginal Child Care Agency (VACCA)

Aboriginal Community Controlled Organisations and Elders

Aunty Elaine Taylor – Wemba Wemba / Bunnerong Elder
Gugan Gulwan Aboriginal Corporation
Dhauwurd-Wurrung Portland
Gippsland & East Gippsland Aboriginal Co-Operative Ltd
Goolburri Aboriginal Health Advancement
Gunditjmara Warrnambool
Kari Aboriginal Service
Kirrae Whurrong Health Services
Kirrip House Aboriginal Corporation
Rumbalara Aboriginal Co-operative
Tharawal Aboriginal Corporation
Victorian Aboriginal Child Care Agency (VACCA)
Willum Warrain Aboriginal Association
Winda-Mara Heywood / Hamilton

Evidence-Based Services Model Purveyors

Functional Family Therapy LLC
Life Without Barriers
MST Services
National SafeCare Training and Research Center
Treatment Foster Care Consultants

Service Affiliations/Initiatives

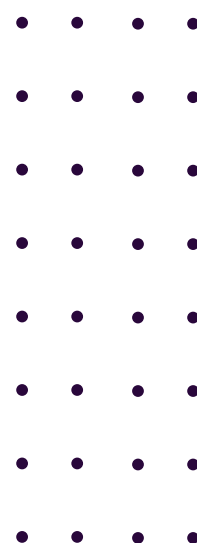
ACT Together
Baw Baw Latrobe Local Learning & Employment Network
Baw Baw Latrobe Local Learning Network
Baw Baw, Latrobe Valley and Wellington Valley Regional Youth Network
Bayside Peninsula Family Services Alliance
Bayside Peninsula Integrated Family Violence Partnership
Bayside Peninsula Orange Door (Support and Safety Hub) Governance and Operational Group
Beyond the Bell
Child Welfare Governance Group Eastern Metropolitan Region
Family Law Pathways Network
Koorie Early Years Network
Partnership Victoria FRC Managers Meeting
Shepparton Infant Intensive Response Panel
Smart Justice
South West Primary Care Partnerships
Southern Grampians Primary Care Partnerships
Triple P Positive Parenting Program
Western Melbourne and Brimbank Melton Continuing Care Alliance
Western Melbourne and Brimbank Melton DET/DFFH Operation group
Wimmera South West Area Integrated Family
Violence Partnership and the Family Violence Local Area Planning Group

Local Government Authorities

City of Greater Frankston
City of Maribyrnong
Corangamite Shire

Glenelg Shire
Moyne Shire
Shire of Mornington Peninsula

Southern Grampians Shire Council
Shire of Mornington Peninsula
Warrnambool City Council



Thank you!

Supporters

Ahmadiyya Muslim Children Association Victoria
Antaeus Charity Fund
APT Travel Group
Arnott's Group
Austral Asia Freight
Australian Dairy Resources P/L (Eden Way)
Australian Higher Education Industrial Association
Bakers Delight Port Melbourne
Barr Family Foundation
Bendigo Bank
Beaumaris North Primary School
Beaumaris Secondary College
BGL Corporate Solutions
BlueNRG
Booran Holden
Brian & Virginia McNamee Foundation
Brian M Davis Charitable Foundation
Bunnings Frankston (via Natured Kids)
Cablex Pty Ltd Aircraft and Components Bentleigh East
Cetrola Legal
Cheltenham East Primary School
C H Robinson
Commonwealth Bank - Waverley Gardens
Commonwealth Bank - Werribee Plaza
Compass Community Care
Costco Moorabbin
Costco Ringwood
CPA Australia
Dentsply Sirona Pty Ltd
eClicks
Edens Landing Children Centre
Edward Davies Trust (via Perpetual)
Equity Trustees
Equity Trustees Workplace Giving Program
Erdi Foundation
Eric & Elizabeth Gross Foundation
Ern Hartley Foundation
Estate of the Late Marion Isabel Jennings
Estate of the Late Violet Agnes Murray
Flora & Frank Leith Charitable Trust
Flourish Café Olivers Hill
Frankston Rotary (via Natured Kids)

Food Link Shepparton
Fully Promoted Mount Waverley
George Warman Charitable Fund (via Equity Trustees)
Goulburn West Public School – Student Representative Council
Greater Shepparton Foundation
Grill'd Yarraville
Halcyon Group Holdings
Harvey Norman Springvale
Harvey Patterson Trust Fund (via Equity Trustees)
Havaianas
Henry Brough Smith Charitable Trust (via Perpetual)
Hyundai Mobis
Jasco
JBWere Charitable Endowment Fund (DOG Foundation)
JB Hi-Fi
Jenkins Family Foundation
John Lambrick Trust (via Perpetual)
Juno Fund, a sub-fund of the Australian Communities Foundation
Keep Victoria Beautiful (via Natured Kids)
Kennards Hire Port Melbourne
Kenshi Candles
Kym Anderson (Compass Community Care)
Kingfisher Charitable Trust
LEGO Australia
Lord Mayor's Charitable Foundation Youth in Philanthropy - Ringwood SC
Lord Mayor's Charitable Foundation Youth in Philanthropy – Strathcona GGS
LUSH Australia
Matana Foundation for Young People
Media Partners
Meg & Frank Sims Fund, a charitable fund of Lord Mayor's Charitable Foundation
Mills Oakley (via Paul John Office National)
Milton Corporation Foundation
Moray & Agnew
Mornington Officeworks (via Natured Kids)
Mornington Primary School OSHC
MTD Products
Natured Kids
NCR WIN
Network 10 Pty Ltd

Newsboys Foundation
 O'Brien Electrical Carrum Downs
 One Tomorrow Charitable Fund, a sub-fund of the
 Australian Communities Foundation
 Paul Edward Dehnert Estate (via Perpetual)
 Paul John Office National
 Perpetual
 Pierce Armstrong Foundation
 Pincus Family Foundation
 PZ Cussons
 Ralphs Meats
 Ray White Narre Warren South
 R.M. Ansett Trust (via Equity Trustees)
 Samuel Nissen Charitable Foundation (via Perpetual)
 Schepisi Communications
 Septimus Jones & Lee
 Suncorp

The Danks Trust
 The R. E. Ross Trust
 The Rotaract Club of Whitehorse Inc
 The Shannon Company
 The Sixth Child
 The WashRoom
 Tommy Creative (via Natured Kids)
 Traralgon Lions Club Inc
 Vaughan Constructions
 Verve Travel Management
 Victorian Building Authority
 Watsonia Early Learning Centre
 William & Bessie Lennox Fund (via Equity Trustees)
 William Buckland Foundation (via Equity Trustees)
 Windsor Management Insurance Brokers
 Xtend Barre Bayside
 Yates (via Natured Kids)

OzChild Village of Carers

During the past financial year, we had the support of so many carers who work alongside us every day in true partnership, supporting internal and external events and activities and raising awareness of the need for carers; generously volunteering their time, sharing their expertise and own story.

Carers from our In-Home Care programs are represented on carer accreditation panels, carer consultation groups and staff recruitment panels. Carers also provide their expertise at pre-accreditation training and information sessions throughout the year and our Treatment Foster Care Oregon carers provide invaluable promotion and recruitment support. We extend our sincere thanks to every carer who contributed throughout the year, your support really does make an incredible difference to the outcomes being achieved.

Special mention to the following carers for their contribution throughout the year

Andi Herman

Andrea Elliott

Andrew Neaves

Angela Powell

Audrey Bagshaw

Chrissy Gordon

Emily White

Glenda Quinn

Helen Fox

Jaime Ramos

Joan Graham

Kaitlin Pucovsky

Kathryn Gearon

Kim Phillips

Kylie Ann McKee

Leonie Patterson

Lisa Laing

Lyndy Denholm

Sally Johnson

Sarah Gyopar

Vince Attard



Retiring after a lifetime of caring

Celebrating Joan Graham

Joan Graham is often described as having the biggest heart of any human being. An angel with a hidden halo and a shining light to the hundreds, if not thousands of children and young people who have been welcomed into her family during the past 50+ years.

As a child Joan remembers children from the orphanage spending time with her family during school holidays and at Christmas, so it was only natural that one day she would follow in the footsteps of her parents and care for kids herself.

One of OzChild's longest serving carers, Joan and her late husband Brian joined the OzChild family almost 40 years ago, having started their foster care journey 14 years earlier. With four children of their own Joan and Brian welcomed every child into their home with open arms.

Committed to keeping siblings together Joan has cared for countless sibling groups during her time with OzChild and has always worked hard to reunify children with their families whenever possible, because family is everything to Joan.

Patient, gentle, warm, and tremendously humble, Joan's compassion toward children in foster care has seen her dedicate her whole life to making things better for children in care, often taking children with a variety of challenging behaviours under her wing. Joan has always treated every child who walked through her doors equally, with kindness and an abundance of love.

Joan's devotion to her role as a foster carer extends much further than providing a safe, loving, and welcoming home, Joan has worked tirelessly to ensure other carers are supported on their journey, participating in the OzChild Peer Support Program for several years, offering support and mentoring new carers, sharing her knowledge, tips and tricks with others to build a strong community of carers.

A staunch advocate for the needs of carers, Joan is not afraid to speak up and step up when others need a hand and has volunteered her time to OzChild's Carer Focus Group and Consultation Group which she was a founding member of. In her spare time Joan organised and participated in numerous fundraising activities to support the program and volunteered with a number of other organisations, contributing significantly to her local community and the sector.



Fellow foster carer Glenda has known Joan for 16 years and considers her not only a friend and mentor but an inspiration to carers like herself.

“Joan has taught me how to care with grace and humility, she is the carer I aspire to be!”

Opening her home to everyone; kids, other carers, biological parents and OzChild staff, Joan has made so many friends and formed so many relationships during her time as a carer. Once that connection has been made the door never closes, she's just had to get a bigger dining table!

Joan's input has helped shape OzChild's foster care program and the support provided to carers, her legacy to the organisation encompasses not only the many lives she has changed but the way in which we work in partnership with carers.

“Joan's service to the community, to children and young people will be etched in the history of OzChild forever, we could not be more grateful to have had Joan, and her husband Brian on our team and feel enormously privileged to be able to celebrate such a long-standing commitment”

Helen Maxwell-Wright AM, OzChild President.

Retiring in late 2021 Joan is being recognised with an OzChild life-time achievement award for her commitment to children and young people through her role as a foster carer.

“Joan is an integral member of the OzChild foster care community, providing invaluable support to carers and staff, while we will miss Joan as she retires from active care, we look forward to her continued involvement with the OzChild foster care program as a sounding board, friend and mentor for many more years to come.”

Amy, Program Manager - Foster Care South.

Get Involved

In Australia more than 45,000 children and young people need a safe place to live. Do you know someone who would make a great foster carer? Maybe you've considered becoming a carer yourself? We are currently looking for carers to support at-risk children and young people in Victoria, New South Wales, Queensland, and South Australia.

Find out about becoming a foster carer today email fostercare@ozchild.org.au

For 170 years we have been focused on creating brighter futures for children and young people, but we can't do it alone, we need a support crew of people like you, who care as much as we do to help make a difference.

Your support makes it possible for us to deliver our life-changing programs as we strive to make sure no child, young person or family gets left behind.

Fundraise

One of the best ways to support OzChild is by fundraising. Whether you want to run a marathon, hold a bake sale or organise a casual clothes day, no matter how big or small your fundraiser is, every little bit will make a real difference to the lives of young Australians. Visit ozchild.org.au for information about organising a fundraising event.

Become a regular donor

Monthly donations are so important to us and are greatly appreciated. By committing to a regular monthly donation, no matter how small you are helping us plan our work with greater certainty. Monthly giving is simple, easy and makes a long-lasting difference. You nominate the amount you would like to give, then once a month it will be debited from your bank account or credit card. All donations of \$2 and over are 100% tax-deductible.



DONATE

Show your care by making a tax-deductible donation today. ozchild.org.au



CONTACT US

Contribute to the Brighter Tomorrow's Fund and help us continue the important work we do. brightertomorrow@ozchild.org.au



SPREAD THE WORD

Word of mouth is the greatest gift . . . tell people about OzChild's work, share OzChild's posts, tweet your support, advocate for children and young people, advocate for what works.

Join our regular giving army, email us today to find out more – fundraise@ozchild.org.au



Follow us on social media



ozchild.org.au

National Support Office

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T: (03) 9695 2200

F: (03) 9696 0507

E: hello@ozchild.org.au