

PERMANENT CARE AND ADOPTIVE FAMILIES



Annual Report
2014



STAFF

Jennifer Duncan

Chief Executive Officer (until August 2013)

Kylie O'Connell

Chief Executive Officer
(until December 2013)

Brenda Carmen

General Manager (from January 2014)

Lindy Bok

Programs Manager

Deborah Hunt

Member Support and Development Officer

Rita Sidlauskas

Service Development Officer

Michele Lazinchuk

Office Manager

Jenny Clayfield

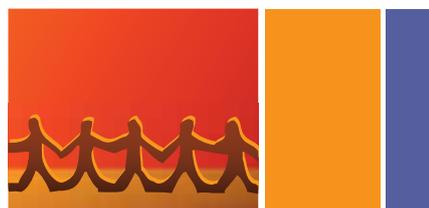
Administration Officer

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**Permanent
Care and
Adoptive
Families**





EMERITUS PROFESSOR DOROTHY SCOTT OAM

“I am encouraged by recent legislative changes in NSW, and now in Victoria, which I hope will give children a greater sense of security and permanency in the families in which they are growing up. A year in a child’s life goes so quickly, in contrast to our efforts to bring about reform which seem so slow. What sustains me though is seeing the changes which have been brought about by people working together for a common cause – our most vulnerable children.”

Emeritus Professor Dorothy Scott OAM
Patron, Permanent Care and Adoptive Families

ABOUT OUR PATRON

Emeritus Professor Dorothy Scott OAM became our Patron in April 2013 and was the foundation Chair of Child Protection and the inaugural Director of the Australian Centre for Child Protection at the University of South Australia from 2005 to 2010. Prior to this she taught in the School of Social Work at the University of Melbourne and was CEO of The Ian Potter Foundation. Professor Scott’s practice background is in child welfare and mental health. She is a member of the Australian National Council on Drugs and serves on the board of The Myer foundation and the Tasmanian Early Years Foundation. Her current consultancy work ranges from clinical supervision to maternal and child health nurses to policy advice to State and Commonwealth Governments. Professor Scott has conducted a number of major reviews and inquiries.



CHRIS LOCKWOOD

The 2013–2014 financial year marks Permanent Care and Adoptive Families' (formerly Post Placement Support Service) 11th Anniversary. Founded in 2003 by a dedicated and passionate group of individuals, Permanent Care and Adoptive Families has grown and developed considerably over that time.

Our membership continues to grow steadily and is now 868.

During this year, we have welcomed our General Manager, Brenda Carmen. She has hit the ground running and is driving the service forward to continue the delivery of valuable, practical services to our metropolitan and regional communities.

The continued strength of Permanent Care and Adoptive Families is partly due to it being founded on a very simple but effective and powerful model – peer support. Issues such as identity, difference, searching and the discovery of one's story are not abstract concepts for our community but lived by our members. We pride ourselves in helping to support permanency and stability in placement and family life.

Permanent Care and Adoptive Families has created numerous opportunities for families, carers and children's groups to meet, discuss topics important to them, gather information and support each other. We have created safe spaces either through playgroups, Journal Clubs (now expanded to four sites), training programs, information sessions and social events where parents, carers and children can talk about issues such as identity, child development, the pressures and joys of being a parent and the sometimes impersonal systems, regulations and obstacles in our lives. We also continue to be represented on a broad range of government and non-government forums, advocating on behalf of our members and sharing information that will support our community.

This year the Board has spent considerable time working on long term sustainability. We rely solely on philanthropic funding and demand for our services often exceeds available funds. We therefore continue to review and reduce our management and administration costs in order to enhance our suite of services and to increase our reach within the community.

I do want to particularly acknowledge and thank Kylie O'Connell who assisted us as interim General Manager and of course our Patron Emeritus Professor Dorothy Scott for her continued support to the organisation. I would also like to acknowledge the support of our many dedicated volunteers who give their time and effort to this organisation.

We acknowledge the partnership and support of our sister organisations, the Foster Care Association of Victoria, Kinship Carers Victoria, Vanish, the CREATE Foundation and the Mirabel Foundation.

It has indeed been a successful and busy year and one that has been led by a group of very dedicated individuals on our Board. I would like to thank my

Board colleagues for their generosity of time and effort in strategically leading Permanent Care and Adoptive Families.

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

It has been an honour and a privilege to be the President of this fine organisation and I look forward to 2015 and the years ahead.

Chris Lockwood
President

MESSAGE FROM THE COMMISSIONER FOR CHILDREN AND YOUNG PEOPLE



BERNIE GEARY

“I believe that a well-resourced support for families in home-based care and adoption leads to more

positive outcomes, therefore a better life, for vulnerable children and young people.”



BRENDA CARMEN

It has been a privilege to join the dedicated team of professionals, both Board and staff at PCA Families. Much has been achieved over 2013–14, including the move from Flemington to new premises based in the city at the Centre for Excellence in Child and Family Welfare.

Of particular importance has been the completion of a two year evaluation on PCA Families undertaken by Dr Julie Contole and Dr Gaye Mitchell. The Evaluation and Executive Summary recommendations provided excellent guidance for service and organisational improvement which are currently being implemented.

It has been great to see so many carers and parents contacting us and attending our events, training, and workshops.

A total of 578 carers, parents, and families have contacted us or participated in our programs throughout the year.

important to us, and issues presented in form of our advocacy work.

We were provided with the opportunity to present members' views to the Inter-Country Adoption Consultation, the Inquiry into grandparents who take primary responsibility for raising their grandchildren and were invited to appear as witnesses before the Senate Community Affairs References Committee.

Support to country and regional Victoria has begun, with a focus on Warrnambool, Ballarat, Geelong and Bendigo. Working in collaboration with agencies and communities in those areas will improve our capacity to provide information, peer support (including on line), education and training.

Brenda Carmen
General Manager

Receiving feedback from members has been



OUR SERVICES

Over the 2013–2014 year, PCA Families has provided our members and others in the community with information and support via a range of services.

INFORMATION AND SUPPORT SERVICES

The telephone and email support service based at the PCA Families office has seen an increase in contacts over the 2013–2014 period.

A total of 99 individuals were assisted through 187 phone and email contacts.

The highest demand came from permanent care families, and the most frequently raised issues of concern were around legal matters, the request for contacts from our Specialist Database, and seeking assistance to support children with complex behaviours. Other issues raised focussed on financial concerns, especially when dealing with Centrelink, conflicts around contact arrangements with birth parents, and general requests for information and resources.

Many Permanent Care families expressed strong feelings around dealings with Federal Government departments, and what they perceived as inequities in the system which discriminated against permanent care families when compared to families formed by fostering, adoption or birth.

Planning has begun to broaden the range of support that can be offered by this information and support service in the coming year. The Volunteer Peer Support Telephone service will match volunteers with families in order to offer regular phone calls to support parents around parenting, feelings of isolation, and other issues. This service will be particularly beneficial for families in country or isolated areas, or who cannot access other peer support groups.

CARER INFORMATION AND SUPPORT SERVICE (CISS)

This has been the final year of the partnership between PCA Families and the Foster Care Association of Victoria in delivering the Carer Information and Support Service (CISS). For the past four years PCA Families has contributed financially to the CISS which has been operated by FCAV to provide

a range of information services via phone calls, websites, newsletters and information sheets.

During the 2013–2014 periods, the CISS responded to 609 overall contacts.

FACT SHEETS

The development of fact sheets is another way in which PCA Families has provided support and information to our members. As well as the six legal factsheets, four others were developed and made available via our website; Application for change of name for children in Permanent Care families, Setting up a Playgroup, Legal and public liability for support groups and Dealing with sensitive issues in support groups.

PEER SUPPORT GROUPS

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

To date, six peer support groups, consisting of Journal Clubs and Parenting Support Groups have been formed and include two new groups.

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

The Eastern Suburbs and Mornington Peninsula support groups were first run by staff from PCA Families in May and June of 2014. These two groups were developed in response to increased member feedback about the need and demand for such groups in these locations. Work has also begun to extend support provided by the organisation across the state, using this and additional frameworks for

providing peer support and connections with others, especially in regional areas.

PLAYGROUP SPONSORSHIP

PCA Families has been very pleased to provide sponsorship to four playgroups across Melbourne. In this way, we have celebrated initiatives that provide support to parents through sharing of lived experiences.

Our sponsorship supported volunteer, peer-based playgroups for families formed through permanent care and adoption; and in particular we provided limited financial assistance for group operations and activities of the following:

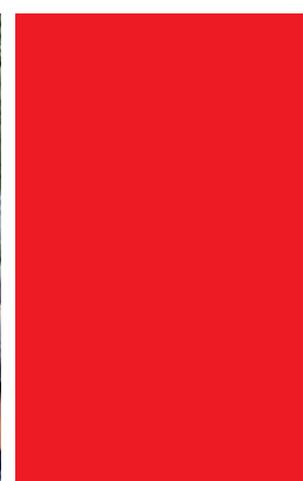
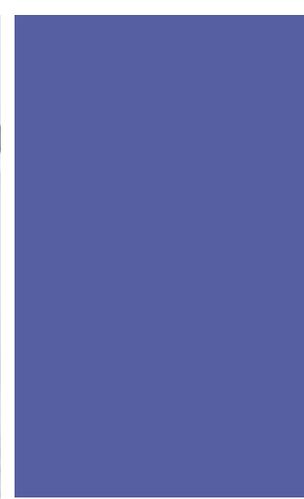
- Allways Playgroup in the Northern suburbs
- Western Suburbs Playgroup
- Adoption & Permanent Care Playgroup
- Bayside Intercountry Adoption Playgroup in Chelsea.

TRAINING AND EDUCATION

This year, PCA Families has continued to support and facilitate educational programs and sessions to address issues raised by families formed through permanent care and adoption.

PCA Families continues to offer the Let's Talk about School program on an annual basis with the addition of a new side program for school teachers. The purpose of this program is to increase the awareness and skills of teachers working with our children.

Another two new programs written for our members, Life Story Work and Parenting Plus! place PCA Families in a unique position of offering a substantial range of high calibre programs specifically developed with and for families raising children through adoption and permanent care.



Life Story Work for parents and carers is highly regarded by parents, carers and professionals. This program provides parents and carers with a unique approach to utilising therapeutic tools to guide exploration of their children's lives with them.

This year saw 27 parents and carers along with 36 professionals, undertake this valuable training.

Parenting Plus! (Formerly Parenting Children in Permanent Care and Adoption) has become one of the most sought after training programs offered through PCA Families. We saw enrolments double upon completion of the initial program and now have 42 parents and carers who have completed the course. This program offers parents and carers

opportunities to enhance their approaches to parenting by enabling them to explore the world through the lives of their children. Parenting Plus! has been a privilege to offer and parents report significant improvements in family life with this program.

PCA Families also offered a number of one off gatherings for our members to hear from experts on the following topics: Identity and Search, Raising Teens, Lying and Stealing and Self Harm.

In the upcoming year, we look forward to offering our children and young people an amazing strengths-based program, Tree of Life, in collaboration with adult adoptees. A world leader in this practice trained a number of facilitators for PCA Families and we are grateful to the Brockhoff Foundation for providing the funding to enable us to undertake this new initiative.

Life Story Work, what participants said ...

“I’ve been waiting a long time to do this sort of training – reading articles and books helped me but real personal training is great.”

“Really practical and useful strategies with a bit of theory ... perfect!”

“Easy, relaxed, informative, welcoming”

“Good introduction to the complexities of Life Story Work and to techniques”

“Good chance to see resources and talk to other parents/carers”

Parenting Plus!, what participants said ...

“We all shared similar issues and problems; lots of discussion = lots of support”

“I have found parenting increasingly colourful. Both challenging and rewarding in ways I had not imagined. I feel that I am finding new ways to be a good parent. This has filled a void where I was acting on instinct.”

“House is a lot calmer”

“We have noticed changes in our family. We have changed our parenting style and it is starting to work. It is amazing how some of the simple changes have made a big impact.”

EVENTS

The highlights of our year are always the times when we come together with our members and their families. A combined total of 410 members attended this year's events. The Welcome to Our New Workspace saw our offices filled with young people creating their own unique family trees. Our annual Family Day was held at Como Gardens in The Basin; it was a magnificent day with miniature train rides, perfect hills for rolling down, a delicious afternoon tea and great company which helped make this gathering a relaxing and joyful time.

PCA FAMILIES BOOK STORE

PCA Families launched a retail service in October 2012 selling books which cater specifically to children and families connected in kinship care, permanent care and adoption. We stock children's picture books which are entertaining and educational, to the latest non-fiction titles for adults. All books sold are recommended by PCA Families and are relevant to the experience and needs of our families. PCA Families is the only organisation that provides this service as well as being the sole Australian distributor for the Beyond Consequences titles by Heather Forbes.

Over the last financial year we sold over 180 books to members and organisations working with families formed through adoption and permanent care.

LEGAL PROJECT: LEGAL ANSWERS FOR PERMANENT CARE FAMILIES

The legal project came about as a result of repeated enquires to our Information and Support Service requesting advice and information on legal issues relating to family law, legal rights of permanent care parents, contact arrangements, passports and many other issues.

Our attempts to research the answers identified a lack of easy access to accurate legal information, and to legal advisors with knowledge of Permanent Care. In response to this situation, PCA Families initiated a partnership with the Peninsula Community Legal Centre, resulting in the joint development and implementation of the Legal Project.

As part of this, a Legal Forum was held on 30 April 2014, involving speakers from the Children's Court, Victoria Legal Aid, DHS, and a permanent care parent from PCA Families.

Over 120 people attended the forum.

Six legal fact sheets were launched at the forum, providing carefully researched and much needed answers to many legal questions for permanent care families. Requests have come in from various sources to duplicate the forums in regional areas. PCA Families hopes to continue this work in the coming year and respond to these requests.

VOLUNTEER PROGRAM

Building on a long history of volunteer involvement in the organisation, 2014 saw us taking steps to formalise volunteering within the organisation by developing a Volunteer Manual which gives us clear guidelines and processes for the recruitment, support and engagement of volunteers. Volunteer positions have been developed in the areas of:

- Peer support
- Administration
- Publicity and promotion
- Peer mentors – training
- Special projects

It is hoped that volunteering with PCA Families will flourish in the next financial year and help us become more effective and sustainable moving into the future.

Adult Adoptees Stories event, what participants said ...

“Wonderful session – grateful to the participants for being so honest and sharing”

“Really appreciated to hear about the different life experiences/ perspective of being adopted”

“More sessions like this please”

Legal Answers for Permanent Care Families Forum, what participants said ...

“This was amazing, excellent, interesting and informative!”

“The most useful part of the forum was – Being heard!”

“The information provided by the speakers was very helpful for my organisation – great work thanks”

“Good to meet other people who are going through the same experience”





BOARD MEMBERS

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

Chris Lockwood, President

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

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

Amanda Stone, Vice President

Amanda Stone has over 30 years' experience in the education and counselling of secondary aged students and their families. Much of her counselling work has been with children in out of home care. She is currently working as an education and

training consultant and is also a councillor in local government. She is chair of the Board of the not-for-profit aid organisation, Partners in Aid.

Mandy Everton, Secretary

Mandy Everton is an adoptee from Vietnam, who has two siblings who are also inter-country adoptees, a nephew through inter-country adoption and a niece through the permanent care program. She has been working in the not for profit sector for over a decade in senior policy, education and research roles and has extensive experience in the field of volunteering. Mandy is currently working with the Australian Red Cross to lead implementation of a new organisational volunteer strategy in Victoria programs and also does consulting work with organisations that focus on effective community/corporate engagement.

Charlie Salloum, Treasurer

Charlie Salloum is an adoptive father of two Korean born children whose journey in the adoption world started in 2001. He has a varied professional background including a short stint as a primary school teacher, a corporate trainer and HR professional and an owner/manager of a food manufacturing business.

Dan Barron, Director

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

Michael Cassino, Director

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

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

Peter Farrelly, Director

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

Dr Cas O'Neil, Director

Cas has over 40 years professional and personal experience in child welfare and health, including professional experience as a social worker working with families in home based care and families whose children have significant health issues; and personal

experience as a special needs adoptive parent, respite foster carer, grandparent kinship carer and a Mirror Families member. In addition, she has undertaken research on child welfare through her position of Research Fellow (currently Hon) at the University of Melbourne; and has provided training and support to other parents and carers, particularly through Permanent Care and Adoptive Families and the Foster Care Association of Victoria.

Dr Menka Tsantefski, Director

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

Simon Zavros-Orr, Director

Bachelor of Forest Science, Grad. Dip. (Spatial Information Systems), Grad. Cert. (Community Development), Master of Business Administration. Simon presently works part time in a business development and fundraising role for Volunteering Victoria. He is also a school council president and Joey Scout Leader. Until early this year, Simon worked for the Department of the Prime Minister and Cabinet. Over the last decade, he has worked with a wide range of Aboriginal and Torres Strait Islander communities in Queensland and New South Wales. This work has related to land management and acquisition, grant administration, construction, service delivery and cultural competencies. Simon is married to Agli and is the father of two young children.



TREASURER'S REPORT

For PCA Families 2013–14 saw a period of consolidation in terms of administration and governance while enjoying a growth in a variety of services and member participation. Consequently, PCA Families presents a sound financial position for our members supported by strong management capability. Again, we greatly thank our principal funders in the William Buckland Foundation, the Truby and Florence Williams Charitable Trust, the Alfred Felton Bequest and the Collie Foundation, which are managed by ANZ Trustees.

The operating budget was reduced to offer a more streamlined, client-focused niche service in preparation for what might be, in the worst case scenario, a leaner 2014–15 financial year and yet still maintain the bulk of our very necessary and highly sought after services. This will also be the case in the coming financial year.

Our strategic move to co-locate with Centre for Excellence in Child Welfare also enabled us to make important savings in terms of administrative and bookkeeping costs.

There has been a concerted and focussed effort from the later part of 2013–14 to harness funds from a variety of sources including grant funding, approaching other philanthropic trusts as well as a strategic approach to gain government support.

The Board and Management are currently considering a range of scenarios that will take the organisation forward in the current climate of limited funding affecting not just PCA Families but the sector generally.

The following financial statements overview has been extracted from the PCA Families' Financial Statements for the year ended, 30 June, 2014. The financial statements have been prepared as General Purpose Financial Statements in accordance with Australian Accounting Standards and the Associations Incorporation Reform Act, 2012. For more detailed information, full financial details are available on our website: www.pcafamilies.org.au

Independent Auditor's Report

The Members
Permanent Care And Adoptive Families

We have audited the accompanying special purpose financial statements ("statements") comprising a balance sheet, profit and loss statement and accompanying notes and the statement by the Board of Directors of Permanent Care and Adoptive Families for the year ended 30 June 2014.

Directors' Responsibility

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

The Directors are responsible for the preparation and presentation of the statements in accordance with the accounting policies enumerated in note 1. This responsibility includes establishing and maintaining internal controls relevant to the preparation and presentation of the statements that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies, and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial statements based on our audit. No opinion is expressed as to whether the accounting policies used are appropriate to meet the needs of members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the statements are free from material misstatement.

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

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

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

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

Independence

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

Auditor's Opinion

In our opinion, the statements of Permanent Care and Adoptive Families for the year ended 30 June 2014, gives a true and fair view in accordance with the bases of accounting commonly adopted by similar organisations.


Philip Sulman

15 October 2014

570 Glenhuntly Road
Elsternwick 3185

TREASURER'S REPORT

Profit and loss statement for the year ended 30 June 2014

		30 June 2014	30 June 2013
Income	\$	388.50	284.29
Gifts and donations			
Grant and funding		473,621.11	503,371.53
Trading/operating activities		17,047.42	12,067.32
Misc income		1,998.25	105.00
Total income	\$	493,055.28	515,828.14
Cost of sales		5,493.20	6,672.45
Gross profit	\$	487,562.08	509,155.69
Expenses	\$		
Employment expenses and consulting		266,780.80	384,973.88
Fees and charges		2,787.16	4,550.20
Insurance		7,579.27	9,048.24
ICT		3,532.35	1,197.50
Rent and utilities		35,949.95	34,600.02
PR, media, professional development and meetings		25,202.55	31,653.69
Operating costs		65,781.09	33,922.83
FCAV Helpline		12,730.00	15,372.50
Depreciation expense		3,716.93	4,340.07
Total expenses	\$	424,060.10	519,658.93
Interest income		18,710.00	22,686.48
Net income for the year	\$	82,211.98	12,183.24

Balance sheet as at 30 June 2014

		30 June 2014	30 June 2013
Current assets	\$		
Cash assets		536,693.19	777,322.57
Fixed assets		2,431.81	5,888.49
Total assets	\$	539,125.00	783,211.06
Current Liabilities	\$		
Deferred grant income		278,234.73	570,666.47
Current tax liabilities		993.26	8,978.14
Other liabilities		19,273.28	45,154.70
Total liabilities	\$	298,501.27	624,799.31
Net assets	\$	240,623.73	158,411.75
Equity	\$		
Retained earnings		158,411.75	146,228.51
Current year income		82,211.98	12,183.24
Total Equity	\$	240,623.73	158,411.75

TREASURER'S REPORT

PERMANENT CARE AND ADOPTIVE FAMILIES ("PCAF")

CONFIRMATION BY DIRECTORS

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

The Directors declare that:

- 1 The financial statements and notes present fairly the financial position of PCAF as at 30 June 2014 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements;
- 2 At the date of this statement, there are reasonable grounds to believe that the PCAF will be able to pay its debts as and when they become due and payable.

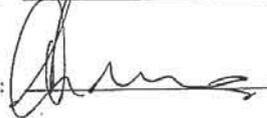
This statement is made in accordance with a resolution of the Board of Directors and signed on its behalf by:

Director:



CHARLIE SALLOUM, TREASURER

Director:



MICHAEL CASSINO

Date:

15/10/14

THANKS AND GRATITUDE

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

Alfred Felton Bequest

Anglicare Victoria

ANZ Trustees and Chris Woolton

Bendigo Bank

Bernie Geary

Berry Street

Bethany Family Support

Brophy Family and Youth Services

Centre for Excellence in Child and Family Welfare

Chris Cook

Collie Foundation

The CREATE Foundation

Foster Care Association Victoria

Gaye Mitchell

Georgina Walker

Grandparents Australia

Herbert Smith Freehills and Alice Macdougall

His Honour, Magistrate Francis Zemljak, Children's Court Of Victoria

Jack Brockhoff Foundation

Julie Contole

Kinship Care Australia

Leadership Victoria

Mackillop Family Services

Mary Natoli

Me Bank

Melbourne University

Mirabel Foundation

P. Sulman and Associates

Peninsula Community Legal Service

Jenny Conrick

Pilch Connect

Ray Carroll

Truby and Florence Williams Charitable Trust

Vanish

Victoria Council of Social Services

Victorian Law Foundation

Victoria Legal Aid – Robyn Hamilton

William Buckland Foundation

The Department of Human Services, in particular:

Beth Allen, Angela Karavidas, Sam Carvara, Graham Brewster and Caitlin Oliver.

Katie Brown and Julie Raunick (Intercountry Adoption Service)

**Permanent
Care and
Adoptive
Families**

