



SNAICC
National Voice for our Children



SNAICC ANNUAL REPORT 2019-20

SNAICC - NATIONAL VOICE FOR OUR CHILDREN



SNAICC

National Voice for our Children

ACKNOWLEDGEMENTS

SNAICC – National Voice for our Children acknowledges the Traditional Owners and custodians of the lands and waters now recognised as Australia, and pays its respects to the ancestors and Elders of all Aboriginal and Torres Strait Islander peoples, their warriors, past and present.

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ABOUT SNAICC

SNAICC – National Voice for our Children is the Australian national non-government peak body for Aboriginal and Torres Strait Islander children.

SNAICC works for the fulfilment of the rights of our children, to ensure their safety, development and wellbeing.

We do this by:

- supporting Aboriginal and Torres Strait Islander organisations through collaborative workshops, resources and training
- conducting research to inform our positions on policies, and providing advice to government on issues relating to Aboriginal and Torres Strait Islander children and families
- acting as a collective voice for SNAICC member organisations, calling for change and equality
- fostering partnerships and undertaking joint projects with other NGOs, including non-Indigenous agencies, to improve service delivery to Aboriginal and Torres Strait Islander children
- participating on various committees to advocate on behalf of our children, families and member organisations
- sharing knowledge and garnering support to improve outcomes for Aboriginal and Torres Strait Islander children through campaigns and events such as Family Matters, National Aboriginal and Torres Strait Islander Children's Day and the biennial SNAICC conference.





OUR VISION

An Australian society in which the rights of Aboriginal and Torres Strait Islander children, young people and families are protected, our communities are empowered to determine their own futures, and our cultural identity is valued.

OUR MISSION

SNAICC is the national non-governmental peak body for Aboriginal and Torres Strait Islander children. We work for the fulfilment of the rights of our children, to ensure their safety, development and wellbeing.

OUR GOAL

Strong, healthy, self-determining Aboriginal and Torres Strait Islander children connected to family and culture.



CHAIRPERSON'S MESSAGE

What an amazing year. Who knew when we held our last Annual General Meeting that we would be experiencing so many challenges that 2019–20 set for us under COVID-19.

I am extremely proud of the SNAICC Board and Council for their leadership. To the staff who have continued to work throughout COVID-19, I want to particularly acknowledge their work in delivering on all our strategic priorities and in supporting additional workstreams such as Closing the Gap and in working with communities in raising awareness of the impacts of COVID-19.

You will see from this report that SNAICC is in a very prominent position and well situated to drive reforms across the early years and child and family welfare. During this period, we have strengthened our relationships with both the Commonwealth and state and territory governments and are looking forward to growing the Aboriginal and Torres Strait Islander sector voice, with greater participation over the coming years.

As a member of the Coalition of Peaks we have signed up to the National Partnership Agreement on Closing the Gap and advocated strongly for early years and out-of-home care targets. Our Family Matters campaign is receiving strong support from Commonwealth, states and territories and driving change for our children and families.

Our 8th SNAICC National Conference showcased our children, with representatives from every state and territory, as well as international guests. We were exposed to innovation in practice, where our culture was showcased in programs, practice, policy and legislation. National Aboriginal and Torres Strait Islander Children's Day again exceeded our expectations with our resources sent all over Australia, and communities celebrating this special day in innovative ways.

SNAICC's governance is strong, our partnerships with government and our philanthropic partners are growing. I am very proud to be Chairperson of SNAICC and thank the CEO Richard Weston and staff for their work over the past 12 months.

Muriel Bamblett
Chairperson

“
As a member of the Coalition of Peaks we have signed up to the National Partnership Agreement on Closing the Gap and advocated strongly for early years and out-of-home care targets.
”

– SNAICC Chair Adjunct Professor
Muriel Bamblett



CEO'S MESSAGE

During this last financial year SNAICC faced a range of challenges, from installing a new CEO, to dealing with a full and varied workload, a bushfire crisis through summer, a worldwide pandemic which started in January (and that hit hardest in Melbourne where our head office is located), and taking on key national leadership roles on major Commonwealth policy impacting directly on the lives of our children, families and communities.

I am most proud of our staff who demonstrated a rare resilience and commitment to their work that is unsurpassed anywhere in Australia. For a small organisation, we 'punch well above our weight' and continue to influence all Australian governments to do better to uphold the rights of Aboriginal and Torres Strait Islander children. We are doing this by influencing national government policy, being led by our Board and Council, listening to our membership, advocacy work and special events.

In the second half of this financial year, SNAICC played a substantial role in three major national policy initiatives: negotiations on the new Closing the Gap Agreement; partnering with the National Indigenous Australian's Agency to develop the National Aboriginal and Torres Strait Islander Early Childhood Strategy; and partnering with the Department of Social Services to lead the co-design of the Aboriginal and Torres Strait Islander elements of the National Framework for Protecting Australia's Children successor plan. All of these are long-term strategies aimed at delivering change and improved outcomes for Aboriginal and Torres Strait Islander children and their families. SNAICC will continue to play a key role in these initiatives over coming years.

Australians celebrated National Aboriginal and Torres Strait Islander Children's Day on 4 August 2020, with our theme *We are the Elders of tomorrow, hear our voice* showing unprecedented support from communities and families at various locations around Australia, proving how important celebrating our culture and community really is. In September 2019 we came together at the 8th SNAICC National Conference, with a record-breaking 1,230 delegates, to share best practice and innovative solutions to support the wellbeing of our children. We heard from Indigenous leaders from Australia, New Zealand and the United Nations.

The Family Matters campaign generated large community support through social media, and we spoke directly to political leaders in Canberra to spread the word about the state of over-representation in out-of-home care for our children. Our call for a national commissioner for Aboriginal and Torres Strait Islander children and young people was endorsed by 160 other organisations, and we continue to advocate for greater accountability and representation for our children, and greater implementation in all states and territories of the Aboriginal and Torres Strait Islander Child Placement Principle.

The impact of the bushfires and COVID-19 had adverse impacts on everyone, particularly Aboriginal and Torres Strait Islander children and families. I am proud of the way SNAICC was able to adapt to the situation and continues to connect to our members and supporters.

SNAICC is well positioned for a strong future. We are financially sound, well governed by a skilled and engaged Board and Council, and we have great staff. There is much to look forward to.

Richard Weston
CEO



SNAICC GOVERNANCE

SNAICC is led by a Board of Directors, elected with the purpose of providing strong cultural and corporate governance to ensure SNAICC's effectiveness, good management and future prosperity.

SNAICC BOARD MEMBERS



Muriel Bamblett
Victorian Aboriginal
Child Care Agency
(VACCA)
Chairperson



Geraldine Atkinson
Lulla's Children and
Family Centre (MACS)
Deputy Chairperson



Rachel Atkinson
Palm Island
Community Company
(PICC)
Secretary



Kathleen Pinkerton
Yorganop Association
Incorporated
Treasurer



Sharron Williams
Aboriginal Family
Support Services
(AFSS)



Candice Butler
Queensland Aboriginal
and Torres Strait
Islander Child
Protection Peak
(QATSICPP)

Tim Ireland *(resigned)*
NSW Child, Family and
Community Peak Aboriginal
Corporation (AbSec)

Natalie Lewis *(resigned)*
Queensland Aboriginal and Torres
Strait Islander Child Protection
Peak (QATSICPP)



SNAICC COUNCIL



Emma Beckett
Muloobinba
Aboriginal
Corporation



Lisa Coulson
Tasmanian
Aboriginal Centre
(TAC)



Joanne Della Bona
Coolabaroo
Neighbourhood
Centre (MACS)



Carolyn Renehan
Central Australian
Aboriginal Congress



Walter Shaw
Tangentyere
Council Inc.

Dawn Ross *(resigned)*
Central Australian
Aboriginal Congress

The SNAICC Council includes all SNAICC Board members and additional representatives from SNAICC member organisations in each state and territory. The SNAICC Council provides strategic and policy advice and is structured to bring cross-sector state and territory experience and knowledge and foster inter-state information exchange and engagement.



OUR WORK

PRINCIPLES

Commitment to child rights principles and a child-centred approach

Self-determination for Aboriginal and Torres Strait Islander peoples

Value and respect for Aboriginal and Torres Strait Islander cultures

Innovation and flexibility

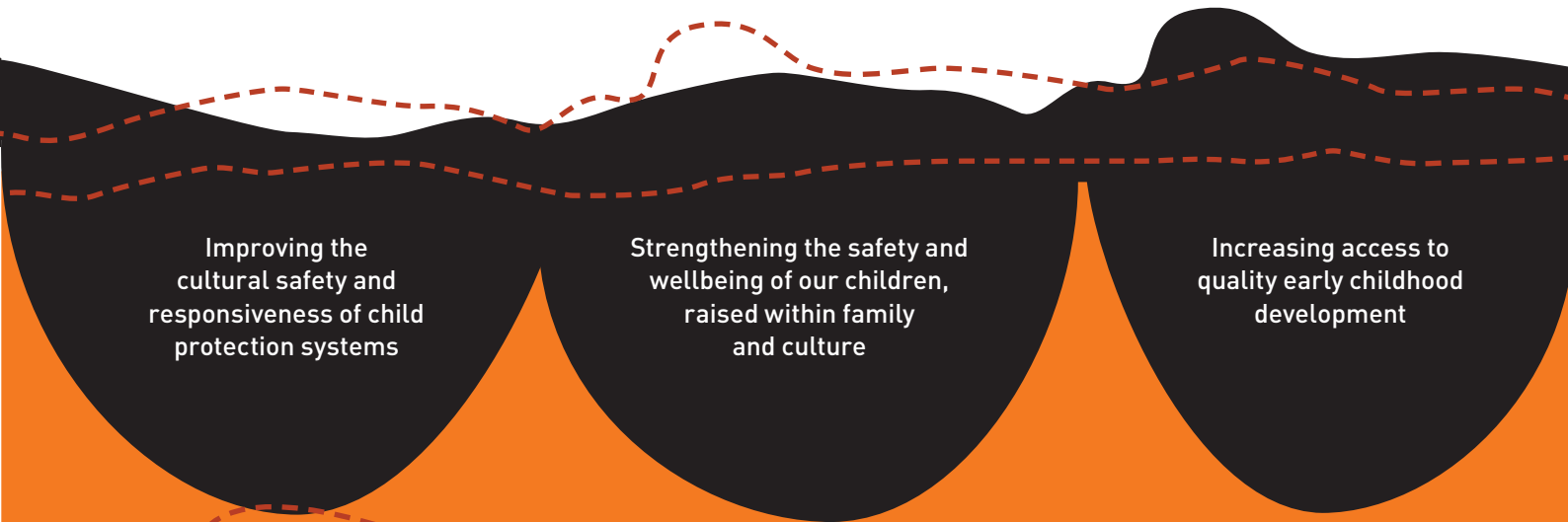
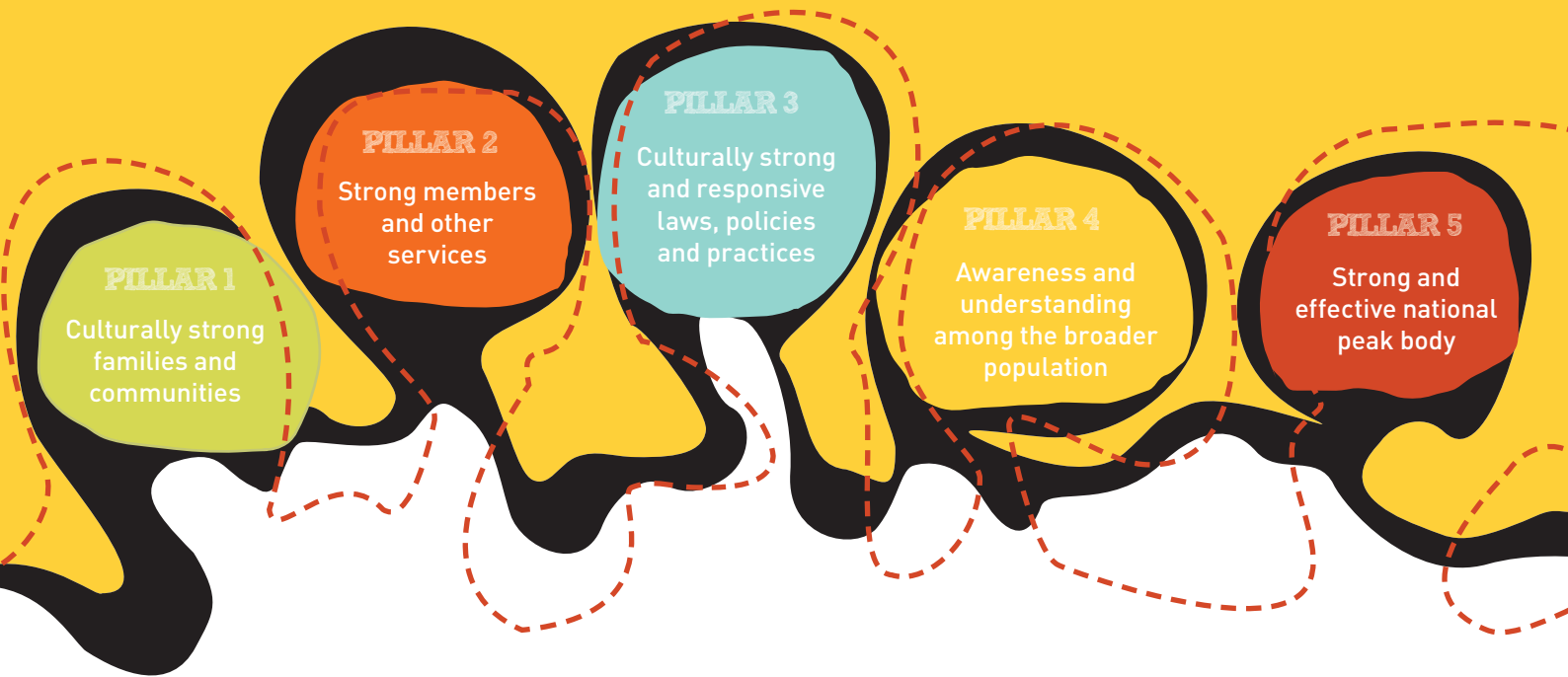
Culturally-informed, evidence-based best practice

Collaboration with relationships of trust and confidence



PILLARS

SNAICC adopts the following five strategic pillars (or sub goals) to prioritise our work to achieve our goal. We believe we can achieve our goal when each of these pillars is achieved.



PRIORITY FOCUS AREAS



CULTURALLY STRONG FAMILIES AND COMMUNITIES

Family is the foundation for the social, cultural and emotional wellbeing of Aboriginal and Torres Strait Islander children. Healing and supporting our families and communities is essential for our children to grow up happy, healthy and strong.



STRENGTHENING CULTURAL UNDERSTANDING

SNAICC aims to increase the participation and developmental outcomes of Aboriginal and Torres Strait Islander children in early childhood education and care services (ECEC) by providing cultural competence training to a range of non-Indigenous ECEC services (that includes long day care, preschool and playgroups) in areas with high Aboriginal and or Torres Strait Islander populations.

Working and Walking Together is SNAICC's training program to strengthen understanding of culture for people working in Aboriginal and Torres Strait Islander communities. This training has been incorporated into our program called **A Place for Culture?** – aimed at non-Indigenous early childhood education and care services. In 2019, **A Place for Culture?** training was delivered face-to-face in Mount Isa, Queensland and Katherine, in the Northern Territory. To adapt to the impact of COVID-19, SNAICC delivered cultural competence training online as well as face-to-face in Melbourne, Victoria.

"We looked at different models of communication with children and created a book of Aboriginal sand drawings – using glue and sand to depict symbols used in Aboriginal culture. We will be adding the language word to the books once we have researched and verified them."

Training participant – Katherine, NT

Funded by Department of Social Services, Australian Government

POLICY AND ADVOCACY SUPPORT IN THE NORTHERN TERRITORY

Over the past year, SNAICC has provided regular advice to Territory Families in relation to ongoing reforms across child and family wellbeing and out-of-home care. To inform this work, SNAICC has consulted regularly with the Northern Territory Aboriginal sector and community stakeholders.

SNAICC provided a submission to the Draft Productivity Commission Report on Expenditure on Children in the Northern Territory highlighting priorities for improving policy responses and investments in children's services.

SNAICC representatives travelled to Darwin for meetings and consultation forums in November 2019 and March 2020. In November, a forum focused on stability of cultural and family connections in the context of national permanent care reforms was held with Aboriginal organisations from Central Australia and the Top End and the NT Children's Commission. The forum provided critical insight into the threats to stability of cultural connections for Aboriginal children removed from their families.

In March, SNAICC's newly appointed CEO, Richard Weston, travelled to Darwin to hold introductory meetings with key stakeholders and leaders in the Northern Territory. Richard met with Aboriginal organisations and Territory Families leadership, building connections and identifying priorities for ongoing work to improve outcomes for Aboriginal children in the Northern Territory.

SNAICC has also provided policy advice to Territory Families on key issues impacting Aboriginal children and families as a result of COVID-19. SNAICC consulted with 11 service providers in the Northern Territory and over 50 service providers nationally in the early stages of the pandemic to ascertain the immediate and long-term impacts of COVID-19 and to recommend solutions.

In April 2020, SNAICC commenced engagement with Aboriginal community-controlled organisations who are delivering the Aboriginal Carers Growing Up Aboriginal Children program to assist them with policy and advocacy support.

Funded by Territory Families, Northern Territory Government

THE JOURNEY TO BIG SCHOOL

SNAICC works to support Aboriginal and Torres Strait Islander children with 'school readiness', and effective transition to formal schooling through a program focused on the development of local networks, relationships, leadership and transition support plans. By working closely with the local Aboriginal organisations, communities and families, we adopt action plans to support our educators, children and families.

In late 2019, SNAICC conducted workshops in Bourke, New South Wales; Sale, Victoria; Katherine; Northern Territory; and Doomadgee, Mornington Island and Mount Isa in Queensland.

"The workshop met my expectations very well. It has helped me understand different reasons why someone is not attending and provided information on how to approach families and work towards be trusted."

"It helped me a lot because now I have a wider vision ... us mob around this table working together strongly."

Workshop participants – Doomadgee, Queensland

Funded by Department of Social Services, Australian Government

HALLS CREEK

Working closely with communities to support Aboriginal and Torres Strait Islander children leads to better outcomes. Since 2015, SNAICC has been working with the Halls Creek community, based in the East Kimberly region of Western Australia, as part of a five-year project.

Delivered in partnership with the **Wunan Foundation**, SNAICC supports children and families to successfully transition into primary school with the support of early years services in the community.

While no face-to-face training and contact support was possible due to COVID-19, SNAICC provided resource packs for the children at the Wunan Foundation, which were delivered once a week to families. Staff at Wunan are also receiving online professional development and weekly support.

Funded by the Department of Social Services, Australian Government



STRONG MEMBERS AND OTHER SERVICES

SNAICC aims to ensure that children and families across Australia have access to high-quality Aboriginal and Torres Strait Islander community-controlled services to meet their needs. SNAICC also aims to strengthen mainstream services to be culturally safe and responsive for Aboriginal and Torres Strait Islander children and families.



THE COVID-19 PANDEMIC

SUPPORTING OUR CHILDREN AND FAMILIES

Aboriginal and Torres Strait Islander children and their families have been disproportionately impacted by the COVID-19 pandemic that appeared in Australia in January 2020, and the social and economic ramifications of the pandemic will be felt in the years to come.

Aboriginal and Torres Strait Islander people are at greater risk from COVID-19 than non-Indigenous people, which extend well beyond the health threat posed by the virus itself, to higher vulnerability to social and economic impacts due to pre-existing levels of disadvantage. This has had significant flow on effects for many Aboriginal and Torres Strait Islander children and families.

Since March 2020, SNAICC engaged with over 50 service providers for Aboriginal and Torres Strait Islander children and families through fortnightly teleconferences and one-on-one phone calls to gather information about the impacts of COVID-19 on children and their families, and advocate for effective policy and practice responses.

It was evident that disruption and stress caused by COVID-19 affected the mental health of children and parents who were already experiencing high vulnerability. Additional stress resulted from economic hardship, health issues, isolation, increased demands of home schooling, and a lack of respite for parents and carers of children with disabilities, behavioural issues and developmental delays. Protective factors, including cultural and community networks that support wellbeing for children and families, were heavily disrupted while social distancing measures have been in place.

Many Aboriginal community-controlled organisations (ACCOs) found innovative ways to adapt their service delivery model to support children and families in their community, despite having limited additional supports and resources provided to them.

SNAICC produced two videos aimed at people who work with Aboriginal and Torres Strait Islander children and their families. The videos entitled: ***Our Kids and COVID-19*** and ***Four Tips to Coping with the COVID-19 pandemic***, use trauma-informed cultural practice and advice to carers, and was launched during National Aboriginal and Torres Strait Islander Children's Day.

Funded by the National Indigenous Australians Agency, Australian Government



SUPPORTING OUR EARLY YEARS SERVICES

The onset of the pandemic and related restrictions in its early stages brought on the effective collapse of the early childhood education and care (ECEC) funding model across Australia that ties funding directly to children's attendance rates. Positively, the Australian Government intervened to provide a relief package for services that included suspending the operation of the Child Care Subsidy (CCS) and providing free child care to families for a limited period.

Throughout 2020, SNAICC was in regular contact with Aboriginal and Torres Strait Islander early years services. They faced many challenges including financial insecurity, variable attendance rates across the country affecting whether relief payments were adequate, workforce instability, and the enormous challenges of supporting their children and families through very uncertain times. The system's unpreparedness for the crisis resulted in high disruption and uncertainty for service providers and families that will have long-term repercussions.

While free child care was in place, key barriers to access child care were removed, including administrative registration requirements, the operation of the Activity Test, and interactions with Centrelink. This resulted in some Aboriginal and Torres Strait Islander services reporting significant

increases in the numbers of Aboriginal and Torres Strait Islander children attending their services, as well as increases in the attendance hours for children.

Some services reported that vulnerable Aboriginal and Torres Strait Islander families who weren't previously accessing ECEC supports did so during this time. However, the suspension of the CCS was short-lived, and was reimposed in most states and territories after six weeks. Aboriginal and Torres Strait Islander early years service providers are working hard to maintain the momentum they gained with vulnerable Aboriginal and Torres Strait Islander families during that time, to ensure that those families remain engaged and accessing crucial ECEC supports for the wellbeing and developmental needs of their children, despite the reimposition of administrative and cost barriers.

SNAICC has called for fundamental changes to the early education system so that Aboriginal and Torres Strait Islander early years services are adequately and more flexibly resourced to provide culturally strong and holistic supports that enable our children to thrive in their early years. SNAICC developed a proposal on COVID-19 recovery and long-term reforms. See our website for more information.



4 Tips
TO COPING WITH THE
COVID-19 PANDEMIC

*Funded by the National Indigenous Australians Agency, Australian Government
See also Advocacy and Aboriginal-led initiatives in the early years on page 16*



ADVOCACY AND ABORIGINAL-LED INITIATIVES IN THE EARLY YEARS

SNAICC has been continuing to call for access to early childhood education and care to be made a priority for Aboriginal and Torres Strait Islander children. In 2020, we connected with our Early Years Education and Care network monthly to understand the issues affecting Aboriginal and Torres Strait Islander children and early years services, and we used this information in our advocacy and meetings with key government officials.

Conversations with the network informed the early childhood education Federal Budget proposals that we submitted formally into the Federal Budget process, calling for a minimum entitlement of 30 hours per week of 95% care per week for all Aboriginal and Torres Strait Islander children, as well as the funding of a sector development initiative to support the capacity of Aboriginal and Torres Strait Islander early childhood services to deliver quality care and development supports. We provided input into the parliamentary inquiry into education in remote and complex environments via a formal submission and participation in roundtable conversations, and many of the inquiry recommendations published are consistent with SNAICC's calls.

In October and November 2019, we facilitated workshops at the CCCF Restricted Forums across the country, to educate the early years sector on initiatives to increase Aboriginal and Torres Strait Islander families' participation in child care. Two resources were developed for these workshops and the broader sector, one providing examples of strategies that individual services have used to increase engagement, and one providing a list of key resources for further guidance in this area.

Early childhood policy and advocacy work funded by Ross Trust

Workshop facilitation and resources funded by the Department of Education, Skills and Employment, Australian Government

GENUINE PARTNERSHIPS

As part of the Genuine Partnerships project, SNAICC undertook a survey which was completed by 106 organisations nationwide. The survey was to understand the experiences of partnerships between Aboriginal and Torres Strait Islander and mainstream services, and to seek input from organisations on what is most important in partnership development.

The results of this survey were shared with the sector, and were used to inform the development of two new information resources to support Aboriginal and Torres Strait Islander and non-Indigenous organisations engaging in or wanting to build partnerships for child and family services delivery, ***Creating Change through Partnerships*** and ***Applying for Funding for Aboriginal and Torres Strait Islander Child and Family Services***.

We also invited all organisations involved in partnerships to complete a voluntary audit of their partnerships, using SNAICC's online **Partnerships Audit Tool**. The tool provides a framework for achieving genuine partnership goals and assists organisations to reflect on their partnership and plan to strengthen and develop it. The responses received through the audit enabled us to better understand the development of partnerships across Australia, and highlighted that despite encouraging initial enthusiasm and interest in establishing genuine partnerships, as time goes on less attention is being placed on process elements and the work required to maintain a genuine partnership.

SNAICC has begun work with three partnerships who are engaging in best practice processes to create case studies of their good work. In 2021, SNAICC will run two partnership facilitation workshops at each of these partnership locations and will develop a fourth resource sharing the learnings with the sector.

Funded by the Australian Institute of Family Studies (AIFS)

CULTURALLY RESPONSIVE AND TRAUMA-INFORMED SERVICE DELIVERY

SNAICC is strengthening cultural awareness through train the trainer sessions across three sites in South Australia. Sessions were delivered to Aboriginal Family Support Services South Australia, KKY Family Safety and Tranby National Indigenous Adult Education and Training. Once the training is finalised, these organisations will be delivering training across South Australia to ensure services are culturally-informed and able to respond to our children and families that may have experienced trauma.

Funded by the South Australian Government



“

SNAICC calls for the Australian Government to provide a minimum of 30 hours per week of 95% early childhood education and care per week for all Aboriginal and Torres Strait Islander children.

”



CULTURALLY STRONG AND RESPONSIVE LAWS, POLICIES AND PRACTICES

SNAICC aims to ensure that governments develop and implement laws, policies and practices that respect Aboriginal and Torres Strait Islander cultures, are culturally safe and are informed by the needs of our children, families and organisations.

SNAICC undertakes research to ensure our input to policy development is based on the best available evidence and data. We consult regularly with our members, sectors and communities, to ensure that the voices of Aboriginal and Torres Strait Islander children, families and communities are at the centre of our contributions to policy development and reform.

NATIONAL FRAMEWORK FOR PROTECTING AUSTRALIA'S CHILDREN

SNAICC continued to provide secretariat support to the Aboriginal and Torres Strait Islander Working Group for the *National Framework for Protecting Australia's Children*.

The working group is chaired by Adjunct Professor Muriel Bamblett and made up of leading Aboriginal and Torres Strait Islander experts in child and family services, including representatives from peaks, service providers, academics, and Aboriginal and Torres Strait Islander children's commissioners.

It is responsible for overseeing and guiding work under the National Framework towards improving outcomes for Aboriginal and Torres Strait Islander children. The working group has championed a focus on implementing the five elements of the Aboriginal and Torres Strait Islander Child Placement Principle (ATSICPP), to keep children connected to their family and culture and ensure self-determination for Aboriginal and Torres Strait Islander peoples in child protection decision-making.

A significant focus for the group during the year was to improve data and reporting on outcomes for Aboriginal and Torres Strait Islander children, working with the Australian Institute of Health and Welfare (AIHW) and government representatives to develop data better aligned to the five elements of the ATSICPP. This led to the first national data report on the ATSICPP published by the AIHW in 2020.

The working group also worked to provide input to the new 10-year national child protection plan that will follow the National Framework when it ends in 2020. Community Services Ministers committed in early 2020 to develop a new plan that will prioritise reducing the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care and developed through a process of co-design with Aboriginal and Torres Strait Islander communities.

Funded by the Department of Social Services, Australian Government



FAMILY MATTERS 2019

Family Matters, led by SNAICC, is Australia's national campaign to ensure Aboriginal and Torres Strait Islander children and young people grow up safe and cared for in family, community and culture. The Family Matters report is a key policy document, that each year tracks how governments across the country are responding to the challenge of ending the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care. The report holds governments in all eight jurisdictions to account and is influential in making the case for change.

In October 2019, *The Family Matters Report 2019* was launched in Canberra at Old Parliament House and once again, the findings highlighted the continuing growth in the rate at which Aboriginal and Torres Strait Islander children are being removed from their families. The report found that a **record 20,421** Aboriginal and Torres Strait Islander children were living away from their parents and that they were **10.2 times more likely** to be removed from their families than non-Indigenous children.

The report found that the steep, decade-long decline in the numbers of Aboriginal and Torres Strait Islander children being placed with Aboriginal and Torres Strait Islander carers was continuing. It also found that Aboriginal and Torres Strait Islander children were seven times more likely than non-Indigenous children to be placed on permanent care orders until 18, leaving them at serious risk of being permanently disconnected from their families, communities and cultures.

The 2019 report continued to highlight the urgent need for governments to invest in prevention and in supporting children and families through early intervention services. It found that involving Aboriginal and Torres Strait Islander people in decision-making about their own children and funding Aboriginal-led services are also key to preventing the removal of children from their families.

The report called for the development of an Aboriginal and Torres Strait Islander children's strategy with generational targets to eliminate over-representation and address the causes of child removal. The Family Matters campaign went on to launch a call for a dedicated national commissioner for Aboriginal and Torres Strait Islander children and young people to ensure accountability of all governments and child

protection departments to Aboriginal and Torres Strait Islander children, families and communities, which at the time received the endorsement of up to 160 organisations.

Thank you to our supporters for funding the Family Matters campaign: AbSec – NSW Child, Family and Community Peak Aboriginal Corporation (AbSec); Australian Communities Foundation; BHP; Centacare (Brisbane); Family Relationship Services Australia (FRSA); Gandel Philanthropy; KARI Ltd; Key Assets; Life Without Barriers; Griffith University, Australia; The Benevolent Society and Victorian Aboriginal Childcare Agency (VACCA).

Thank you also to the members of the Family Matters National Aboriginal and Torres Strait Islander Leadership Group.



ABORIGINAL COMMUNITY-CONTROLLED EARLY INTERVENTION INITIATIVES

Across Australia, Aboriginal community-controlled organisations (ACCOs) adopt best practice in early intervention initiatives to support Aboriginal and Torres Strait Islander children and families.

SNAICC is leading on identifying these examples of good practice to increase support and resourcing for Aboriginal and Torres Strait Islander led prevention approaches. The project also aims to increase engagement of Aboriginal and Torres Strait Islander children and families with culturally safe and appropriate support services; and to promote improved compliance with the prevention element of the ATSICPP across all jurisdictions.

To initiate this work, SNAICC is working in close partnership with 13 ACCOs that have shown good practice early intervention and prevention initiatives targeted at Aboriginal and Torres Strait Islander children and families.

Across the next 12 months, SNAICC is working with the ACCOs to produce a detailed profile, focusing on identifying and highlighting elements of success and enabling factors that lead to successful early intervention outcomes for Aboriginal and Torres Strait Islander children and families. The completed profiles will be published in 2021.

Funded by the Department of Social Services, Australian Government



IMPLEMENTATION AND COMPLIANCE OF THE ABORIGINAL AND TORRES STRAIT ISLANDER CHILD PLACEMENT PRINCIPLE

Throughout 2019, SNAICC reviewed the implementation of the Aboriginal and Torres Strait Islander Child Placement Principle across Australia. The reviews were a follow on from the 2018 baseline analysis that mapped progress and gaps of each state and territory in the implementation of the ATSICPP.

The reviews are informed by SNAICC's designed resources that provide a guide for implementation and best practice standards for legislation, policy and program development. In undertaking the review, SNAICC used both quantitative and qualitative analysis to measure and review state and territory compliances against the five elements of the ATSICPP – prevention, partnership, placement, participation and connection – across five interrelated systems elements – legislation, policy, programs, processes and practice.

The review primarily focused on the actions of child welfare agencies across Australia. However, the child welfare agencies consulted are encouraged to provide information about whole of government efforts and the initiatives of other agencies that contribute to implementation of the ATSICPP. The reviews were developed with input from Aboriginal and Torres Strait Islander community-controlled organisations and state and territory governments. The Aboriginal and Torres Strait Islander Working Group for the National Framework for Protecting Australia's Children guided the development of the reviews.

SNAICC published the final reviews in February 2020 and is currently working on the subsequent annual review, which is expected to be published early 2021.

Funded by the Department of Social Services, Australian Government

NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER EARLY CHILDHOOD STRATEGY

SNAICC entered into a partnership with the National Indigenous Australians Agency (NIAA) in February 2020 to co-design the development of a strategy focused on Aboriginal and Torres Strait Islander children in their early years.

At the same time, the strategy was announced by the Prime Minister as part of his Closing the Gap speech. SNAICC and many other Aboriginal and Torres Strait Islander leaders have long called for a national strategy to improve outcomes for our children. This framework and strategy is a crucial opportunity to translate the goals and commitments in the new *National Agreement on Closing the Gap* into practice, place children at the centre of decision-making, support Aboriginal and Torres Strait Islander community control, address institutional racism and enable all Aboriginal and Torres Strait Islander children to thrive.

The impact of the COVID-19 pandemic has shifted the project into a two-stage process that includes delivering a high-level framework by February 2021 and co-designing a detailed strategy by mid-2021. Throughout 2020, SNAICC commenced engagement with key experts and Aboriginal and Torres Strait Islander leaders and organisations to develop a framework that will set the direction for the co-design of a new approach to supporting Aboriginal and Torres Strait Islander children in their early years. Co-design of the strategy is intended to take place in 2021.

Funded by the National Indigenous Australians Agency, Australian Government



NATIONAL AGREEMENT ON CLOSING THE GAP

SNAICC continues to make a significant ongoing contribution to the new *National Agreement on Closing the Gap*, as part of the Coalition of Peaks. Our advocacy for the agreement focused on improving outcomes for our children and contributed to the adoption of historic new targets to reduce Aboriginal and Torres Strait Islander children in out-of-home care and improve early development outcomes.

We worked hard to convince Australian governments to commit to the Closing the Gap target to reduce the over-representation of our children in out-of-home care by 45% by 2031, in line with our Family Matters campaign to eliminate the over-representation by 2040.

SNAICC also achieved a recognition of the need to improve developmental outcomes in the early years for Aboriginal and Torres Strait Islander children, with a target to increase the proportion of our children assessed as developmentally on track in all five domains of the Australian Early Development Census (AEDC) to 55%.

In late 2019, the Coalition of Peaks consulted Aboriginal and Torres Strait Islander people, communities and organisations to assist in the development of a new *National Agreement on Closing the Gap*. Over 2,300 people attended nearly 70 face-to-face meetings in capital cities, regional towns and remote communities from September to December 2019, with an online survey at the same time getting nearly 1,700 responses.

In June 2020, the Coalition of Peaks released a report on the 2019 community engagements which included the views of more than 4,000 Aboriginal and Torres Strait Islander people on what should be included in the new National Agreement.

To promote the National Agreement, SNAICC published a series of social media tiles outlining the targets and priority reforms within the agreement with the most relevance to our organisation's day-to-day work. These areas of focus include:

- by 2025, we want to increase the proportion of Aboriginal and Torres Strait Islander children enrolled in four-year-old early childhood education to 95%
- investment in quality early years education and strong cultural understanding, led by Aboriginal educators, so that more Aboriginal and Torres Strait Islander children can be assessed as developmentally on track in all five domains
- through Aboriginal-led initiatives that supports our children and families, we can work towards reducing the rate of over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 5% each year by 2031
- by keeping our kids strong in culture with close ties to community and kin, we can reduce the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45% by 2031.

SNAICC is a representative of the Joint Council on Closing the Gap, and a member of the Coalition of Peaks. All members of the Coalition of Peaks are united under the Partnership Agreement with Australian governments to work together and share decision-making on the design, implementation and monitoring of the Closing the Gap strategies and policies.



AWARENESS AND UNDERSTANDING AMONG THE BROADER POPULATION

Australians can be proud that Aboriginal and Torres Strait Islander peoples are the oldest living civilisation of the world, and we must celebrate the strength of our culture and identity, passed down from family to family from time immemorial.

To move towards reconciliation and healing, we want to share our Dreaming, our stories, our knowledge and the richness of our cultures and the strengths of our families. Our children will lead the way.



8TH SNAICC NATIONAL CONFERENCE: 2-5 SEPT 2019

The 8th SNAICC National Conference: *Growing Up with Strong Identity, Culture and Connection*, was held on the lands of the Kurna people, Tarntanya (red kangaroo place) at the Adelaide Convention Centre from 2-5 September 2019.

The conference attracted record numbers with 1,230 delegates from approximately 400 organisations from around the country. The delegation included participants from Aboriginal and Torres Strait Islander children's services, health and wellbeing workers from government and non-government sectors.

Keynote presenters and panellists provided national and international perspectives that inspired and challenged us to work together to ensure a greater future for our children.

Keynote speakers and panellists included:

- Victoria Tauli-Corpuz, United National Special Rapporteur on the rights of Indigenous peoples was our opening plenary keynote speaker and drew from her experiences in the Philippines to discuss the challenges Indigenous peoples face and how it translates to the Australian Indigenous context.
- Dr Moana Eruera, Ministry for Children, New Zealand, brought her knowledge of NZ child protection policies working towards closing the gap between Māori and non-Māori children.

Delegates also heard from:

- Natalie Lewis, Family Matters campaign Co-Chair and CEO of QATSICPP
- June Oscar, Aboriginal & Torres Strait Islander Social Justice Commissioner
- Richard Weston, Former CEO, The Healing Foundation; Co-Chair, Family Matters campaign
- Isaiah Dawe, CEO & Founder ID Know Yourself
- Senator Rachel Siewert, Australian Greens
- Brian Babington, CEO, Families Australia.

The expertise of local South Australian representatives included:

- Professor Fiona Arney, Australian Centre for Child Protection, SA
- April Lawrie, Commissioner for Aboriginal Children and Young People, SA
- Cathy Taylor, Chief Executive, Department for Child Protection, SA.

The conference program offered more than 70 sessions on a broad range of themes including keeping our children safe, supporting families, early years, kinship and culture, partnerships, healing and a focus on young people. The social program included a welcome reception for delegates on the opening day and a conference dinner on the evening of the second day. The local Kurna community also participated in the conference cultural program by showcasing some incredible performances with their Elders and children through dance, singing and storytelling.

The conference closed with key calls to action:

1. The establishment of a National Aboriginal and Torres Strait Islander Children's Commissioner.
2. A comprehensive Aboriginal and Torres Strait Islander children's strategy that includes generational targets to eliminate the over-representation of Aboriginal and Torres Strait Islander children in out-of-home care.
3. A dedicated funding program for integrated Aboriginal and Torres Strait Islander early years services, and an exemption to the child care Activity Test for our families.
4. An end to legal orders for permanent care and adoption for Aboriginal and Torres Strait Islander children, replaced by a focus on supporting the permanence of their identity in connection with their kin and culture.

A big thank you to our sponsors and supporters of the conference: Government of South Australia, Adelaide Convention Bureau, Department of Social Services (Federal); Department of Education and Training (Federal); Department of Family and Community Services (NSW); Department of Child Protection (SA); Department of Health & Human Services (Vic); Community Services Directorate (ACT); Aboriginal Family Support Services; Department of Health & Human Services (Vic); Department of Communities (WA), AbSec, Goodstart Early Learning, Key Assets, World Vision Australia, Queensland Family & Child Commission and Minister for Child, Safety, Youth & Women (Qld), Koori Mail, Family & Relationship Services Australia.



1,230
DELEGATES



400
ORGANISATIONS



266
PRESENTERS

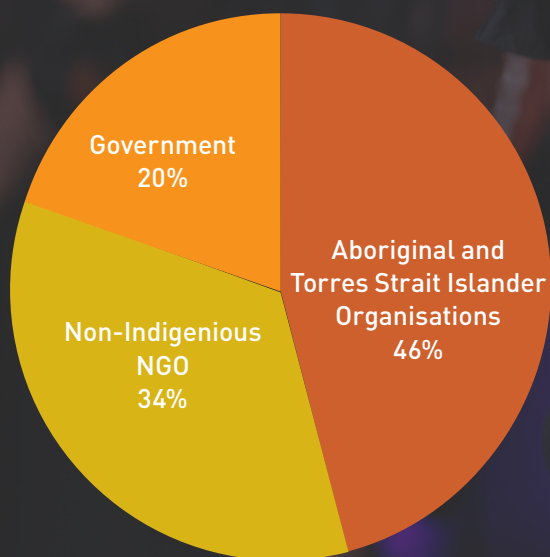


135
PRESENTATIONS



70+
SESSIONS

DELEGATE ORGANISATIONS



NATIONAL ABORIGINAL AND TORRES STRAIT ISLANDER CHILDREN'S DAY

SNAICC has been coordinating National Aboriginal and Torres Strait Islander Children's Day for more than 30 years, and each year more and more Australians embrace the day to support our children.

The date 4 August was historically used to communally celebrate the birthdays of Aboriginal and Torres Strait Islander children who were taken from their families at a young age, without knowing their birthday – the Stolen Generations.

Despite the impact of COVID-19 and restrictions in face-to-face events, SNAICC persisted in promoting the Children's Day campaign throughout early 2020.

So many Australians celebrated across the country in their own way, embracing cultural traditions such as storytelling by Elders, bush tucker, craft making, flag raising, yarning circles, face painting, traditional dancing and more.



More than 600 events and celebrations took place in early years services, schools, communities and at home. Supported by an online campaign, SNAICC pre-delivered 15,000 Children's Day bags across Australia – to remote communities on the Tiwi and Torres Strait islands, Arnhem Land and Western Australia, as well as cities and regions across all states and territories.



Our Children's Day 2020 community service announcement was produced by Visiondivision on Wurundjeri Country in Naarm (Melbourne) and featured music by Mau Power, with vocals by Archie Roach.

This year, we provided fabric reusable bags with a beautiful design of Irrimaru (eagle) donated by Tiwi Islands enterprise Bima Wear. The bags included a book kindly donated by the Indigenous Literacy Foundation (ILF) *No Way Yirrikipayi!* – written in both Tiwi and English and developed in workshops with children led by children's author Alison Lester. Other items in the bag included an activity sheet and crayons, cardboard animals and Indigenous seeds.





WE ARE THE ELDERS OF TOMORROW, HEAR OUR VOICE

Children from across Australia embraced our theme, sending in videos of themselves saying: *We are the Elders of tomorrow, hear our voice* – shared on our website and included in our community service announcement broadcast on TV.

Whether as holders of traditional knowledge or working to uphold the rights and improve the lives of all Aboriginal and Torres Strait Islander peoples, Elders are often called upon to provide reassurance, comfort and hope. Our theme acknowledges the importance of cultural knowledge and support for Aboriginal-led early years education.

Our community service announcement featured young warrior Jedda, a Wurundjeri and Kalkadoon girl with Wurundjeri Elder Auntie Di, who passes on her traditional stories about the Wurundjeri people as true custodians of the land they've lived for millennia – strengthening Jedda's sense of identity and connection to Aboriginal culture.

Included in the TVC are multiple voices of Aboriginal and Torres Strait Islander children from across the country saying the words of our theme: *We are the Elders of tomorrow, hear our voice*.

Media partners

NITV, SBS, ABC, Network 10, 3KND, BBM, First Nations Radio, Koori Mail, ICTV, PAW, RRR

Partners

Adnate (mural artist), Indigenous Literacy Foundation, NRL Indigenous Round; Reconciliation Australia

Children's Day is supported by the National Indigenous Australians Agency (NIAA), Australian Government

600+

EVENTS / CELEBRATIONS

3,000

POSTERS DELIVERED

15,000

BAGS SOLDOUT IN 2 WEEKS

#2 ON TWITTER

#STRONGINCULTURE and #ELDERSOFTOMORROW

1,000

INSTAGRAM FOLLOWERS

3,300

aboriginalchildrensday.org.au
WEBSITE VIEWS IN 1 WEEK

400+

PHOTOS AND POSTS SHARED FROM
EARLY YEARS, SCHOOLS AND
ORGANISATIONS ON CHILDREN'S
DAY WEBSITE GALLERY



NATIONAL PRINCIPLES FOR CHILD SAFE ORGANISATIONS

SNAICC is working in partnership with the Victorian Aboriginal Child Care Agency (VACCA) to develop culturally-appropriate resources to support Aboriginal and Torres Strait Islander organisations and communities to implement the National Principles for Child Safe Organisations (the National Principles).

Over a six-week period we conducted 19 consultation workshops via video conference (due to COVID-19 restrictions) with 125 participants attending. We are currently developing these resources to be launched in 2021.

Funded by the National Office for Child Safety, Australian Government



ADVOCACY THROUGH MEDIA

SNAICC promotes our message across media platforms to highlight sector issues, and inform our members, stakeholders and the public of the work we are doing to advance the interests of Aboriginal and Torres Strait Islander children and families.

We share our messages through traditional and social media, and across four websites, Facebook, Instagram and Twitter and LinkedIn posts, as well as monthly e-newsletters.

SNAICC responds to issues as they arise through media releases and campaigns that impact Aboriginal and Torres Strait Islander children and families. In 2020, SNAICC Chair Muriel Bamblett and CEO Richard Weston have strongly advocated for the rights of Aboriginal and Torres Strait Islander children and families during the COVID-19 (coronavirus) pandemic, as well as spreading the message around the new targets and priority reforms outlined in the new *National Agreement on Closing the Gap*.

In 2019-20, engagement with SNAICC's communication platforms steadily increased.

SNAICC

As of 30 June 2020:

11,558

FACEBOOK FOLLOWERS
20.7% INCREASE



1,362

NEW TWITTER FOLLOWERS

(from July 2019 to June 2020), with 724 new followers during June 2020 alone in the lead up to Children's Day (4 August 2020)



FAMILY MATTERS

As of 30 June 2020:

4,085

FACEBOOK FOLLOWERS

1,066

NEW TWITTER FOLLOWERS

(from July 2019 to June 2020), including 636 new followers in October 2019 alone, ahead of *The Family Matters Report 2019* launch

21,870

INDIVIDUAL OPENS FROM 10 E-BULLETINS
30.8% INCREASE

75,222

snaicc.org.au
9.7% INCREASE

24,042

familymatters.org.au
9.7% INCREASE



STRONG AND EFFECTIVE NATIONAL PEAK BODY FOR CHILDREN

SNAICC is actively working to be a sustainable and independent peak body, with a high quality engaged workforce. We are a culturally safe and responsive organisation that aims to lead sector debate and influence government policy shifts for the betterment of our stakeholders, members, families and children.



STRONG GOVERNANCE

SNAICC's Board and Council is comprised of highly respected Aboriginal and Torres Strait Islander leaders, representing a wealth of experience and expertise from a variety of sectors, states and territories across Australia.

These representatives are SNAICC's major decision-makers and are key to setting SNAICC's strategy and direction. They are accountable to all members, funding bodies, supporters and stakeholders for the organisation's performance and the fulfilment of its responsibilities and obligations.

STRENGTHENING MEMBERSHIP

As a national peak body, we provide a platform for our members to have a stronger voice for Aboriginal and Torres Strait Islander children. Our members consist of Aboriginal community-controlled organisations as well as non-Indigenous organisations that are working to support and improve outcomes for Aboriginal and Torres Strait Islander children and families.

Our members share a commitment to advancing the wellbeing of Aboriginal and Torres Strait Islander children, families and communities. SNAICC works closely with our members for their expertise, knowledge and experience in working directly with our children to inform our policies and campaigns, training and resources. From our early years network to our policy working groups, we value expertise from our services and supporters, including knowledge of pressing community needs and community-led strategies that see our children grow up happy and healthy, strong in culture.

As at 30 June 2020, SNAICC has

132

members and associates from across Australia



POLICY ANALYSIS AND ADVOCACY

SNAICC takes a leading role in providing evidence-based policy analysis of issues concerning the rights and needs of Aboriginal and Torres Strait Islander families and children, particularly in the area of early childhood development.

Through consultations, surveys and collaboration, SNAICC's policy team has been working to ensure the voices of Aboriginal and Torres Strait Islander children are represented at national, state and territory levels; and responding to issues that arise at a national, state and territory and regional level.

In September 2019, the communiqué recommendations for a national strategy and a call for a national commissioner for Aboriginal and Torres Strait Islander children and young people emerged from the 8th SNAICC National Conference. These calls were echoed in the launch of *The Family Matters Report 2019* closely followed by 160 organisations endorsing SNAICC's paper for a national commissioner for Aboriginal and Torres Strait Islander children and young people. With a large social media following, the campaign continued to gain support. At the SNAICC Members' Forum, the National Indigenous Australians Agency announced a joint partnership in co-designing a national Aboriginal and Torres Strait Islander early childhood strategy as detailed on page 20.

When the COVID-19 pandemic hit, SNAICC dedicated its resources into consulting with our members and advocating for the Australian Government to support our children and families impacted by the COVID-19 pandemic. See more information on page 14 and 15.

SNAICC continues to advocate for the rights of our children in out-of-home care on a state and territory level. In May 2019, the Western Australian Parliament introduced the Children and Community Services Amendment Bill 2019, and SNAICC, in partnership with the Noongar Family Safety and Wellbeing Council, released a statement of concern that the Bill failed to adequately adopt requirements for Aboriginal family-led decision-making and the full participation of Aboriginal and Torres Strait Islander communities, families and children in child protection decisions. In June 2020, SNAICC responded to a report by the Office of the Children's Commissioner Northern Territory relating to the abuse of Aboriginal children in out-of-home care.

HIGH QUALITY WORKFORCE

SNAICC consists of small team of highly qualified, skilled, knowledgeable and dedicated professionals all working together to promote the interests of Aboriginal and Torres Strait Islander children and families. They are united by their belief in SNAICC's mission and purpose.

The team is dedicated to keeping our children at the centre of the work we do. With a diverse range of backgrounds spanning from social work, non-government organisations, politics, law and international development to the corporate sector, community services, media, marketing and finance – we strive to respond to the important mandate that SNAICC has held since its inception in 1981.

SNAICC prioritises the employment of Aboriginal and Torres Strait Islander people with key positions open only to Aboriginal and Torres Strait Islander staff as per the relevant state and Commonwealth laws.

SECTOR DEVELOPMENT

SNAICC offers a range of relevant training and professional development to ensure our members and partners can access the skills and knowledge necessary to effectively work with Aboriginal and Torres Strait Islander children and families.

SNAICC draws upon a team of experienced Aboriginal and Torres Strait Islander staff members and consultants to deliver high quality face-to-face and online training. Despite the COVID-19 pandemic, we adapted our cultural competence training to online. Prior to this, we visited regional areas across Australia to deliver workshops for early years educators where there is a high population of Aboriginal and Torres Strait Islander children and families to support our children in getting ready to start school. See more information on page 12 and 13.



THANK YOU TO OUR PARTNERS

SNAICC extends our gratitude for the generosity and support of the following organisations and individuals that funded and supported SNAICC's work in 2019–20.

DONATIONS	Aaron Michael	Hannah Mills	Petrea Mackay	
	Alexandra Teuben	Hannah Sophie Kelly	Rachel Riley	
	Alicia Mary Bendall	Helen De Cieri	Raphael Netanel Lankri	
	Amy Furfaro	Jewel Ivy Collins	Rawan Arraf	
	Angela Kerryn Bakhtiari	Karli Walas	Rob Green	
	Anna Crossley	Kate Walker	Sally Blomfield Lamb	
	Anna Stenswick	Laura Johnston	Sally Cordukes (DOYOU EVEN)	
	Benjamin Beccari	Matthew Portelli	Sam Marques	
	Boesewinkel Hans	Melina Katlin Ciccio	Shindanai Moor	
	Charlotte Siddle	Michelle Wood	Simon Robert Barnett	
	Darcie Samantha Jongerius	Naomi Wilson	Sophie Hattch	
	Esther Brandon	Nick Sheridan	Stefanie Militello	
	Fiona Shackleton	Nicola Vaughan	Tim D Broadbent	
	Freya Allen	Nur Arina Muhammad Ridha	Valerie Litster	
	Gillian Farrell	Peter Taylor	Vicki Barrett	
	Gizelle Salame	Peter Werner		
	PHILANTHROPIC SUPPORT	CAGES Foundation	Australian Communities Foundation	Gandel Philanthropy
		Ian Potter Foundation	Ross Trust	
	FAMILY MATTERS SUPPORTERS	Australian Communities Foundation	Family Relationship Services Australia (FRSA)	Victorian Aboriginal Childcare Agency (VACCA)
		BHP	KARI Ltd	AbSec – NSW Child, Family and Community
Centacare (Brisbane)		Key Assets	Peak Aboriginal Corporation	
Gandel Philanthropy		Life Without Barriers		
Griffith University		The Benevolent Society		
GOVERNMENT FUNDERS	Department of Prime Minister and Cabinet, Australian Government	National Office for Child Safety, Australian Government	Northern Territory Government: Territory Families	
	Australian Institute of Family Studies (AIFS)	Government of South Australia	Federal Department of Social Services	
	ACT Government	National Indigenous Australians Agency (NIAA)		




OTHER PARTNERS

Lowitja Institute	Social Ventures Australia	Monash University
Charles Darwin University	King & Wood Mallesons	Griffith University
The University of Melbourne	Adelaide Convention Bureau	Wendy Brooks & Partners

2019 NATIONAL CONFERENCE SUPPORTERS

Aboriginal Family Support Services	Adelaide Convention Bureau	Government of South Australia
AbSec	Koori Mail	Key Assets
Community Services Directorate (ACT)	Department of Health & Human Services (Vic)	Minister for Child, Safety, Youth & Women (Qld)
Department of Child Protection (SA)	Department of Social Services (Federal)	Family & Relationship Services Australia
Department of Communities (WA)	Department of Education and Training (Federal)	Queensland Family & Child Commission
Department of Family and Community Services (NSW)	Goodstart Early Learning	
	World Vision Australia	



SUE BEECHER: LIFELONG DEDICATION TO OUR CHILDREN AND FAMILIES

SNAICC were saddened to learn that our friend Sue Beecher passed away on Thursday 16 April 2020.

Sue was an energetic and passionate person who at one time worked for SNAICC and over many years has maintained her connection to our organisation. Sue shared her passion for SNAICC widely and inspired many others to support SNAICC's work for Aboriginal and Torres Strait Islander children.

Sue's passion will live on through the legacy of SNAICC as we continue to strive for improving outcomes for our children and families.

SNAICC STAFF

1 JULY 2019 – 30 JUNE 2020	Richard Weston	Chief Executive Officer
	John Burton	Social Policy and Research Manager
	David Solomon	Corporate Services Manager
	Sue-Anne Hunter	Sector Development Manager
	Alex Bhathal	Family Matters Campaign Manager
	Poppy Bervanakis	Events and Engagement Manager
	George Blacklaws	Senior Policy and Research Officer
	Joanne Cackett	Acting Communications Coordinator
	David Hull	Communications Officer
	Danielle Mallia	Executive Assistant
	Andria Mastroianni	Policy and Research Officer
	Phichyanee Myint	Finance Assistant
	Adelajda Soltysik	Senior Policy and Research Officer
	CONSULTANTS	Schokman Consulting Group Pty Ltd (Ben Schokman)
Yamurrah Pty Ltd (Rowena Lawrie)		
Cultural Fusion Pty Ltd		
Judith McKay – Tempest		Early Years Training Supervisor
Mark Jeffery – Peak Care		Family Matters Media Consultant
STAFF WHO DEPARTED DURING THE YEAR	Sarah Francis	Communications Officer
	Daniel Kovacevic	Communications Coordinator
	Brent McCann	Communications Project Officer
	Judith McKay-Tempest	Early Years Training Supervisor
	Anthony Meggs	Corporate Services Manager
	Eva Ruggiero	Senior Training Officer
	Janelle Young	Senior Policy and Research Officer
INTERNS, STUDENTS AND VOLUNTEERS	May Jones	
	Onally Rajapaksa	
	Maire Wade	
	Clare Graham-Stewart	



STATEMENT OF INCOME AND EXPENDITURE FOR 2019-20

INCOME AND EXPENDITURE STATEMENT 2019-20

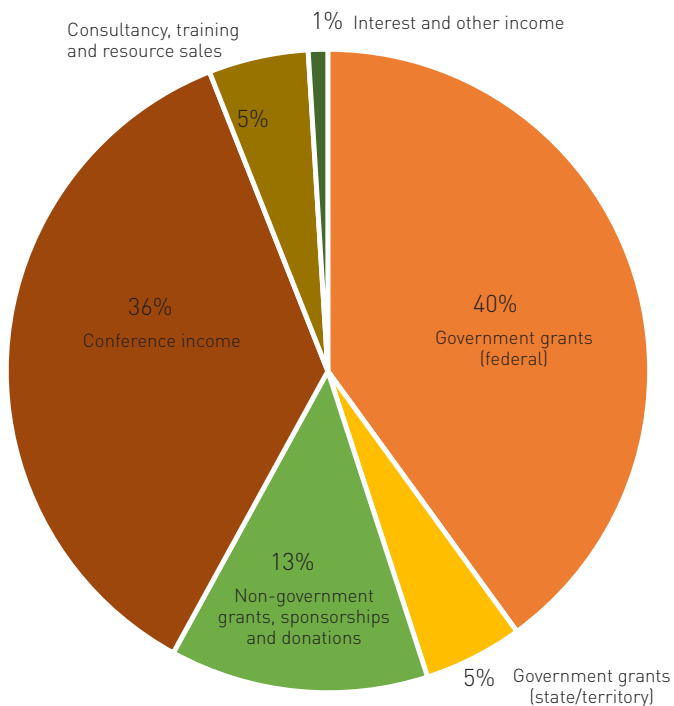
INCOME	\$
Government grants	1,552,346
Government incentives	149,000
Donations and sponsorships	473,538
National Conference income	1,349,263
Consultations, training and resource sales	177,386
Interest income	4,142
Other income	37,879
Total income	3,743,554
EXPENDITURE	
Employee expenses	1,502,793
Office and administration expenses	143,543
Printing and design expenses	103,298
Consulting and professional fees	416,972
National Conference expense	813,675
Travel expenses	121,149
Other expenses	31,074
Total expenses	3,132,504
Net income/deficit before income tax	611,050
Income tax expense	-
Net income/deficit after income tax	611,050

BALANCE SHEET AS AT 30 JUNE 2020

ASSETS	
Current assets	
Cash & cash equivalents	1,968,702
Trade & other receivables	66,102
Contract assets	27,466
Prepayments	3,524
Total current assets	2,065,794
Non-current assets	
Plant and equipment	49,581
Total non-current assets	49,581
Total assets	2,115,375
LIABILITIES	
Current liabilities	
Trade and other payables	190,036
Deferred income	900,123
Employee benefits provision	127,902
Total current liabilities	1,218,061
Non-current liabilities	
Employee benefits provision	4,398
Total non-current liabilities	4,398
Total liabilities	1,222,459
Net assets	892,916
Equity	
Retained earnings	892,916
Total members' equity	892,916



SOURCES OF SNAICC INCOME 2019-20



- Government grants and incentives (federal) – 40%
- Government grants (state/territory) – 5%
- Non-government grants, sponsorships and donations – 13%
- Conference income – 36%
- Consultancy, training and resource sales – 5%
- Interest and other income – 1%



**Together
we have a
stronger voice**

**Join SNAICC –
National Voice for
our Children**



By becoming a SNAICC member you join the chorus of Australians speaking up for Aboriginal and Torres Strait Islander children and families. The more members we have, the louder our voice can be!

Why be a member?

As a national peak body, we provide a platform for our members to have a stronger voice for Aboriginal and Torres Strait Islander children.

By joining the SNAICC community, you have access to best practice through our policy briefs, resources, communications tools and sector development processes.

We value expertise from our services and supporters, including knowledge of pressing community needs and community-led strategies that see our children grow up healthy and strong.

You'll receive:

- Voting rights at our AGM (Aboriginal-controlled orgs only)
- Regular news on policy developments
- Participation in training and policy research
- Promoting your organisation through our events and communications
- Joining our national advocacy to make real policy change
- Networking opportunities online and face-to-face
- Membership certificate and resources
- Members-only newsletter
- Annual Report
- Discount tickets to the bi-annual SNAICC National Conference
- Special offers for National Aboriginal and Torres Strait Islander Children's Day



Sign up online at
www.snaicc.org.au/about/membership

Call 03 9419 1921 or email us at
membership@snaicc.org.au

Our membership
year runs from
1 July to 30 June and
costs \$200 per year
(includes GST).
New members pay
pro-rata



SNAICC
National Voice for our Children

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SNAICC - NATIONAL VOICE FOR OUR CHILDREN