



Annual
Report

2016

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Our Proud Journey



CELEBRATING OUR 120TH YEAR OF SUPPORTING VICTORIAN FAMILIES

This milestone year has been one prompting reflection on a proud journey of 120 years that began in 1896 as a response to the burgeoning cruelty and neglect inflicted upon children in the Victorian community.

The issues which cause neglect and abuse of children in our society have changed little over this time. However, the knowledge and learnings in how to address the catalysts for trauma, or to prevent them from occurring are more available than ever. The focus on prevention and early intervention requires constant reevaluation and the courage to pioneer evidence-based programs by organisations.

The past may dictate who we are, but we determine what we become.

Consequently, the ground breaking work being undertaken by CPS renders the past year a pivotal one to remember. One we believe will further position CPS as an innovative, relevant and effective champion of at-risk children and families well into the future.

Through the efforts of our dedicated and passionate Board, staff and volunteers, combined with new services, we are doing more than ever to fulfill our mission to nurture, support and strengthen the life chances for vulnerable children, young people and families.

The findings of the State Government's Family Violence Royal Commission further validated our agency's focus on and achievements in early intervention, early years education and better support initiatives for mothers, fathers and children.

The significant growth of Melbourne's population and myriad pressures on families and children is the inescapable reality we face. Though daunting, CPS will continue working with government, community agencies, philanthropic trusts and our patrons, and most of all, families, to boldly lead the way in tackling the resultant challenges as we have over the past 120 years.

We wholeheartedly thank all our supporters who believe in the work that we do – we cannot do it alone. We invite you to read through our annual report to gain an insight into the wide ranging work that CPS provides.

Aileen Ashford
CEO, Children's Protection Society

Associate Professor Jane Munro AM
President
Children's Protection Society





47 Mentoring Mums

supported 50 new mothers
and their babies.



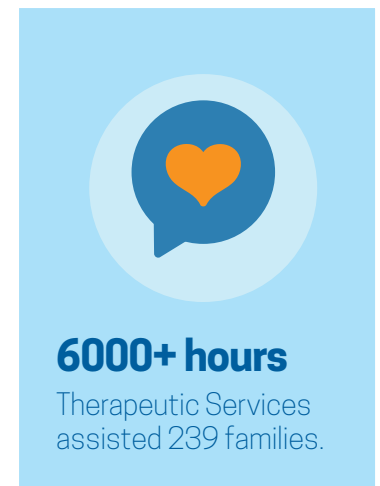
397

families assisted
by Family Services
case workers





21,489
hours provided by
Family Services
to families



6000+ hours
Therapeutic Services
assisted 239 families.

“ My counsellor is
the sweetest, funniest,
friendliest and smartest
person I know! ”



Mission, Vision & Values

OUR VISION

All children and young people thrive in resilient, strong and safe families and communities.

OUR MISSION

To nurture, support and strengthen the life chances for vulnerable children, young people and families.

OUR VALUES



Hope
that change is possible



Respect
for all people



Empowerment
belief in the ability of all people to make positive change in their lives



Integrity
our actions are underpinned by our beliefs



Leadership
advocate for the rights and wellbeing of children and young people



Accountability
in everything we do

Our Board & Patrons



PATRON IN CHIEF

Her Excellency,
The Hon. Linda Dessau AM,
Governor of Victoria

PATRONS

Mrs Elaine Marriner
Mr Neil Mitchell AO
Mr Ross Stevenson

OUR BOARD

Assoc. Prof Jane Munro AM,
President

Justice Bernard Murphy,
Vice President

Simon Hutchings
Treasurer

Assoc. Prof Jennifer Grafton

Steve Dolman

Janet Farrow OAM

Sandy Forbes

Phil Thompson
(commenced 25/6/15)

Tony Smith
(commenced 5/10/15)

Carmel Morfuni
(commenced 19/1/16)

The Board is made up of people strongly committed to our vision who commit their time, expertise, energy and skills to ensure CPS is well governed. They take seriously their responsibility of accountability to clients and stakeholders, maintaining high standards of integrity and accountability and strong stewardship of CPS's history, reputation and resources.

The Board met 11 times, including the annual retreat with the Leadership Team. This retreat focused on what we needed to maintain and build to ensure we remain contemporary and relevant to the clients we serve.

In addition to Board meetings, we have a number of Board sub committees chaired by a Board Member.

Finance and Investment Committee (met 9 times). Special thanks to Andrew Leslie- Morgan Stanley and Paul McCarthy - iSelect Ltd

Quality and Risk Management Committee (met 3 times).

Research Committee met 8 times (Committee concluded 15/10/15).

Our Response to Royal Commissions

ROYAL COMMISSION INTO INSTITUTIONAL FAMILY VIOLENCE

CPS, along with hundreds of organisations and individuals, made a submission to Victoria's Royal Commission into Family Violence.

Our recommendations included integrated Family Services, expanding initiatives such as Child FIRST and streamlining counselling and support services which offer early intervention and wraparound support to families and children affected by family violence.

The Commission's findings, released on 30 March 2016, were welcomed by CPS – in particular recommendations such as:

- The establishment of 17 support hubs throughout Victoria, providing victims with easier access to services to help them;
- Increased capacity of integrated family support services to respond to existing demand;

- Increased support for police to address family violence;
- A focus on perpetrator accountability and rehabilitation;
- A focus on repairing family relationships after family violence.

The Andrews Government's strong commitment to the Commission's recommendations and promise to invest significantly in this space was an encouraging step for the likes of CPS who work with families and children everyday who have been victims of family violence. In the past twelve months CPS has had an increase of referrals from Police (350 in total) and statutory child protection (532 in total) in this area.

With the Royal Commission's key findings in mind, CPS has reaffirmed its ongoing commitment to add innovative new early intervention family violence programs such as Caring Dads and Mothers in Mind to our existing suite of services.

ROYAL COMMISSION INTO INSTITUTIONAL RESPONSES TO CHILD SEXUAL ABUSE

Reflecting the importance of this topic, the Royal Commission received 178 submissions from individual victims and survivors, service providers (including CPS), statutory bodies, government agencies and peak bodies.

Commission CEO Philip Reed noted that support and therapeutic treatment services are often disjointed and lack expertise in child sexual abuse, trauma and its impacts, resulting in ineffective responses to the needs of victims and survivors.

Reed's recommendation of a range of therapies and support for victims with diverse and complex needs is exactly what we provide through our Sexual Abuse Counselling and Prevention Program. CPS is aware of the far reaching response and recommendations that the Commission will make and is actively monitoring these to ensure that our services are child safe.

Professional Development Unit

This year CPS's reputation as a quality provider of specialised training grew with 50 training sessions delivered to 898 external professionals. In total 275 hours of training was delivered across Melbourne by staff from all CPS program areas.

In response to the Royal Commission into Institutionalised Sexual Abuse Betrayal of Trust report, Responding to Child Sexual Abuse and the new Child Safe Standards were particularly popular units for Wesley Mission Victoria. CPS provided full-day training for 251 Wesley staff from a range of program areas.

Training was evaluated via participants completing pre and post assessments attached to 10 learning objectives. Overwhelmingly, participants indicated an increased knowledge across all domains with positive anecdotal feedback indicating this is a valuable professional development session.

Therapeutic Services continued to be the 'go to' experts in Managing Sexually Abusive Behaviours with sessions being delivered by program staff to over 120 professionals. Participants received further knowledge and skills to effectively manage children and young people displaying sexually abusive behaviours within the residential care system.

Our Working with Vulnerable Children and Families package delivered by CPS Early Years staff also proved popular within the early years sector. Training provided a broad overview in identifying and responding to all forms of child abuse and engaging vulnerable families in effecting positive change. Specific training in vulnerable children and families early trauma and attachment issues was also well received.



TRAINING FOCUS

- 20%** Working with vulnerable children and families.
- 18%** Managing Sexually Abusive Behaviours
- 36%** Responding to Child Sexual Abuse
- 26%** Responding to Child Abuse.



TRAINING DELIVERED BY PROGRAM

- 14%** Early Years
- 29%** Training Team
- 34%** SACPP
- 23%** Child and Family Services

"I was quite apprehensive about attending - wasn't sure how graphic it would be. However I learnt a lot and feel more assured to deal with it and know victims of abuse with support lead normal lives."

~ Training participant

"I learnt that children's challenging behaviours could be the result of many different causes. I will take away 'language' to help me approach traumatised children."

~ Training participant

Our Reconciliation Action Plan

The Children's Protection Society's Reconciliation Action Plan (RAP) was launched at its Heidelberg office on 25 February 2016 by CEO Aileen Ashford, President Jane Munro AM, Aboriginal Senior Cultural Advisor Ron Briggs and Aboriginal Elders / RAP advisors Georgina Williams and Herb and Lorraine Patten.

Attended by over 70 staff and community stakeholders, the event began with a traditional smoking ceremony, followed by the ceremonial planting of a Red Gum – a symbol of the burgeoning relationship between CPS and Aboriginal and Torres Strait Islander communities.

Local Gunnai artist Robert Young was also in attendance to officially unveil a beautiful new painting that now adorns CPS' Thomastown office. A number of children in attendance enjoyed a range of craft activities, their presence certainly adding to what was a wonderful celebration.

Devising and refining the plan to the point where it met the approval of Reconciliation Australia took 12 months of hard work by CPS' RAP committee. Not only is CPS one of a few agencies of its type to undertake a RAP, achieving 'Innovate' RAP status was testimony to the enthusiasm of CPS staff to go the extra yard. The RAP working group also enabled numerous staff to appreciate Aboriginal history, understand the importance of reconciliation, Aboriginal rights and inclusion, and how to assist local Aboriginal families to access the services they need in a culturally safe environment.

The plan covers 2016-2017 and incorporates a number of deliverables across three areas; fostering respect, developing relationships and exploring opportunities to work better with Aboriginal and Torres Strait communities. Progress of the action plan will be reviewed regularly by Aboriginal Elders, in addition to reports submitted to Reconciliation Australia.

“Whilst we are delighted with the outcome of our RAP we recognise the real work is only just beginning with our actions to execute the plan, and in doing so build our cross cultural capability and understanding as an organisation.”

~ Aileen Ashford, CEO



Our Research Sets Us Apart

DELIVERING MEASURABLY IMPROVED OUTCOMES FOR OUR FAMILIES

CPS prides itself on delivering research and evidence based programs to ensure measurable and improved outcomes for its clients. Further, CPS is committed to evaluating the efficacy of its programs to ensure its services are of the highest quality.

The CPS research focus over the last year has centred on the Early Years Centre at Southern Road West Heidelberg. Of the two research studies occurring at the Centre, the qualitative study conducted by Dr Loraine Fordham from Charles Sturt University was finalised. The outcomes of this research, documenting the key elements of high quality practice, is due to be released in July 2016.

The Randomised Control trial, being undertaken at the Early Years Centre by the University of Melbourne and the Murdoch Children's Research Institute, met another milestone this year with the final intake of children into the Centre's research program being concluded. The last group of families completed their orientation at the Centre which will see the last children finishing the program at the end of 2018.

The agency remains committed to innovation and has a range of research partners that are undertaking important collaborative projects investigating improved models of service and programs to vulnerable children and families.

In the coming year two of these innovative research based programs, Caring Dads and Mothers in Mind, will be independently evaluated. Excitingly, the CPS Caring Dads research findings will add to data collected by a large international research consortium led by the University of Toronto. This work will examine the efficacy of the Caring Dads program as a family violence early intervention.



Two of EYEP's unique elements are the supportive manner in which families gradually orientate into the program, and the approach taken to include parents in their children's education and care plans.



Early Years Programs

CPS CHILD AND FAMILY CENTRE – HEIDELBERG

The Early Years Education Program (EYEP) continued to provide quality learning alongside building greater resilience and relationships between children and families experiencing significant family stress and social disadvantage in the north east of Melbourne.

Five children left the program at the end of 2015, four of which graduated to local schools and one to a universal kindergarten. During the transition CPS educators supported children and parents with orientation visits, linking families in with teachers and relevant support services. Children have excitedly returned to visit the Centre to share their experiences.

The centre's goal of creating a sense of belonging within the local community was achieved by offering experiences families may otherwise find inaccessible. This included sports clinics, swimming lessons and an excursion that saw children, staff and families all attending the Royal Melbourne Zoo together.

A monthly 'Coffee Club' with parents/carers was co-facilitated by Centre staff and CPS Family Services. These sessions enabled clients to share their struggles, discuss parenting strategies and build relationships with each other whilst encouraging greater engagement with family services.

KORIN KORIN CHILD AND FAMILY CENTRE – WOLLERT

One of the most exciting developments of 2015/16 was the opening of the Korin Korin Child and Family Centre in the suburb of Wollert, located in the outer northern growth corridor.

CPS' successful submission to the City of Whittlesea to operate the Child and Family Centre owed much to the pioneering Early Years work at our ACECQA Excellent rated Centre in Heidelberg West. Underpinned by our Early Years philosophies of Belonging, Relationships and Play, the Centre also promotes respect for nature, environment and sustainability. Most importantly, the kindergarten program is equipping local children with everything they need to excel at school and at life in general.

Commencing on 29 February 2016 with over 60 enrollments, children have enjoyed the benefits of state of the art facilities featuring engaging play stations, beautiful toys, games and craft equipment – not to mention exceptionally experienced teachers and kindergarten assistants. Over time as the program develops, it is envisaged the Centre will become a focal point for children and families to feel more connected to the community and access support.



Family Services

FATHERS AND FAMILY RELATIONSHIPS PROGRAM

This year the Fathers and Family Relationships Program (FFRP) saw many changes. The program continued to provide child-focused counselling for fathers however a distinctive feature was the renewed vigour of father-specific group parenting programs.

Dads Tuning in to Kids for fathers of young children focused on emotional intelligence and coaching children to better understand and handle their emotions. Working in collaboration with Anglicare Victoria, the program explored the distinctive role of fathers and their effect on a child's development. Feedback from fathers was overwhelmingly positive. Many reported positive changes interacting with their children as a result of their learnings, in concert with interacting with fellow dads.

The creation of CPS' Father Inclusive Practice Network (FIPN) for professionals promoted father inclusive practice across the sector and community. Launched on 23 March 2016, in addition to guest speakers, professionals have gathered quarterly to discuss father inclusive practice principles, network, collaborate and share information about programs, services and projects. The FIPN has already demonstrated the capacity to facilitate community building, providing relevant and timely services to fathers in the CPS catchment and beyond.

Meanwhile, in collaboration with the City of Whittlesea's Enhanced Maternal Child Health Service, the Circle of Security parenting program was run for fathers in Epping. An evidence-based universal parenting program, Circle of Security focused on building healthy attachments between parents and infants/young children.

Again, feedback was overwhelmingly positive with participants reporting the program was "absolutely worth it", that it was "now easy to see what their children need, now that it has been shown to me" and that the group provided "a safe and secure space to talk about the hard things".

Finally, we continued to work with Aboriginal fathers through the regular delivery of the Aboriginal Fathers Support Group and an Aboriginal Fathers Activities group which included group outings. We also participated in the collaborative delivery of a Family Fun Day for Aboriginal fathers and their families at Funfields in Whittlesea in March 2016, attended by over 100 people. Funding from the Victorian Department of Justice, Victorian Aboriginal Child Care Association (VACCA), Victorian Aboriginal Health Service (VAHS), Aboriginal Male Centre, Drummond Street Services and University of Melbourne made these groups possible.

Through a diverse range of activities this year the FFRP established a strong foundation for further development of innovative and responsive services, community programs and events for fathers.

OUTREACH

An increase in family violence reports and referrals led to more safety planning with women and children, as well as impact assessments. Families were linked into relevant support services including alcohol and other drug support, mental health, child speech and language specialists and paediatric follow up. Advocacy and working collaboratively with other services to ensure best outcomes was central to Family Services' work.

HOLIDAY PROGRAM

Interactive and fun filled school holiday program for families were conducted with the aim of strengthening family relationships and social skills via games, craft activities and other bonding experiences. In April, with the aid of a City of Whittlesea grant, the program was expanded to include for the first time an excursion (Melbourne Museum and Imax Theatre). Extensive planning by CPS staff enabled families to enjoy a tremendous shared experience they might otherwise struggle to access.

PLAYGROUPS

Family Services continued to partner with ReGen and Berry Street in delivering two weekly playgroups at Banyule Community Health Service. The 'Shine and Grow' and 'Playbox' playgroups provided structured two hour sessions for vulnerable children and families focused on attachment and the importance of play between a child and their caregiver. Each week entailed the provision of parenting support whilst delivering relevant session activities.

Participants' experiences were documented and monitored to gauge the benefits achieved through their attendance. The playgroups proved so popular a wait list was required.

BOYS TO ADOLESCENCE AND BEYOND

Recognising a service gap for boys between grades 5-7, in 2015 Family Services and Therapeutic Services combined to pilot an innovative new program at Hazel Glen College called B2A (Boys to Adolescence). This primary to secondary school transition program worked with boys in a small group setting over an 8 week term. Students selected to participate had experienced issues associated with an unsettled family life, difficulties at school, peer group and identity.

Topics included conflict resolution, healthy/unhealthy relationships, social media, feelings, identity, gender roles and team building. B2A aimed to equip boys with the tools to navigate problem areas before they manifest into deeper, serious problems well into adulthood. Ultimately, B2A is about early intervention and ensuring young people have the skills to healthily manage their relationships - whether through conflict resolution and understanding their feelings and what constitutes healthy or unhealthy relationships.

“It transformed our way of thinking. Less yelling and punishment, more understanding and communicating.”

– B2A Participant

Activities embraced by the boys included making stress balls and breathing exercises. Feedback suggested the most beneficial content centred on feelings and identifying them both in themselves and others. The boys provided a touching end ceremony including heart-felt speeches by two boys which outlined B2A's positive impact on understanding and managing themselves.

Well received by the sector, following a comprehensive review of the first pilot program and data analysis, an ongoing partnership between B2A and Hazel Glen College, in addition to other schools which expressed interest in the program, has been explored.



Early Intervention & Prevention

CREATING PROGRAMS WITH A PREVENTATIVE FOCUS

It is CPS' view that historically there has been minimal emphasis on early intervention and prevention services in Victoria; and few developments in family services models that have proven efficacy. There is an urgent need for more early intervention evidence based programs in family services in order to ensure at-risk mothers and children are supported during times of early-years parenting.

This need has been recently recognised in the Royal Commission into Family Violence's report and recommendations provided to the Victorian Government, and in the recent Victorian "Road map for Reform: Strong families, safe children. The first steps" published by the Victorian Department of Health and Human Services (the DHHS Road map).

CPS is trialling two new early intervention programs – Mothers in Mind (funded by Pierce Armstrong Foundation) and Caring Dads – aimed at improving parenting skills and family relationships. Ultimately, both programs seek to improve the life trajectory of the all too often silent victims of family violence - children. Both of these programs will commence their initial intake in late 2016.

"We have witnessed the current system fail at risk children. One part of this is that families dealing with violence, abuse and neglect have limited support available to them.

As a sector, we need to enhance the scope of services that assist parents early on and support their positive relationships with their children."

~ Aileen Ashford, CPS CEO



Therapeutic Services

OUR WHOLE-OF-FAMILY APPROACH EFFECTIVELY MINIMISES HARM

P.E.E.R.S.

A new early intervention program for primary school students, P.E.E.R.S (Positive behaviour, Empowerment, Equality, Relationships, Safety) was jointly developed in 2015 by CPS Therapeutic Services and Family Services, in collaboration with Laurimar Primary School.

Designed to address family violence and the prevalence within the school environment and community, P.E.E.R.S was delivered by SACPP staff as part of Laurimar's Social and Emotional Learning (SEL) unit. Across terms 1 and 2 this year 175 grade 5 students learned about individual awareness, healthy and unhealthy relationships, gender, safety, peer and family relationships and power and authority within relationships.

Student feedback was positive with demonstrated improvements in their knowledge and awareness of safety, healthy and unhealthy relationships, gender, gender roles and stereotypes and family violence. A state-wide Education Department schools program (addressing Family Violence Royal Commission recommendations) to be rolled out in 2017 aligns closely with the objectives of CPS' P.E.E.R.S. model.

SINGLE SESSION THERAPY

Introduced in early 2016, single session counselling supported families at the initial stages of their acceptance into the Therapeutic Services program. This meant that they didn't have to wait to see a counsellor but could receive initial support within two weeks of their contact with the program.

The single session approach addresses the client's key concerns leaving them feeling less anxious and supported during a difficult time in their lives and has also been used to engage parents in their child's treatment process. The program's wait list has reduced as a result of this approach and has made the service more accessible to clients.

GIRLS GROUP

After much planning and a successful application for a Lord Mayor's Charitable Foundation grant, 'Girls Group' commenced this year for girls aged 10-12 years who have experienced sexual abuse. Health, self-confidence, sense of identity and social skills were promoted via experiences such as therapeutic yoga, dance therapy and an excursion to Latitude.

TRAINING

CPS Therapeutic Services practitioners possess a wide range of skills and expertise which have allowed the team to deliver a number of sexually abusive behaviour management trainings to other not for profit organisations across Victoria.

As part of ensuring practitioners have extensive expertise we engaged South Australian clinical psychologist Alan Jenkins, a highly recognised expert in sexually abusive behaviour, to deliver a two day training workshop on best practice when providing therapeutic treatment to young people who display sexually abusive behaviours. The training titled "Reactive to Responsive: Ethical interventions with young people in sexual abuse" was based on narrative and solution focused principles to interventions which is used within the program.

"He has developed a better understanding of what triggers his anger. He talks a bit more about his feelings and he shows girls a bit more respect."

– P.E.E.R.S. program participant





Our Community Network

NORTH EAST SERVICES CONNECT

A two year pilot program co-lead by CPS and Berry Street and funded by The Department of Health and Human Services, the North East Services Connect (NESC) offered support for people requiring assistance with matters such as housing, family violence, trauma, health, disability, addiction, employment, education, financial issues, community connection and more.

Covering the shires of Darebin, Banyule, Whittlesea, Nillumbik and Yarra, the CPS-Berry Street co-led service received 521 referrals over its first full twelve month period in operation. The integrated service model proved very popular with clients who extolled the virtues of having just one plan and one worker support them across the multiple challenges they might be facing.

Last October NESC were invited to appear before the Family Violence Royal Commission to discuss matters such as developing workforce, capacity building, specialist versus generalist services and integrating the two, and how co-locating works.

Unfortunately DHHS advised that Services Connect pilots across Victoria will conclude in October 2016.

PRIMARY PARTNERS

CPS
Berry Street
Anglicare
Brotherhood of St Laurence
CoHealth
Haven Home Safe
Home Ground Services
Jesuit Social Services
Melbourne City Mission
Merri Community Health
UnitingCare Kildonan
VACCA
Wishin
YSAS

CHILDFIRST

In response to ChildFIRST's increasing workload of family violence and child protection referrals, the North East Child and Family Services Alliance formulated and implemented a demand management strategy to reduce waiting times for families, manage risk and provide a more timely service.

With an increase in demand management funding from the Victorian Government, ChildFIRST was also able to employ an additional intake worker. A specialist Senior Family Violence Case Manager for the Alliance was also recruited by Berry Street in February and co-located with ChildFIRST two days per week. The position assisted the team by assessing high risk family violence referrals and providing consultations and advice. Victorian Aboriginal Child Care Association (VACCA) also employed an additional position to assist with undertaking ChildFIRST assessments for Aboriginal referrals.

Back in 2012, the L17 (police referrals) triage demonstration project commenced involving ChildFIRST, Child Protection, VACCA and women's family violence specialist services. L17 was designed to intervene earlier with families experiencing family violence and to divert these families from the Child Protection system. Melbourne University's action research of the project in 2015/16 resulted in stage two of the L17 Multi Agency Triage project being fully implemented in the past year. Workers are co-located together to assess the risk and triage every family violence report where children are identified in Melbourne's north east.



CHILD FIRST REFERRALS 2015 / 2016

18% Other community professionals, self referrals
49% Child Protection
34% Police

Our Milestone Year

CALENDAR HIGHLIGHTS

ANNUAL LUNCHTIME RUMOURS FEAST

The 10th Lunchtime Rumours Feast was held on Friday 14 August 2015. Again it proved a great success and a testament to tireless organisers Leonie McNicol, Margaret Robinson and our Patron Elaine Marriner who ensured the milestone event was something special. The Plaza Ballroom venue looked absolutely stunning and our sincere gratitude goes to the Marriner Group for their ongoing support.

Credit must also go to our Patron Ross Stevenson and sidekick John Burns – not to mention the rest of the 3AW Breakfast Team – who were all in fine form. Former Australian bowler Damien Fleming swung by and regaled the audience with some great yarns, as did Herald Sun crime writer Andrew Rule. A terrific afternoon of banter, laughs, music and fun was had by over 400 guests and sponsors who generously supported CPS via their presence and their donation of, and bidding for, many tempting auction items.

The work of the Heidelberg CPS Child & Family Centre was presented in the form of a beautiful video of the kinder group, presented by and featuring RockWiz quiz master Brian Nankervis. Operatic singer Tim McCallum also captivated the room, likewise Colleen Hewett who closed the event in fine style - her passion for children's welfare reflected in a spine tingling performance.

CPS acknowledges the continued generosity of our guests, wonderful supporters and sponsors, in particular 3AW Southern Cross Radio, Ross Stevenson, John Burns and the 3AW Breakfast Team, Marriner Group and staff, De Bortoli Wines, Cricket Australia, AFL, Formula 1 Australian Grand Prix, Racing Victoria, Australian Motorcycle Grand Prix, The Footy Show, Grocon PCL, Bambra Press, Jasnor, The Espresso Group, The Pancake

Parlour, Koko Black, Jellis Craig, The Westin Melbourne, The Good Guys Bayswater, Tom Andronas, Orica GreenEDGE, SEW Eurodrive, Sails on the Bay, Chanel, CWB, Mitchelton Wines, HPR Healthy Communication, Lightning Ridge, Crown, Keon Couture, Bertocchi, Calendar Cheese Company and the Sheraton Hotel Melbourne.

STAFF CELEBRATE 120 YEARS AT GOVERNMENT HOUSE

Way back in March 1896 the then Governor of Victoria's wife, Lady Sybil de Vere Brassey, established the Victorian Society for the Prevention of Cruelty to Children.

For 120 years the organisation has grown and evolved, including a name change to Children's Protection Society in 1971. The Governor's wife has traditionally served as Chief Patron, however last year two major conventions were broken; for the first time a female, the Hon. Linda Dessau AM, became Governor of Victoria, and secondly, the Governor herself became Chief Patron.

On 13 March 2016 Governor Dessau welcomed our staff, volunteers and board to Government House to celebrate 120 remarkable years of supporting vulnerable children and families.

Considering her extensive background in family law and understanding of the issues faced tackling family violence, the Governor was a natural fit to take on the dual role. Our Chief Patron noted how the organisation may have first been convened in the very room she was speaking, and that the agency's longevity was testament to its ability to meet the changing needs and nature of the community.

After official proceedings guests enjoyed afternoon tea and the stately rooms of Government House.

WHITE RIBBON MARCH

Despite hot, windy and overcast weather a strong showing weren't deterred in supporting White Ribbon Day on 25 November 2015.

A team of CPS staff manned a marquee in Federation Square where Walk Against Family Violence marchers gathered and Fiona Richardson MP launched the beginning of Victoria Against Violence, a 16 day education and prevention awareness campaign. CPS staff then took to the streets, the agency represented among many community groups and individuals.

KIESER CHARITY GOLF DAY

CPS thanks Kieser for generously donating a tremendous \$13,030 via their Charity Golf Day held at the beautiful Yarra Yarra Golf Club on 13 May 2016. Thank you to all those who donated goods and services:

Kieser, Channel 9: The Footy Show, Travis Harrison, The Medallion Club, Sofa Concept Richmond, Pearce Webster Dugdale Solicitors, Gary Harley, Westin Hotel, Marriner Group, John Somerset DOT Putter Pty Ltd, Carlton Football Club, Tim Hickey Alliance, Alliance Promotions, Michael Bubunarus, Crown, Yarra Yarra GC, Bernard Murphy, Nick Theodosi, Brazil Coffee Shop, Chef's Hat South Melbourne, Intersport, Master of Ceremonies Tim Dettman, volunteers; Kiran Sahota and Michelle Pirie, and auctioneer David Oster.

Thank you also to the organising Committee:

Bronwyn Blair, Steph Klein, Rory Alexander, Jill Kaufmann and Tony Smith from Kieser, and Margaret Robinson and Leonie McNicol.

TOYOTA CAR CLUB

Finally, the Toyota Car Club and their members continued to demonstrate their interest and support in CPS' services. This year the club kindly provided a huge batch of soft toys for our clients and a sizeable cheque to go towards the CPS Child & Family Centre in Heidelberg.

"As an agency, CPS' longevity has been testament to its ability to meet the changing needs and nature of the community."

– Hon. Linda Dessau AM,
Governor of Victoria



Making A Difference Everyday

MENTORING MUMS

The Mentoring Mums program supported 50 new and vulnerable mothers through 2015/2016 and 13 new volunteer mentors were recruited. Notably, four of them are bilingual, including Chinese, Macedonian and Persian. The first Aboriginal volunteer was also welcomed.

Recognising a growing community need, in partnership with the Brotherhood of St Laurence a scoping project funded by John and Betty Laidlaw Trust was undertaken to increase the program's capacity to work with Culturally and Linguistically Diverse (CALD) communities. The Brotherhood of St. Laurence also provided additional training (Building Cross Cultural Responsiveness) to the mentor group, as well as 'father inclusive practice' training to assist them working with CALD families.

Notably, there was a significant 20% increase of CALD family referrals which in total represented virtually half of the 41 referrals over the 12 month period. Of all mothers supported by Mentoring Mums, 41% were born overseas and 35% of them from CALD backgrounds.

Further personal development opportunities have been afforded to volunteers via integrating more with Family Services. Staff can now provide other training and advice to mentors to enhance their engagement, and in turn, support to their clients. Additionally, once clients have successfully negotiated the baby to toddler stage, if required Family Services now provides support for when children reach school age.

THE CPS OP SHOP: BY THE COMMUNITY, FOR THE COMMUNITY

A much-loved community hub for 32 years, the CPS Op Shop in Rosanna is always a hive of activity throughout the week. Bargain hunters and collectors love the welcoming atmosphere and ever-changing displays.

Over the year 60 volunteers aged between 15 and 90 donated 3,546 hours of their time. The thriving business set a new milestone, raising \$101,797 to support CPS' Early Years Education Program in West Heidelberg.

Underpinning this result was a focus on the community, customers, volunteers and donors. A customer and volunteer survey conducted in June confirmed high levels of overall satisfaction, in addition to some suggestions that will be implemented as part of a commitment to continual improvement.

The Op Shop was most fortunate to enjoy the continued support of CPS Patron, Elaine Marriner, the Westin and Sheraton Hotels along with a number of significant generous donors. These and the thousands of donations we receive from the community ensure a visit to the CPS Op Shop never fails to delight.

"I would like to thank you for helping me when I needed it most. You helped me set up my home when I had nothing. It helped me through a tough time and my depression. All the staff are angels and I always leave the shop feeling good!"

– Surveyed customer



Finance Committee Report

FOR YEAR ENDING 30 JUNE 2016

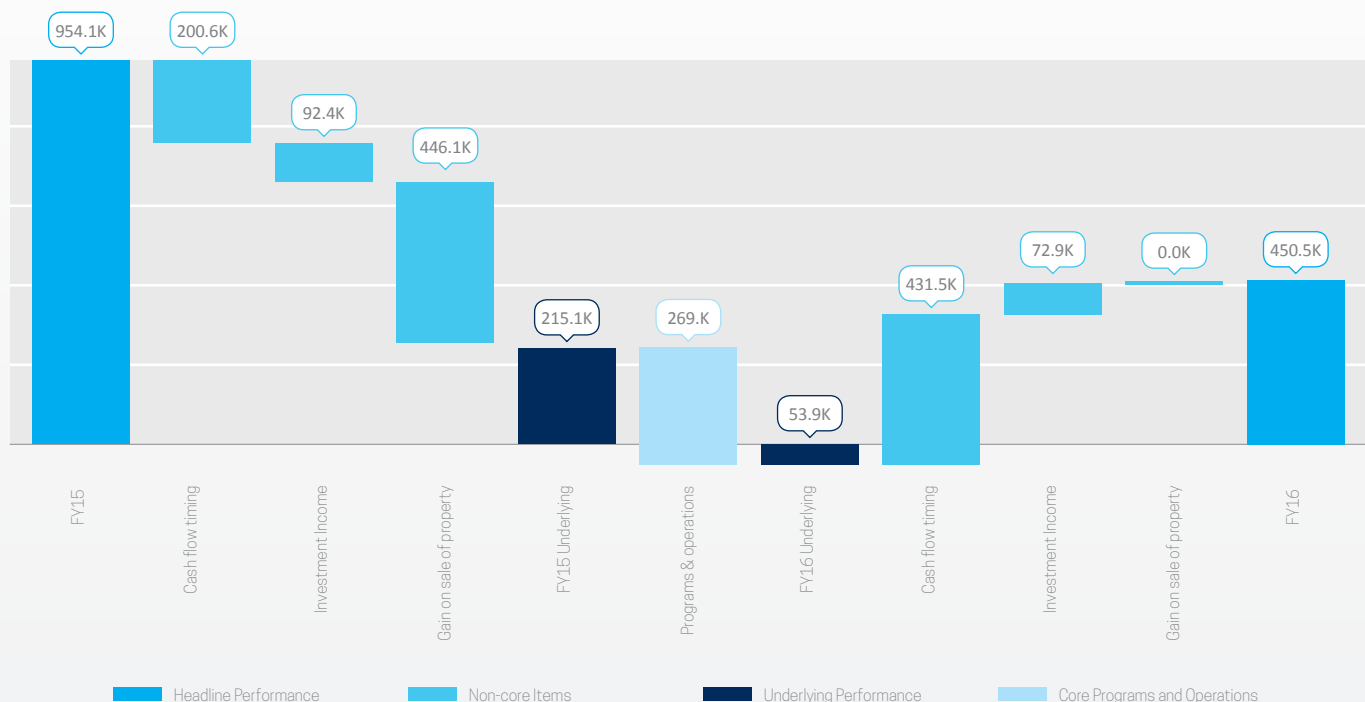
In 2016 the Children's Protection Society capitalised on strong partnerships with government and a number of community services organisations to receive growth funding in its core and pilot programs whilst further diversifying revenue sources through other income-generating and investment activities.

As a result of these achievements, the audited accounts for the financial year ending 30 June 2016 report a consolidated surplus of \$450,511, as compared to a surplus of \$954,130 for the year ending 30 June 2015. The surplus attributable to the general operations of the Society was \$377,637.

While this is another strong result for the organisation it includes a number of beneficial timing impacts from the receipt of grant and other funding in the 2016 financial year which relate to 2017 financial year programs and initiatives. Under Australian accounting standards these funds are recognised as revenue at the time they are received.

The underlying financial performance from the operations of the Society, excluding these beneficial timing and one-off impacts, was a deficit of \$53,860 for the 2016 financial year, compared to an underlying surplus of \$215,099 in the prior 2015 financial year (refer to the chart below). This underlying change in performance mainly reflects higher costs relating to employee benefits, establishment of new initiatives and programs, consulting costs and other items including the production of the CPS history book.

HEADLINE VS UNDERLYING PERFORMANCE (FY 2015 TO FY 2016)



Financial Highlights

FOR YEAR ENDING 30 JUNE 2016

REVENUE

Total revenue for the year was \$8,488,084, reflecting an increase of \$135,409 (1.6%) on prior year results. Notably:

- government grants accounted for \$6,946,642 (81.8%) of total revenue, an increase of \$794,886 (12.9%) on the prior year;
- revenue from philanthropic trusts was \$517,310 (6.1%) of total revenue, a decrease of \$408,836 (44.1%) on the prior year;
- revenue from donations and subscriptions \$340,258 (4%) of total revenue, a decrease of \$3,512 (1%) on the prior year;
- revenue from operating activities was \$305,634 (3.6%) of total revenue, an increase of \$91,951 (43%) on prior year.

EXPENDITURE

Total expenditure for the year was \$8,037,573, reflecting an increase of \$639,028 (8.6%) on prior year results.

Notably:

- employee benefit expense increased by \$472,431 (8.6%) relating mainly to the full year operations of the NESC program and program positions that have been filled during the year.
- client expenses increased by \$134,192 (85.2%) on the prior year, driven large by the payments relating to the Flexible Care Packages with CPS as holder of the fund.
- accommodation and office expense increased \$38,304 (3%) on the prior year, attributable to: consultancy costs associated with the write up and production of the CPS history book; media consulting, trust and grants consulting and one-off expenses relating to new initiatives and programs.

KEY ASSETS AND LIABILITIES

Net assets as at 30 June 2016 were \$5,374,789. Assets include cash, investments and trade receivables of \$6,034,044 and non-current assets of \$1,346,127. These assets are offset by total liabilities of \$2,005,382. Total equity is \$363,523 higher than in the year ended 30 June 2015, reflecting the consolidated entity's operating surplus for the year adjusted for net value loss on available for sale financial assets.

The following statements provide an overview of the financial performance of CPS for the financial year and its financial position as at 30 June 2016. A copy of the detailed audited financial statements for this year can be obtained from the Executive Director Business Services or through our website: www.cps.org.au.

This year's financial results leave CPS well-placed to capitalise further on its strong financial foundations so that it can continue to develop and deliver innovative programs that make a difference in our community for children and families at risk.

Simon Hutchings
Treasurer

Statement of Comprehensive Income

FOR YEAR ENDING 30 JUNE 2016

	CONSOLIDATED		SOCIETY	
	2016 (\$)	2015 (\$)	2016 (\$)	2015 (\$)
TOTAL REVENUE				
Revenue	8,488,084	8,352,675	8,406,620	8,252,848
TOTAL EXPENSES				
Employee benefit expense	5,948,968	5,476,537	5,948,968	5,476,537
Client expense	291,631	157,439	291,631	157,439
Depreciation expense	249,473	235,181	249,473	235,181
Motor vehicle expense	253,153	273,344	253,153	273,344
Accommodation expense	483,497	496,885	483,497	496,885
Office expense	810,851	759,159	802,261	751,737
Surplus before tax	450,511	954,130	377,637	861,725
Income Tax Expense	-	-	-	-
Surplus for the year	450,511	954,130	377,637	861,725
OTHER COMPREHENSIVE INCOME (Items that may be classified subsequently to profit & loss)				
Net value loss on available for sale financial assets	(86,988)	-	(46,288)	-
Total Comprehensive Income for the year	363,523	954,130	331,349	861,725

Statement of Financial Position

FOR YEAR ENDING 30 JUNE 2016

	CONSOLIDATED		SOCIETY	
	2016 (\$)	2015 (\$)	2016 (\$)	2015 (\$)
CURRENT ASSETS				
Cash and cash equivalents	2,840,939	4,572,214	2,672,827	4,402,114
Investments	2,986,387	8,930	1,305,635	8,930
Other current assets	59,427	58,878	59,427	58,878
Trade & other receivables	147,291	51,831	133,085	47,246
Loan - Children's Protection Society Foundation	-	-	199,803	201,021
Total current assets	6,034,044	4,691,853	4,370,777	4,718,189
NON CURRENT ASSETS				
Land	111,077	111,077	111,077	111,077
Buildings	671,417	698,731	671,417	698,731
Leasehold Improvements	434,981	576,225	434,981	576,225
Plant & Equipment	128,652	189,244	128,652	189,244
Total non-current assets	1,346,127	1,575,277	1,346,127	1,575,277
Total assets	7,380,171	6,267,130	5,716,904	6,293,466
CURRENT LIABILITIES				
Trade and other payables	680,349	435,389	677,225	435,389
Provisions	385,973	328,715	385,973	328,715
Deferred revenue	742,787	293,598	742,787	293,598
Borrowings	33,400	37,151	33,400	37,151
Loans - Children's Protection Society Foundation	-	-	-	1,654,305
Total current liabilities	1,842,509	1,094,853	1,839,385	2,749,158
NON CURRENT LIABILITIES				
Provisions	92,851	63,481	92,851	63,481
Borrowings	70,022	97,530	70,022	97,530
Total Non-Current liabilities	162,873	161,011	162,873	161,011
Total liabilities	2,005,382	1,255,864	2,002,258	2,910,169
NET assets	5,374,789	5,011,266	3,714,646	3,383,297
EQUITY				
Accumulated funds	5,461,677	5,011,166	3,760,934	3,383,297
Settled sum	100	100	-	-
Investment revaluation reserve	(86,988)	-	(46,288)	-
Total Equity	5,374,789	5,011,266	3,714,646	3,383,297

Our Partners and Supporters

THANK YOU

Since 1896, the Children's Protection Society has been a leader in the community services sector, providing family support, counselling, education and therapeutic services to vulnerable children and families in our community. We can't do this work alone, and we would like to thank our valued supporters whose efforts each and every year enable us to continue working towards expanding and developing our services and programs, ensuring that all children and young people thrive in resilient, strong families and communities.

CPS acknowledges the generosity of individuals, businesses, community groups, philanthropic trusts and government departments who support us in helping to break the cycle of child abuse and neglect in families and to improve the life chances and choices for all children.

MAJOR PARTNERS AND SUPPORTERS



HERBERT
SMITH
FREEHILLS



Allens < Linklaters

GROUPS AND ORGANISATIONS

Angels 3081
Banyule Community Health
Berry Street
Big Group Hug
Brotherhood of St Laurence
Co Health
Council to Homeless Persons
Centre for Excellence in Child and Family Welfare
Early Learning Association Australia
Haven Home Safe
Hazel Glen College
Jesuit Social Services
Kildonan Uniting Care
Launch Housing
Laurimar School
Melbourne City Mission
Merri Community Health
Nappy Collective
Odyssey House
Rotary Club of Preston
Salvation Army
St Kilda Mums
St Vincent DePaul
UnitingCare ReGen
Victorian Aboriginal Child Care Association
Victorian Aboriginal Health Service
VCOSS
Wesley Mission
WISHIN
Youth Support Advocacy Service (YSAS)

Contact Us

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The Australian Grand Prix Corporation
The Espresso Group
The Medallion Club
The Pancake Parlour
The Sheraton Hotel
The Westin Melbourne
Toshiba Australia
Toyota Car Club of Australia
Victoria Racing Club Limited

PHILANTHROPIC TRUSTS AND FOUNDATIONS

AS & C Figuerola Trust
Alfred Felton Bequest
Amy Dickinson Legacy Fund
Brian M Davis Charitable Foundation
Charities Aid Foundation Australia
Crawford Foundation
Flora & Frank Leith Charitable Trust
Henry Berry Estate & Trust
Ian Potter Foundation
JB Were Charitable & Endowment Fund
John and Betty Laidlaw Trust
John T Reid Charitable Trust
Louis and Lesley Nelken Trust
Lord Mayors Charitable Fund
The Murphy-McNicol Family
NAB Community Endowment

Pierce Armstrong Foundation
Pratt Foundation
Sidney Myer Fund
Topliss Foundation
William Buckland Foundation

GOVERNMENT

Australian Research Council
Victorian Department of Health and Human Services
Victorian Department of Education and Training
Commonwealth Department of Social Services
City of Darebin
City of Banyule
City of Yarra
City of Whittlesea

UNIVERSITIES / RESEARCH INSTITUTES

The University of Melbourne
Charles Sturt University
Murdoch Children's Research Institute





'This past week I heard my daughter laughing
from her heart and with all of her heart.'

I have not enjoyed that laughter
for a long, long time.'

www.cps.org.au