

# Family.

Victorian Aboriginal  
Child Care Agency  
Annual Report 2013/2014





### **Accessibility**

VACCA is committed to providing accessible services to everyone from all culturally and linguistically diverse backgrounds. If you have difficulty in understanding this report, contact us on 03 8388 1855 and we will arrange assistance for you.

### **Diversity & Inclusion**

We appreciate and welcome diversity in all its forms, including staff and service consumers, and believe this makes our teams, services and organisation stronger and more effective.

### **Design**

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We would like to thank the families that appear in the photo's of this report.



Victorian Aboriginal  
Child Care Agency  
Annual Report 2013/2014

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This section welcomes you to this year's annual report. It discusses our appreciation for all our Aboriginal families and highlights our key achievements.

# Welcome

## Chairperson/CEO's Report

**The theme of this year's annual report is families. We often overlook the fact that our community is made up of diverse types of families including single parent families, same sex parent families and multicultural families. Within this diversity we also have socio-economic diversity amongst our families. For many years we have been working with families who's children we care for. We also work with struggling families and their children, we see strong families at our cultural events and then there are all the families who we never hear from or see as they are doing alright, even thriving, and are handling all the challenges that life throws at them. Whatever the nature and circumstances of our families we know that our families have been the cornerstone of the survival of Aboriginal communities. Whatever the living circumstances of our families, whether we live in cities, towns or country, we interact as extended families, sometimes massive clans.**

In the same way the survivors of the Holocaust never forget, neither should we forget the impact of colonisation and the social engineering policies of the past that led to the devastation caused to our communities and families. Unravelling that impact is an important part of our work. That while the focus of VACCA's work is children, we know that supporting and strengthening our families in the long run will benefit our children.

Through our Link Up program VACCA has also been instrumental in reuniting those who were taken away from their families.

This Annual Report is a tribute to our families for bringing and keeping us together over generations through thick and thin. While we will remain committed to the rights and safety of our children first, we also know that the best place for children is in safe, thriving, healthy culturally strong families.

Our work over the last year should be seen in this context. VACCA's ongoing commitment to high quality services to our communities has been very evident in 2013-2014. We have, in fact, experienced a 41% growth in the three years up to June 2014. We have reviewed our client services and have embarked on a reorganisation to deliver client focussed services, locally.

The new services that were added to our overall program over the past year included Orana Gunyah, VACCA's first Women and Children's family violence crisis service, the provision of residential care services in Morwell, alcohol and drug services, ante-natal and post-natal mother and baby health program, and the Aboriginal Cradle to Kinder program. We also made significant internal investments in updating systems, policies and processes in the previous year which are now supporting our growth.



The election of the Abbott Government at the Federal level signalled a new approach to Indigenous affairs nationally. The Department of Prime Minister and Cabinet has undergone a major restructure, reorganising 150 programs into five. This has created some major challenges for VACCA which came to a head recently when we had to reapply for all our Commonwealth program funding under the new Indigenous Advancement Strategy.

At the State level there has been much discussion about change in the context of the proposals for sector reform made by Peter Shergold. At a service level the child welfare sector has already been adjusting to directions emphasising local service delivery through "Services Connect" and the five year Out of Home Care plan.

The appointment of the first Aboriginal Children's Commissioner has been a much awaited event. Andrew Jackomos has been playing a significant role in his sponsorship of a new alliance of Aboriginal services focussed on children's' needs and rights as well as assisting the sector in developing the complementary Five Year Out of Home Care Plan for Aboriginal children in Victoria. VACCA has played

a significant role in the development of the Five Year Out of Home Care Plan for Aboriginal Children and we are now signatories to it.

Early 2014 also saw the establishment of Taskforce 1000 an initiative of the Victorian Government's Five Year Out of Home Care plan which highlighted the need for a specific strategy to address the significant over-representation of Aboriginal children in Out of Home Care. Panels are being established in each DHS Division to look at how we might, collectively, improve the stability, life outcomes and cultural connectedness of these children, and importantly, reduce rates of entry into care and improve reunification opportunities. Each of the panels, on which we are represented, examines the cases of children within their regional catchment.

VACCA was a 2014 finalist for the Reconciliation Australia's Indigenous Governance Awards. This is a great achievement and is independent public acknowledgement of our good governance, leadership and high quality service delivery. As a finalist we will be paired with the National Australia Bank, who as part of their Reconciliation Action Plan will work with us on a project of benefit to VACCA.

VACCA's Board represents our community, provides leadership, ensures our financial status is sound and meets all our legal obligations. They also keep us connected to our community by being true to our culture, history, aspirations and values.

We have achieved much through our connection to our Aboriginal community, strong Board, leadership team, committed staff, and through working closely with our many partner organization, but we recognize there is still much to done.



**Click here to watch a video** from Reconciliation Australia about VACCA

A handwritten signature in black ink, appearing to read "Muriel Bamblett".

**Muriel Bamblett** CEO





VACCA runs  
**47**  
Programs  
across Victoria

This section has information about the programs we provide and the outcomes they have achieved for our children and families over the past year.

# Our Services

**Our Client Services comprises of over 40 programs across Victoria the latest being the establishment of an office in Werribee in the West. We provide state-wide, regional and locally based services.**

VACCA's new recently commenced programs are already showing great promise.

The Cradle to Kinder program opened in January 2014 and our wonderful staff have been working with vulnerable mums and babies. This is a well-regarded and highly effective program that has been operational in Victoria for a few years and is aimed at strengthening the mother-child relationship and empowers mums towards self-reliance and confidence.

Orana Gunyah has been fully operational since April 2014 and is already assisting many women and children turn their lives around.

Our response to the establishment of the Royal Commission into Institutional Responses to Child Sexual Abuse began in 2013 with the convening the Coalition of Aboriginal Services to provide

an integrated response to the Royal Commission. We commenced services early in 2014 and so far have supported 25 Aboriginal men and women, conducted a successful State-wide Forum in Ballarat, submitted six responses to the Royal Commissions Issues Papers and participated in three Private Roundtables looking at Client Redress.

VACCA has also had the privilege of acting as if it was the Guardian of a small number of children who are on Children's Court Orders. Victorian legislation allows the Secretary of DHS to transfer powers and functions for Aboriginal children to the Aboriginal principal officer of an Aboriginal agency. This is a massive step towards Aboriginal self-determination. Hopefully in the future all Aboriginal children who need support will be managed by a worker within an Aboriginal agency.

Over the last year we reviewed our Link Up and residential care services as part of our commitment to continuously improving the quality of our services.

We have appointed two regional Directors and are realigning our services to provide more locally based programs that children and families can access easily and that are better integrated. We are establishing a practice quality unit to bring together programs that have a dedicated focus on strengthening our client services.



## Cultural Activities

We have gone from strength to strength in our cultural programs. We are seeing cultural activities as achieving great success, for example:

- By bringing together children and community Elders who pass on our culture and traditional skills to the next generation and engender pride in our young people,
- By using cultural practices such as possum skin cloak making as part of children's healing experience; and
- Individual children have been able to further develop their talents,

We also offer cultural programs to schools that have a significant Koorie student population. Our programs are designed to support the most vulnerable students who have poor attendance and outcomes by bringing culturally based programs and community Elders and artists into schools to celebrate and promote Aboriginal culture, and encourage student engagement.

## Services

The types of services we provide include:

- Child and family welfare services -this includes early years programs, family services, foster care, kinship care, residential services, permanent care and Aboriginal Child Consultation Support Services (ACSASS) which provides an Indigenous perspective on risk to Child Protection for all Aboriginal children that come to their attention.
- Clinical Healing Programs across all services
- Family violence services including women's and children crisis service as well as outreach services
- Youth Services such as leaving care, homelessness services and leadership programs
- Child and family mental health services
- Alcohol and Drug services(in development)
- Stolen Generation Services-Link Up
- Services supporting people affected by Royal Commission Into Institutional Responses to Sexual Abuse
- Financial literacy services
- Energy efficiency services
- Group Parenting Programs (run also in prisons)
- Educational support services
- Koorie Connect Services-a referral and advice service for all Aboriginal community members over 18 years of age
- Men's Programs
- Cultural Programs
- Ante natal and post natal mother and baby health program(in development)

For more about our services visit  
**[www.vacca.org/services](http://www.vacca.org/services)**





## Highlights

### Client Services has had a number notable successes this year including:

- Marking National Sorry Day by holding a Stolen Generations Art and Craft Exhibition which received great publicity with one client's story being told in the Age newspaper
- Organising an Art Mentoring Workshop Program for children who produced beautiful works of art many of which sold at the exhibition held in a local gallery
- A Stolen Generations Men's Red Dust Healing held at the Fitzroy Stars Gymnasium
- Holding the third Wominjeka Aboriginal Children's Cultural Festival
- Holding a healing camp for children in out of home care
- Establishing five new Services Connect points in partnership with other services
- We ran community publishing workshops with our playgroup participants

Link-Up Victoria



National Sorry Day exhibition



Wominjeka Festival

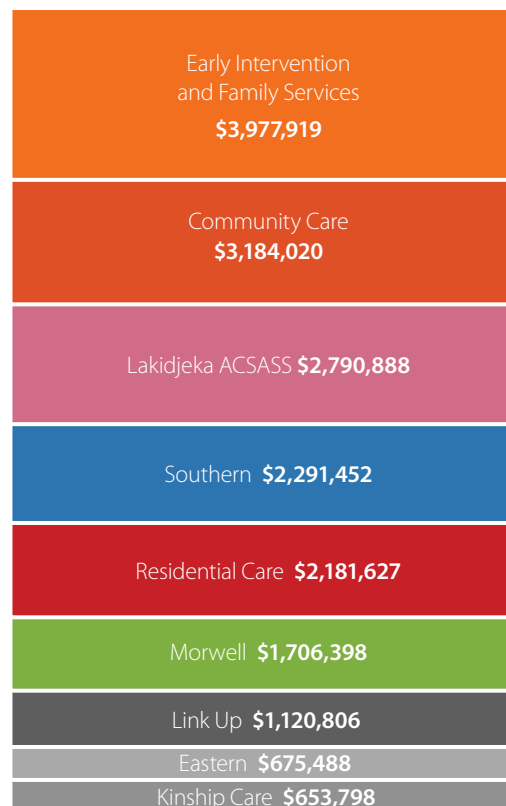


One Mob  
Deadly Culture

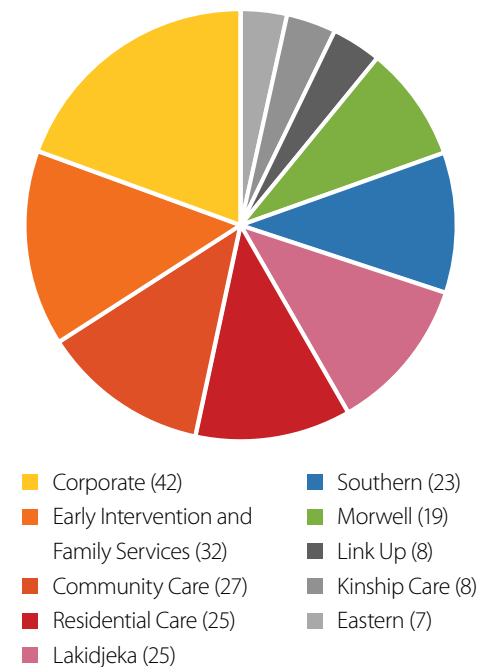
We have achieved some great outcomes for individual children in our programs. For example, after significant planning and therapeutic intervention, two boys in residential care have moved to Western Australia to live with extended family after many years in care. Another boy who has been placed for a few years in a non-Aboriginal family within a mainstream agency has been reconnected to his family and now lives with his Aboriginal extended family in South Australia. In our Guardianship program we have reunited three children to their families who had been in care for over five years.

Through our family services, we are reducing the removal of Aboriginal children from their families and rarely are children involved in these programs being removed.

## Client Services Programs Gross Income (year ending June 2014)



## Equivalent full time staff per portfolio (year ending June 2014)





This section talks about our staff, board and volunteers. It describes their work, the importance of their work and lists some of the highlights and initiatives from the last year.



# Our People

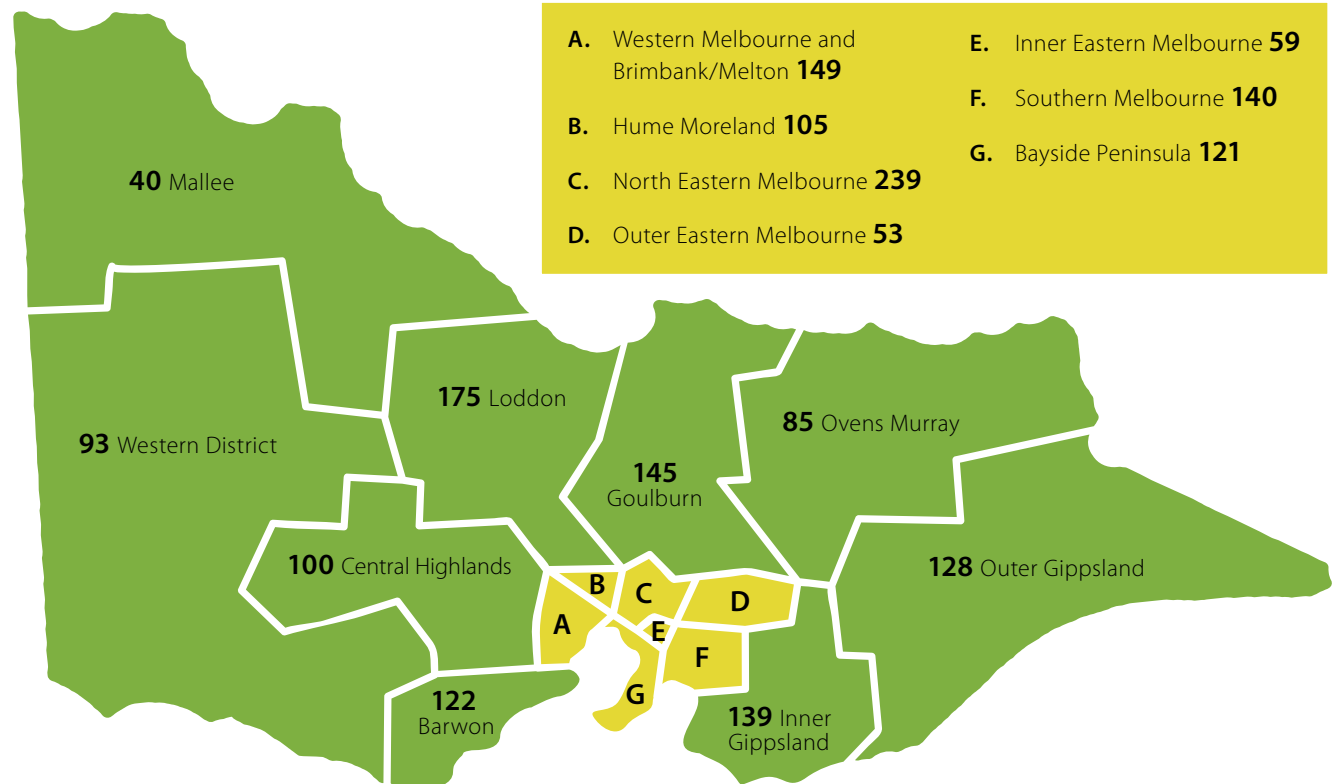
**Meeting all the challenges we face day-in-day-out requires a team that is up to the demands. In this respect we are fortunate to have a hard-working, knowledgeable and committed workforce including volunteers delivering services across all our programs.**

As an Aboriginal service organisation VACCA is a strong advocate for the Victorian Aboriginal community responding to the needs of Aboriginal children and families and the needs of our community.

Our strength is in our people and their commitment to the organisation's vision and values. It is also in our strong Aboriginal workforce, our respect for, observance and compliance with Aboriginal cultural protocols, practise and ceremony. Our Aboriginality is what distinguishes us from mainstream services and the positive outcomes we achieve for our people. We operate and comply within the high regulatory standards expected of the sector.

## Our Clients accross Victoria

(by Department of Human Services Divisions)





VACCA staff and Board achieve positive results by connection through culture, by successful Aboriginal governance and service delivery through understanding and cultural expertise.

An effective and robust VACCA workforce is vital to achieving the organisation's vision of all Aboriginal children, young people, families and communities thriving and being culturally connected and strong. We are committed to continually developing our workforce capability through active learning, strong wellbeing and continued capacity building. VACCA's recent Client Services review and establishment of a dedicated Client Services Practise and Training unit will further strengthen our workforce effectiveness.

**[Click here to watch VACCA's Year in Review video](#)**





**411**  
Emergency  
Relief Cases  
Last year



## Highlights and initiatives

### **Workforce highlights and initiatives from the 2013/2014 year:**

- Introduced a fortnightly VACCA Staff News Bulletin connecting staff around the State with up to date program news and organisational information, achievements and highlights.
- Completed the first year of our Koorie Youth Traineeship (KYT) program developed in partnership with Mackillop Family Services.
- Developed a new Performance Development Appraisal framework to be rolled out across the organisation.
- Introduced a Salary Banding framework including benchmarking for VACCA's client services.
- Installed a comprehensive asset maintenance software tool to strengthen systematic asset maintenance, recording, management, and essential safety measures reporting.
- Provided two staff in-services to over 240 staff from around the state which explored the themes of Making a Difference, Better Outcomes for Youth, and Innovation at VACCA.
- Provided internal training sessions to 224 staff covering topics such as Working Respectfully with Aboriginal Children and Families, Growing up our Boorai, staff inductions, Aboriginal Mental Health First Aid, Nikara's Journey (foster-care training) and First Aid.
- We have run regional and program staff team building sessions and retreats for state wide programs as well as our annual internal Residential Care forum for VACCA.
- Embedded a new Client Database system and continued training sessions for staff around document management.
- Continued support for an Employee Assistance Program service for staff as well as a range of other beneficial services such as financial literacy programs.
- Completed an in depth Client Services structure review to better position VACCA for the future and to align it with sector wide reform. The implementation of this review has commenced already and will be completed by early 2015.
- Strong Staff Wellbeing practices continue with influenza vaccinations available to staff, quarterly staff gatherings with presentations on Healthy lifestyles, QUIT Smoking, Salary Packaging, superannuation services.

### **Celebrated Organisational and Staff Success:**

- Selected finalist in the 2014 Indigenous Governance Awards, in the category of Outstanding Indigenous Governance. Chaired by Prof Mick Dobson and chosen out of 113 nominees.
- Residential Care Awards 2014 nomination of VACCA's Coburg Family Group home.
- Celebrated loyal staff that have dedicated much of their working life to VACCA and its people, and acknowledged significant staff anniversary milestones with one staff member achieving 30 years service at VACCA.



This section is about the leaders of our organisation. It talks about their efforts and how they are working with others to benefit our children and families.



# Leadership and Partnership

Our work in this area is driven by the need to improve the circumstances of Aboriginal people especially children in Victoria. Aboriginal children are still coming into care in higher numbers than ever before. Not only do we wish to reduce the numbers entering care, we want to improve the circumstances of those children who are already in care and to do our best to return them to their families and communities where possible. For those for whom a return to family is not possible, we try to make their care experiences to be positive, safe and culturally connected. Neither VACCA, nor the small number of Aboriginal Community Controlled Organisations (ACCO) across Victoria has responsibility for all Aboriginal children in care. Indeed VACCA is only responsible for approximately 200 out of just over 1000 Aboriginal children in care.

**To maximise our impact we must work with other organisations and government across the sector through leadership, partnership and advocacy. That is why the CEO of VACCA spends a great deal of her time in engaging with our sector, policy makers and legislators and judicial officers in discussion about the importance of changing the way we all work for the benefit of our children and families. CEO has participated in a variety of fora addressing diverse issues such as the Victorian Children's Council and the Foundation to Prevent Violence against Women and Children on the one hand to the Community Sector Reform Council and the Australian Institute of Family Studies on the other. (A full list of VACCA's CEO's commitments is available on the VACCA website). Of greater importance is the work of the CEO with the Aboriginal community itself. This is where we draw our legitimacy, support and directions from and this is the reason for our existence.**

In 2013-2014, we

- VACCA successfully tendered to work in partnership with the Department of Justice to deliver Aboriginal Cultural Competency Training to practitioners of the Children's Court (Family Division). The two day conference for 150 participants took place in September 2014 and was highly successful. This conference grew from research identifying knowledge and practise gaps of practitioners in the Children's Court regarding Aboriginal children and family matters.
- Successful collaboration and working partnerships with several organisations in relation to our Residential Care Program was acknowledged in DHS's Good Practice: a statewide snapshot 2014 annual publication. The publication celebrates strength and resilience of vulnerable children and families and how practitioners are making a difference.





- We also have partnerships with our supporters who contribute so much to our services and operations. Our pro bono legal service, Ashurst Lawyers have once again delivered an excellent service to us. Our funders both big and small help us a make a difference. Even a small grant can help us put on a cultural program.
- Delivered external training and workshops to 625 participants from Camcare, Mackillop, Wesley Mission, St Lukes Bendigo, DHS, The Reach Foundation, Berry Street, Anglicare, Residential Care Learning and Development Strategy, Co Care, Mallee District Aboriginal Services, Salvation Army and the Community. The workshops varied from VACCA Holiday program for children, Early Childhood Educators training, Cultural competency training, Koorie FACES across multiple prisons, My Moola financial literacy program, and Our Carers for Our Kids.

**[Click here to watch 'My Moola' video](#)**





## Our Carers

Our carers work tirelessly to provide our children who can not live at home with great care and keep them culturally strong. They are an amazing group of people who everyday make a positive difference to our children.

**[Click here to watch the video for our Foster Carer Campaign](#)**

**593**  
Koorie Connect  
Referrals  
Last year



# Our Board

**VACCA's Board represents our community, provides leadership, ensures our financial status is sound and meets all our legal obligations. They also keep us connected to our community by being true to its culture, history, aspirations and values.**



**James Atkinson** (Yorta Yorta/Bangerang)  
Chairperson

Currently employed as Manager, Koorie Education with the Department of Education and Early Childhood Development. Has worked across the education sector and served on boards at a state and national level. Was a founding member of the first Victorian Aboriginal Youth Advisory Committee. James is on the Risk Management and Audit and Moondani Sub-Committees.



**Rod Monohan** (Taungurung)  
Vice Chairperson

Until recently employed as the Aboriginal Community Liaison Officer with the Northcote Police Complex. Was previously employed at ACES and worked at VACCA for 12 years.



**Jason Kanoa** (Gunditjmara/Bunitj)  
Treasurer

Currently employed with the Victorian Aboriginal Community Services Association Limited's Aboriginal Centre for Males as Manager. Previously employed with Victorian Aboriginal Youth, Sport, and Recreation. Has completed governance training and the Indigenous Leadership Network Victoria course. Jason is on the Risk Management and Audit Sub-Committee.



**Jenny Kirby** (Barkindji/Ngemba)\*  
Secretary

Currently employed at VACCA with our Royal Commission into Institutional Responses to Child Sexual Abuse Service. Was previously employed at Yappera Children's Service for many years. Has completed a Social Work Degree.  
*\*Resigned September 2014*



**Daniel Kelly** (Mutti Mutti/Wamba Wamba)  
Director

Currently retired but was employed as Manager of the Balranald Aboriginal Health Service. Was previously employed at Mutti Miah Family Preservation and worked at VACCA.



**Margaret Atkinson** (Yorta Yorta/Taungurung/Wurundjeri) Director

Currently employed as Administration/Receptionist at the Gippsland and East Gippsland Aboriginal Co-op in Morwell. Was employed at VACCA for nine and a half years. Has commenced governance training.



**Helen Kennedy** (Trawlwoolway and Plairmairrener clans from North East Tasmania) Director

Is the Manager of the VAHS Family Counselling Service and has worked in Aboriginal Affairs for the last 16 years in a range of capacities in Aboriginal health, education and training. Has undergraduate and postgraduate qualifications in Psychology and Community Development.



41%

Growth in  
operating income  
over 3 years

This section starts with a brief summary of the finances for the last year. It then explains some of the systems we have built to help give our organisation the ability to grow and meet the changing needs of our children and families.

# Growth and Strength

## Financial Summary

2013/2014 was a year of strong growth for the organisation with gross operating income up by 11%, exceeding \$20m, ending the year with a small net operating deficit of \$6,000 for the 12 months ended 30th June 2014. This result tracked very closely to VACCA's break even budget and shows a marked turnaround from the previous year's planned deficit resulting from substantial investment in core infrastructure. The organisation continues to maintain a strong balance sheet, which is essential for the organisations' sustainability and longevity.

VACCA's operating income has grown 41% in three years, an average of 13.79% pa. With Growth and Strength a strategic priority, the last two years have seen continued enhancement and investment in core infrastructure, systems and service reviews, improved key management structures, an increased workforce and service sites around Victoria. VACCA is making a transition from service delivery that matches the wider child and family welfare sector to one that truly delivers a holistic Aboriginal Child and Family Welfare Service.

### Summarised Statement of Income and Expenditure for the Year Ended 30 June 2014 (\$)

|   | 2014       | 2013       |
|---|------------|------------|
| Total Income  | 20,312,412 | 18,304,851 |
| Total Expenses  | 20,318,632 | 18,704,352 |
| Total comprehensive income for the year attributable to members for VACCA | -6,220     | -399,501   |

### Summarised Statement of Financial Position (Balance Sheet) as at the Year Ended 30 June 2014 (\$)

|                                 | 2014             | 2013             |
|---------------------------------|------------------|------------------|
| Total Current Assets            | 7,602,735        | 8,243,452        |
| Total Non-Current Assets        | 1,028,487        | 1,165,527        |
| <b>Total Assets</b>             | <b>8,631,222</b> | <b>9,408,979</b> |
| Total Current Liabilities       | 2,734,236        | 3,456,399        |
| Total Non-Current Liabilities   | 556,390          | 605,854          |
| <b>Total Liabilities</b>        | <b>3,290,626</b> | <b>4,062,253</b> |
| <b>Net Assets (Liabilities)</b> | <b>5,340,595</b> | <b>5,346,726</b> |
| <b>Total Equity</b>             | <b>5,340,595</b> | <b>5,346,726</b> |



Growth for growth's sake is not what we aspire to and the reality of our revenue growth is an increase in the services we offer to our clients. We incorporate our learnings into each new program we successfully implement and we deliver our services in accordance with community needs and challenges. We are about to open a VACCA service in Werribee in recognition of the Aboriginal population growth in the outer western area of Melbourne.

Our work on an outcomes framework has continued in the last year with closer connection to the timelines of the sector-wide development of this framework in line with the Five Year Out of Home Care Plan. The ANZ Trust (now Equity Trustees) that has funded our Research Program has continued its support and we are grateful to them for their contribution to our work in developing an Aboriginal service model based on cultural safety and cultural protocols. We will continue to work towards strengthening our research and policy capacity over the next three years.



## Highlights and achievements

Highlights and achievements for 2013/2014 year:

- We completed a 10 year Strategic Infrastructure Plan 2015-2025. This plan identifies appropriate environments for delivery of the VACCA service model, business model options for infrastructure management, analysis of client population locations, and a guide to infrastructure development within the context of proposed Government Infrastructure planning. Our infrastructure planning will be driven by the VACCA service model and established within local Community based areas.
- Commissioned a review of VACCA's Client Services structure for improved collaboration across programs, alignment with the broader service sector reform and to ensure that our organisation continues to adapt and respond to change and continues to be responsive to the needs of the community. We are at the early stages of implementing the review recommendations and believe that the structural changes that we have endorsed will only strengthen our practises and produce positive outcomes for our clients and community.
- Developed a 5 year Information and Communication Technology (ICT) strategic plan to enable senior management to align ICT acquisition, use and management against its service delivery objectives. The strategic plan addresses key ICT risks for VACCA operations in the first instance and opportunities to improve efficiency in the medium term. This work is essential for sustainable growth of VACCA's operations.
- Implemented VACCA's first client database system across all programs. The database will enable VACCA to undertake analysis across its client profile base as well as develop meaningful reports. Full case management functionality is also available.
- Participated in Australia's first not for profit benchmarking project of five 'back of house' functions; HR, Finance, Payroll, Fleet and ICT. Thirteen NFP organisations were involved and VACCA fared well in its overall back of house cost efficiencies and effectiveness. Sharing back of house practise models and ideas was a key benefit resulting from the project along with a better understanding and focus of the drivers of cost and quality for corporate services delivery. The benchmarking report enables VACCA to undertake analysis of its key back of house services and measure the cost and quality of these services ongoing and as VACCA grows.
- Prepared a Sustainability Plan with the expertise of Monash University's Green Steps at Work Program. Implementation of the plan will proceed in 2014-2015.





## Personal experience

**Words could never express my appreciation to VACCA. Since engaging with VACCA in April it has been life changing for me and my family.**

I have had a long history of depression due to abuse I have had to endure since the age of 8. I have carried these problems all my life. Within a week of meeting (VACCA) I signed a lease to stable housing and support (which) made me realise that I am a strong person.

Koorie Faces has helped me understand my children as they are growing into teenagers and how to communicate with them in a positive way. I was not brought up knowing much about my culture, through VACCA I was able to learn about our history and realise that we are a very strong. We have lived through hundreds of years of torture, but still today we stand strong and proud.

For once in my life I feel very passionate about learning more and teaching my children as much as I can. So from the bottom of my heart I thank VACCA for helping me in ways I never thought possible.

**Roxanne** VACCA Client



# Looking Forward

**Looking ahead to the third year of our Strategic Planning period 2014-2015, we aim to complete important projects including developing an Outcomes Framework which we have already invested time and resources in over the last two years. We will continue to improve our systems to contribute to greater capacity building of our staff through ICT improvements, professional development through e-learning and better communications through the continued use of staff bulletins and an intranet. We will also strengthen the regular internal communications between the levels of leadership within the organisation.**

At a service level, our client services will have bedded down the new structure in four key metropolitan locations taking us closer to our clients and community. We will also open our newly acquired residential care facility in Gippsland and have hopefully, boosted our Commonwealth funding supporting an improved preventative program and cultural activities.

It is likely also that our staff numbers will increase over the next two to three years on the back of increased program funding. All this means we are going to need more Aboriginal staff with qualifications requiring a comprehensive response to our workforce needs including better retention of staff and improved recruiting.

Our Research and Policy unit will advance our understanding of our own work and clients and support our services through improved evaluation and research of our activities. Our partnerships with universities will be based around our needs and our Research Plan.

Our East Brunswick office lease expires next October and the building itself is due for demolition as part of a massive development in this neighbourhood. Moving our staff and programs to another location will be a demanding process and has come sooner than we expected when we moved into East Brunswick in 2005.

Our Strategic Infrastructure report which is due for completion shortly, will inform the leasing and purchases of properties for VACCA over the next few years.





## Vision

Our children, young people, families and communities are thriving - culturally strong, empowered and safe.

## Purpose

To strengthen the safety, wellbeing and cultural connectedness of Aboriginal children, individuals and families in their community.

## Our Principles and Values

We believe in the principles of the right of Aboriginal people to self-determination and the rights of the child and we commit to uphold Victorian Aboriginal cultural protocols.



# Acknowledgements

We are grateful for the assistance and support of the following:

## Funders

- Equity Trustees (formerly ANZ Trust)
- Flora and Frank Leith Trust (Connecting to Sea Country)
- Indigenous Cultural Support (Film Project)
- Inner North Community Foundation (Art Mentoring)
- Lord Mayor's Charitable Foundation and the Lady Mayoress' Committee Charitable Fund (The Koorie Tiddas)
- Soroptomist International
- The Healing Foundation
- The Readings Foundation (Books in Homes)
- Victorian Aboriginal Health Service (Deadly Health Day – Reservoir High)

## Government



*For the current full lists of our funders and partners, please visit our website.*

## ProBono

- Anglicare
- Ashurst Lawyers
- Charcoal Lane, Mission Australia
- Essendon Football Club
- Fenton Communications
- Footscray Community Arts Centre
- Minajalku (Victorian Aboriginal Health Service)
- Nelson Alexander Real Estate
- Stralliance
- Zen Architects

## Partners

- Aborigines Advancement League
- Banmirra Arts
- Berry Street
- Break Thru
- Bunjilaka Aboriginal Cultural Centre
- Department of Human Services
- Department of Justice
- Department of the Prime Minister and Cabinet
- Kildonan Uniting Care
- Latrobe Community Health Service
- MacKillop Family Services

- Melbourne City Mission
- NEAR Team
- Ngwala Willumbong
- North West LGA's
- Queen Elizabeth Centre
- Saltwater Projects
- Songlines Aboriginal Music
- Take Two
- The Boonwurrung Foundation
- Victorian Aboriginal Health Service (VAHS)
- Victorian Aboriginal Corporation for Languages
- Youthworx Media



Serving Aboriginal Children in the Community

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Agency Co-operative Limited**

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