



SNAICC NEWS

SNAICC Conference 2007

By Carmen Isherwood
SNAICC Conference Organiser



SNAICC is pleased to announce a two and a half day national conference for service providers, policy makers, researchers and others focused on the needs of Aboriginal and Torres Strait Islander children and families. **The conference will be at the Convention Centre in Adelaide on 19, 20 and 21 September 2007.**

“The conference will be an opportunity to gather and make renewed commitments to Aboriginal and Torres Strait Islander children.”

The focus is on practical approaches to working with children, families and communities from Aboriginal and Torres Strait Islander backgrounds.

The conference will provide local, national and international perspectives on best practice in responding to Aboriginal

and Torres Strait Islander communities' diversity and competing needs.

Conference Name

*Ngadluko Ngartunnaitya – For Our Children**

Conference Aim

To provide an opportunity for Aboriginal and Torres Strait Islander organisations, policy makers, researchers, government representatives, other non-government organisations and various industry representatives to gather and make renewed commitments to Aboriginal and Torres Strait Islander children.

Conference Objectives

1. To gather and share stories with Aboriginal and Torres Strait Islander people and learn about the role of culture, spirituality, Elders, families and communities in raising children and supporting families.

2. To learn through discussions and displays about different models of successful and culturally strong Aboriginal and Torres Strait Islander child and family services in Australia and services for Indigenous peoples overseas.
3. To talk about Aboriginal and Torres Strait Islander child and family needs and issues in the areas such as culture, child care, child development, kinship care and foster care, child abuse and family violence in metropolitan, rural and remote communities.
4. To celebrate the achievement of families and communities in caring for their children, the role of culture and the importance of Aboriginal and Torres Strait Islander children to the nation.
5. To challenge governments and others to act in a way to develop policies and responses that acknowledge history, respect culture and provide the services and support families and communities need for bringing up Aboriginal and Torres Strait Islander children.

The expression of interest process is underway; be on the look out for the pamphlets that will be in the post by mid to late November.

In the meantime if anyone has any further questions you can contact:

Carmen Isherwood,
email: carmen@snaicc.asn.au or
Julie Higgins, email: julie@snaicc.asn.au

More information on the SNAICC Conference will also be on our website.

*SNAICC is proud to acknowledge the permission granted by Elders of the Kurna community of South Australia for us to use the Kurna language for the name of our conference.

Also in this edition:



EDITORIAL
Preparing for the
next election

page 2



Order SNAICC
publications online

page 3



Strengths-based
approaches to
children's policy

page 4



SNAICC
Governance Project

page 7



SNAICC News is the newsletter of the Secretariat of National Aboriginal and Islander Child Care Inc. It is published quarterly.

© SNAICC 2006. Copyright for images and text published is retained by SNAICC, unless specified otherwise.

Please seek permission from SNAICC before reproducing any information published here.

While SNAICC makes an effort to ensure the information published in this newsletter is correct at the time of printing, readers should contact the relevant organisations for current information on events, conferences or publications.

Contributions, feedback and suggestions to *SNAICC News* are welcome. Copy deadline for our December edition is **13 November 2006**.

For publication inquiries, contact:
Mark Lawrence
Publications Officer
Email: publicatons@snaicc.asn.au
Telephone: (03) 9489 8099

Subscribe to SNAICC News

Any organisation, government department, service or individual may subscribe to *SNAICC News* and receive other information on Aboriginal and Torres Strait Islander children's and families' issues. The subscription fee for the newsletter is voluntary.

Fees (including GST):

Government departments	\$100
Non-government organisations	\$55
Individuals	\$33

All subscriptions are paid annually, based on the financial year.

Members and affiliate members receive the newsletter as part of their membership.

For subscription inquiries, contact:
Angelique Davis
Email: admin@snaicc.asn.au
Telephone: (03) 9489 8099
SNAICC, 252-260 St Georges Rd
North Fitzroy, Victoria 3068
www.snaicc.asn.au



© SNAICC

EDITORIAL

SNAICC Lobby Trip - preparing for the next federal election

Whilst the next federal election may seem quite some time away (due in late 2007), SNAICC recently developed its pre-election briefing paper to inform the policy work of all the major political parties. In early October, SNAICC held a series of meetings with Federal parliamentarians and advisers to discuss the briefing.

SNAICC was represented by our Chairperson, Muriel Bamblett, and Ray Burrows, the Queensland Early Childhood representative on SNAICC's National Executive. Julie Higgins, SNAICC Policy Manager, and I accompanied them.

In Canberra, SNAICC met with following:

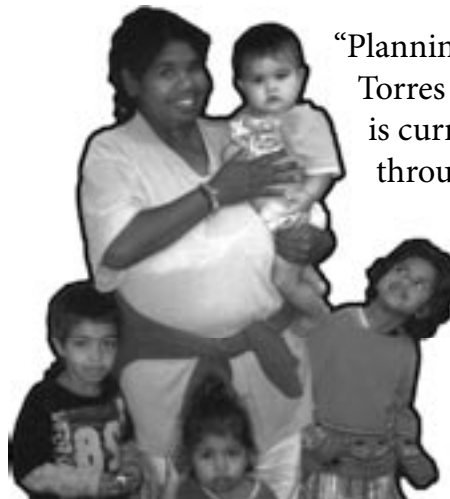
- advisers to the Minister for Families, Community Services and Indigenous Affairs, the Hon. Mal Brough;
- staff from the office of the Hon. Kim Beazley, Leader of the Opposition;
- Senator Rachel Siewert, Greens Spokesperson on Indigenous Affairs and Family Affairs;
- Senator Andrew Bartlett, Australian Democrats Spokesperson on Indigenous Affairs;
- Tanya Plibersek, ALP Shadow Minister for Child Care and Youth;

- Senator Chris Evans, ALP Shadow Minister for Indigenous Affairs and Shadow Minister for Family and Community Services and
- Julia Gillard, ALP Shadow Minister for Health.

The briefing paper, a summary of which is included on page 5 of this newsletter, sought some in-principle commitment from the parties to focus specifically on Aboriginal and Torres Strait Islander children in their policies and to work with and consult SNAICC as they draft their election platforms. It also outlined some very specific commitments SNAICC wants the parties to include in their election policies.

SNAICC also foreshadowed that we would like to be consulted about any policy proposals from the political parties to create a new elected national Aboriginal and Torres Strait Islander council to provide overall policy advice to governments. SNAICC supports the creation of a new elected national body to replace the ATSIC model with policy development and advocacy as its central role.

The key commitment SNAICC is seeking in the lead up to the next federal election is to develop a nationally planned response to Aboriginal and Torres Strait



© SNAICC 2006

“Planning for the needs of Aboriginal and Torres Strait Islander children and families is currently inadequately thought-through, ad hoc and uncoordinated.

Unless a better-planned response to the urgent problems confronting Aboriginal and Torres Strait Islander children and families is developed, no real progress in this area will be made.”

Islander children's welfare and development.

SNAICC suggests that the best mechanism to organise, monitor and resource this national response is:

- i) to develop a National Action Plan for Aboriginal and Torres Strait Islander Children's Welfare and Development
- ii) to establish a National Aboriginal and Torres Strait Islander Children's Welfare and Development Taskforce under the Council of Australian Governments (COAG) to develop, monitor and report against the Action Plan.

Planning for the needs of Aboriginal and Torres Strait Islander children and families is currently inadequately thought-through, ad hoc and uncoordinated. Unless a better-planned response to the urgent problems confronting Aboriginal and Torres Strait Islander children and families is developed, no real progress in this area will be made and research and investigative journalism will continue to reveal Australian children whose circumstances and life chances shame us all.

The Taskforce must be led and resourced by the federal government, involve state and territory governments and include SNAICC and other non-government Aboriginal and Torres Strait Islander organisations in its membership.

Outcomes from the lobby trip

All the various party representatives and advisers that SNAICC met with indicated a willingness to continue discussions with SNAICC as they develop their detailed election policies.

It was clear that there is a degree of bi-partisanship in this area with all the parties clearly indicating more focus and priority should be given to children across a number of portfolios. All seemed to agree that we need a stronger and better resourced national focus on early childhood/childcare, child welfare and protection and children's health. There was less common ground on the ways to achieve good outcomes for children.

SNAICC will continue to work with all parties with the aim of informing their policy development and will provide updates through the SNAICC newsletter.

– Julian Pocock
SNAICC Executive Officer

Order SNAICC publications online

SNAICC has introduced a new **publications and resources ordering and distribution system** to help our members and subscribers order our resources quickly and easily. This will also make them more readily available to the wider community sector and public service.

We are working with a leading Melbourne-based mailhouse, Melbourne Mailing, to ensure our key resources reach as wide an audience as possible. Orders are processed directly by Melbourne Mailing on our behalf, and dispatched by parcel post through Australia Post weekly.

Order online

You can order the publications on the internet via SNAICC's webiste.

Go to www.snaicc.asn.au/publications/ and click on the link 'Order Online'. It is easy and convenient to use.

There is also a brief online survey for those ordering online. Please take a minute to complete this survey as it is important for SNAICC's quality assurance and evaluation activities. (See below.)

Order by fax

If you don't have reliable access to the internet, you can use the **Fax Order Form** that has been included with this newsletter.

Faxing your order to the fax number provided means that your order can be

processed by our distributor directly.

A list of SNAICC publications and resources available for order is on the reverse of the Fax Order Form. We suggest you keep copies of the enclosed Fax Order Form and Product Catalogue for future use.

Evaluation of SNAICC resources

As part of SNAICC's commitment to ensuring we produce the best resources for Aboriginal and Torres Strait Islander children and families, we are asking those who order our publications online to complete a brief survey.

We are also including resource feedback sheets with publications that are dispatched by mail as part of this evaluation.

This information is crucial to helping us in the evaluation of the SNAICC Resource Service (SRS) and in improving our resources and publications.

Order limits

There are limits on how many of each publication, resource or poster you can order at any one time. This allows us to ensure resources are available to all.

However, if your organisation or government department wants to order large numbers to distribute to regional offices/ service centres, please contact Mark at the SNAICC office to arrange this.

See page 10 of this newsletter for more information on the books and resources available for order.



2006 SNAICC Annual General Meeting

Wednesday 15 to Friday 17 November 2006

This year's AGM and Members' Forum will be held in

Cairns, Queensland

Venue: Rydges Plaza Cairns

(cnr Spence & Grafton Streets, Cairns)

All financial SNAICC members have been sent the official notice and papers for the Annual General Meeting by mail. Please note that only financial members are eligible to nominate for and elect the SNAICC National Executive, and vote at the AGM.

**Contact Angelique at SNAICC for more information.
Membership inquiries should be directed to Julian Pocock,
SNAICC Executive Officer.**

Details are also on SNAICC's website: www.snaicc.asn.au



© SNAICC 2006

SNAICC Executive Officer Julian Pocock with participants of the professional development programme for children's services presented by Waltja Tjutangku Palyapayi in Hamilton Downs, NT.

Strengths-based approaches to Aboriginal and Torres Strait Islander children's policy

As the SNAICC AGM approaches, it seems hard to believe that another year has almost passed. It is easy to look back with a mixture of emotions about what has and hasn't been achieved for Aboriginal and Torres Strait Islander children and families. It's better though to reflect on what has been achieved by Aboriginal and Torres Strait Islander children and families and use this as the inspiration to look forward.

This philosophy, which can be described as a strengths-based philosophy, underpins all of SNAICC's work – be it policy work, advocacy and lobbying, the production of resources and publications or the way we manage and govern SNAICC as an organisation. It stems from an understanding of the history in Australia of colonisation and in particular the way in which Aboriginal and Torres Strait Islander families have had to fight for the right to raise their children their way.

At the heart of past policies that authorised the systematic removal of children from their families was a belief that Aboriginal people couldn't raise their children well – that children were better off away from the influences of their family and culture.

As we approach the end of another year, this underlying racist assumption lingers on as a form of systemic racism. Mainstream approaches to child welfare and protection and systems of quality

assurance and licensing of child care still presume that Western concepts of child rearing and development are always 'for the good' of Aboriginal and Torres Strait Islander families. Child protection systems are built on the assumption that once a child is removed from their birth family, the birth family has little of value to offer the child. Placing Aboriginal or Torres Strait Islander children permanently outside of the care of their birth families is not in their best interests – nor is it necessary.

Child care licensing and accreditation is often incompatible with Aboriginal and Torres Strait Islander family and kinship structures. Licensing of child care services can impede flexibility, limit and regulate access to services in an arbitrary fashion, and insist that staff have Western child care training qualifications whilst ignoring Aboriginal and Torres Strait Islander knowledge established over hundreds of generations of practice and oral teaching.

During 2006 SNAICC has focused, through Children's Day, SNAICC Resource Service publications and our advocacy in relation to prevention of child abuse, on a child's culture acting as a source of resilience that contributes to their well being. It can be a struggle to come to terms with and respond to the saddening instances of child abuse highlighted through the media in 2006. We must avoid presuming that the best approaches to prevent and respond to child abuse lie outside communities and

that it is up to 'outsiders' to intervene and respond and 'insiders' to comply and adhere.

In a recent trip I made to meet and spend time with Waltja Tjutangku Palyapayi and Aboriginal women working in children's services in remote central Australia, the strengths based approach was abundantly clear. These children's services (and others) in remote communities are already finding ways to keep children safe and well by adhering to the child rearing practices, cultural traditions and community values that have nurtured and raised children for countless generations. Unquestionably outside support and resources have a role to play but the leadership and direction exist within communities.

The Australian Government, through Families, Community Services and Indigenous Affairs Minister Mal Brough, is at this time considering how it will develop a National Indigenous Child Care Plan for Aboriginal and Torres Strait Islander communities. A central issue is the balance between promoting access to existing mainstream child care services against developing new or expanding existing Indigenous managed services which specifically target Aboriginal and Torres Strait Islander families.

SNAICC believes we need to do both, with emphasis on developing new or expanding existing Indigenous managed services. This stems not from a preference to segregate kids but the clear evidence that children who have a strong sense of their culture and identity are resilient. Aboriginal and Torres Strait Islander children need opportunities to live and experience their culture in day to day settings such as child care. This prepares them for school and the lifelong challenge of successfully engaging with the broader dominant Western cultural framework.

When we (governments and the broader community) fail to see any strengths or capacity within an Aboriginal family or community, it is us that have truly failed. Over the coming months, SNAICC will be providing a submission to the Northern Territory Government inquiry into sexual abuse of Aboriginal children.

SNAICC will emphasise that in seeking to support, nurture and protect children, government agencies must engage all possible forms of support and protection that exist within a family and community. If we presume that families and communities are incapable of caring for children and take children away as our default intervention, we will stand condemned – like those in previous generations who took children away.

– Julian Pocock,
SNAICC Executive Officer

Key commitments that SNAICC wants political parties to support for Aboriginal and Torres Strait Islander children and families

This is a summary of the briefing paper SNAICC presented at its recent trip to Canberra. See the Editorial on page 2 for a report of the trip.

1. A National Apology for the Stolen Generations and their families.

A national apology that acknowledges the harsh injustices of past child removals, and the ongoing impact of these on the health and happiness of current generations of Aboriginal and Torres Strait Islander families.

2. Development of an Indigenous Family Support and Parenting Program

Support to enable Aboriginal and Torres Strait Islander child and family welfare services and child care services to broaden their service delivery into the family support and parenting areas – working on prevention and early intervention.

3. Funding for facilitated playgroups for Aboriginal and Torres Strait Islander children

Aboriginal and Torres Strait Islander playgroups linked to existing child care, maternal and child health or child and family welfare services create opportunities for families to access information and support in relation to child health and development.

4. Development of an Aboriginal and Torres Strait Islander Healing and Well Being Program

Aboriginal and Torres Strait Islander families affected by the trauma of previous child removals and family violence require support to heal and recover. All governments should have a role in this and the Commonwealth should provide an initial commitment and seek additional commitments from states and territories.

5. Development and funding of a National Indigenous Child Care Strategy

SNAICC has called for a National Indigenous Child Care Strategy for many years and was pleased that the Government responded in 2005 by employing consultants to identify the child care needs of Aboriginal and Torres Strait Islander families and the barriers to having these needs met. The immediate child care priorities that SNAICC wants a strategy to address are to:

- Recognise that the purpose of child care

for Aboriginal and Torres Strait Islander families is more broadly focussed on supporting children's development and supporting families to care for their children and that the current number of Indigenous specific child care places meets only a small fraction of the need.

- Recognise that multi-functional Indigenous specific child care is the only appropriate form of child care for many Indigenous families and that this form of child care needs to be supported and expanded across the country
- Immediately expand the capacity of current Indigenous specific child care services
- Immediately establish new multi-functional Indigenous specific child care services in areas of high need
- Develop a separate Child Care Accreditation process for Aboriginal and Torres Strait Islander child care services and programs recognising Aboriginal and Torres Strait Islander approaches to child rearing and parenting.

6. National Indigenous Children's Services Workforce Development Plan

Aboriginal and Torres Strait Islander workers in Indigenous child care and child and family welfare services do not have adequate opportunity or support to access appropriate accredited training. As a result, Aboriginal and Torres Strait Islander services, particularly those in remote communities, struggle to recruit and retain skilled workers and meet licensing requirements. Nationally accredited training needs to be developed and staff within services need to be provided with adequate support to undertake accredited training modules.

7. Re-funding of the SNAICC Resource (SRS)

SNAICC was granted four million dollars over four years (2004/05 -2007/08) to establish and manage the SNAICC Resource Service (SRS). The SRS was funded under the Australian Government's National Agenda for Early Childhood and the Stronger Families and Communities Strategy. SRS projects resource and support Aboriginal and Torres Strait Islander services to deliver programs focussed on child abuse prevention, early intervention, family support and early childhood development. The SRS is making a real

difference to the quality and relevance of the resources Aboriginal and Torres Strait Islander early childhood and child and family welfare organisations have access to. SRS funding has also enhanced SNAICC's capacity across all areas of our operations.

8. Development of national Aboriginal and Torres Strait Islander out-of-home care standards and legislation.

Federal government leadership is required to develop national standards that ensure that all Aboriginal and Torres Strait Islander children who have involvement with state and territory child protection systems and potentially require out-of-home care are guaranteed that their rights are consistently protected, including their right to know their extended family and community and to cultural and spiritual development as an Aboriginal or Torres Strait Islander.

9. National monitoring of the implementation of the Aboriginal Child Placement Principle

The Aboriginal Child Placement Principle has been in place for over twenty years now but its implementation is inadequate and inconsistent across the country. The Principle was designed to ensure that Aboriginal or Torres Strait Islander children who needed to be removed from home were kept connected to their family, community and culture to the maximum extent possible; but compliance with the Principle is very poor in most states and territories.

The priorities included in the briefing paper reflect the content of SNAICC's key policy framework documents, all of which are available on the SNAICC website:

<http://www.snaicc.asn.au/news/briefing-papers.html>

i) *Seven Priorities for Aboriginal and Torres Strait Islander Children and Families*

This was developed as an outcome of SNAICC's 2003 National Conference Our Future Generations. This policy statement has been in the public domain for the past two years and has been circulated widely by SNAICC

ii) *Achieving Stable and Strong Out of Home Care for Aboriginal and Torres Strait Islander Children*

This plan was recently written and will be published and circulated widely by SNAICC after the 2006 SNAICC Annual General Meeting in November.
– by Julian Pocock and Julie Higgins

Celebrating Fathering in Our Community

SNAICC Parenting and Men Posters launched in Tasmania

by Linda Meyers, Parenting Coordinator,
Aboriginal Children's Centre

All photographs and artwork on this page © SNAICC



The Parenting and Men Posters were developed by SNAICC with the Family Action Centre of the University of Newcastle. It is a project of the SNAICC Resource Service. The posters depict positive images of Aboriginal and Torres Strait Islander men with the children in their families. They were launched in Tasmania last August, and were distributed across the country to all SNAICC members and subscribers.

The Aboriginal Children's Centre in Hobart, Tasmania, was proud to host the launch of the Tasmanian Aboriginal Fathers Posters and the National Parenting and Men posters on 24 August 2006. More than 60 people from the Tasmanian Aboriginal community attended the event.

“The highlight of the day was the ... delight of our fathers and grandfathers and their children in such a beautiful and positive expression of love and care on the posters.”

The highlight of the day was the unveiling of the posters and the delight of so many of our fathers and grandfathers and their children and grandchildren in such a beautiful and positive expression of love and care on the posters.

SNAICC Executive Officer Julian Pockock gave a very moving speech and Michele Moloney's presence was so appreciated, as was all her hard work (as the SRS Project Officer working on this project) over the past months to bring this worthwhile project to a well-recognised closure.



Alan Brown, a member of the Father's Group in Hobart which has existed for nearly five years, spoke to the group with words from his heart that touched many people in the room.

And last, but not least, Alison Overeem, Coordinator of the Aboriginal Children's Centre, talked of the importance for children to have their fathers and grandfathers in their lives and the lasting impact it has on any child over the years.

The posters will be mounted and displayed prominently in the homes and offices of the Tasmanian Aboriginal community with pride, and most importantly in the rooms of the Children's Centre and Parenting Programmes, so that the children can view such positive images of care giving.

Top left: Alison Overeem (centre), Coordinator of the Aboriginal Children's Centre in Hobart, Tasmania, speaking at the launch of the National Parenting and Men posters at the service. Top: One of the posters, with the theme 'Language, Culture, Connections & Communication', that the SRS produced. Above: Children of the Aboriginal Children's Centre performing for the launch. Left: Uncle Alan Brown, here with his granddaughter, who participated in the poster project and is featured in a number of the posters, shared his experiences of parenting at the launch.

Get your copies of the posters

You can now order SNAICC's National Parenting and Men Posters directly through our distributor.

Orders can be made online through SNAICC's website:

www.snaicc.asn.au/publications/

Or, you can use the Order Form enclosed with this newsletter and send it by fax.

For information about the local Tasmanian Aboriginal Fathers Posters contact the Aboriginal Children's Centre in Hobart, Tasmania:

Phone: (03) 6272 7099

You can view the National and the Local Parenting and Men Posters on the SRS projects webpage:

<http://www.snaicc.asn.au/srs/projects/parentingandmen/home.html>

Governance – A Present and Future Perspective

By Ian Horne,
SNAICC Governance Project Officer

Five months into the SNAICC Governance project, I have been able to reflect on what governance means to SNAICC, its staff teams and the National Executive.

“Governance – what does that mean?” It’s a question that might have crossed the minds of SNAICC staff when it was announced that a new role to develop governance policies for the organisation was being created. And others would have decided to just get on with their own jobs expecting that this was something that wouldn’t concern them.

So what is governance?

According to Standards Australia, governance “will provide a mechanism for organisations to establish and maintain an ethical culture and provide ... stakeholders with benchmarks against which they can measure an organisation’s performance.” And “the objective of good governance should be to improve organisational performance, identify and manage risks, strengthen stakeholder and community confidence in an entity, improve the transparency and accountability of an organisation and assist in the prevention and detection of fraudulent behaviour.”

What does it mean for SNAICC?

Over the past two years, SNAICC has experienced significant growth. The four-year funding for the SRS project has changed its operational structure with staff numbers moving from three part-time employees to a current staff of 14. With this growth has come new demands, both internal and external, and part of this is an awareness that SNAICC needs to lead the way in responding to increased pressures on the sector that it and its members operate in.

SNAICC recognises that the demands being put upon child care and children’s welfare organisations are even more stringent than previously was the case, including licensing and accreditation requirements for a start.

Most organisations want to be well run and protect the interests of stakeholders. SNAICC expects that any organisation seeking new or continued government funding will soon have to demonstrate

good governance by having policies in place and wishes to ensure that the interests of all those associated with SNAICC, and not least the welfare and interests of the children who are at the heart of it all, are preserved and protected.

SNAICC recognises that governance is a major step towards being, and being perceived as, a well-run organisation and, perhaps most importantly, one that deserves to continue to be funded in its work as the national peak body for Aboriginal and Torres Strait Islander children.

“Having a range of policy documents is not in itself ‘governance’. It is achieved through implementing, monitoring and updating policies so they remain relevant and effective.”

What will it do?

Governance processes help to establish or affirm the principles under which an organisation will operate and where its structural and operational boundaries will be set. For SNAICC, the separate and connected needs of the National Executive members, the Executive Officer, supervisors and all other members of staff need to be recognised as well as the interests of external parties.

How to get there?

Policies come firstly out of a critical examination of what is actively in place and assessing what are the weaknesses, inadequacies and risk exposures when compared against ‘best practice’ models. Governance seeks to address these and good policies should:

- Do more than just address what an organisation is required to do legally
- Reinforce the ethical and moral stances that underpin the organisation
- Set down what the organisation considers as best standards and practices across the range of issues and activities that it is involved with



© Kerry Bedford 2005

- Provide the structural framework through which management and staff are able to address the often complex issues that arise on a day-to-day and more irregular basis
- Establish procedural guidelines by which both recurring and more irregular matters can be dealt with consistently.

Having a range of policy documents is not in itself ‘governance’. Governance is achieved through implementing, monitoring and updating policies as needed so they remain relevant and effective.

What does it cover?

Those in the SNAICC staff who thought about ‘governance’ likely had their own ideas of what should be covered and what should be the priorities. The organisational ideal would be to have a governance policy across every aspect of the organisation’s involvements, but how and how vigorously an organisation promotes its policies to stakeholders also contributes to the significance that is put on them – and help overcome the reluctance of those who might consider there are far more important things than governance to spend time on.

From the start, SNAICC’s ethos around policy development intended that staff be given opportunities to contribute to the process, suggesting changes to drafts so that a better document would be tabled with the National Executive for their consideration prior to adoption. In addition, SNAICC is committed to making appropriate changes to current practices and ensuring that training is provided in implementing policies.

It should be noted that some policies become quite personal in that staffing issues are something every staff member has a direct interest in. Here, policies need to provide guidance around every aspect of the ‘life’ of an employee from conceiving and filling a role through to the processes by which staff are paid, directed and supported throughout their time with SNAICC. This is a complex area not helped by frequent

continued on page 9 ►



NATIONAL

Small Grants to support initiatives for Indigenous young people

The Foundation for Young Australians has Small Indigenous Grants available for Indigenous organisations and organisations that work with Indigenous people and communities.

The grants fund new initiatives or support innovation and the expansion of existing successful initiatives. Applications are currently open. The closing date for the next round is 4 December 2006.

Funds are available for initiatives that enhance youth participation or create opportunities for the development of young people aged 12–25 years.

For more details, you can download the Indigenous Small Grants guidelines and application form from the Foundation's website:

<http://www.youngaustralians.org/>

Contact Renee Williams, Initiative Manager at the Foundation for Young Australians, for more information:
Ph: (03) 9670 5436

Contributor: Foundation for Young Australians ■

New South Wales

Coffs Harbour AICCA celebrates 20 years

Congratulations to Coffs Harbour Aboriginal Family Community Care Centre (CHAFCCC) for clocking up 20 years of service to the children and families of the Aboriginal and Torres Strait Islander community of Coffs Harbour.

The organisation marked its Twentieth Anniversary with a celebration dinner on 14 October.

CHAFCCC provides the Coffs Harbour Aboriginal community with services in the areas of Aboriginal foster care, link up, liaison with schools, support for Aboriginal Community Workers, counselling and support for children before the courts, and family day care for working Aboriginal parents.

The centre was established in 1986, when the North Coast Aboriginal Child Care



© SNAICC 2002

Agency (originally set up in Nambucca Heads in 1982) was re-established in Coffs Harbour through Aboriginal community consultation and with the financial support of the federal government.

The inaugural committee featured three members of the community – Anita Craig, Narelle Wilson and Trevor Wilson – who still serve the CHAFCCC Committee of Management to this day. The AICCA's Administrator, Gary Matthews, also serves as a Deputy Chairperson of SNAICC.

Contributor: Coffs Harbour Aboriginal Family Community Care Centre, NSW

More info: <http://www.abccare.org.au> ■

Northern Territory

Achievements of early childhood educators recognised

Early Childhood educators Wendy Nungarrayi Brown and Marlette Ross were recognised for their achievements as dedicated teachers of early years Aboriginal children.

The Batchelor Institute of Indigenous Tertiary Education (BITE) awarded them certificates of recognition in a ceremony at the official opening of Yeundemu Child Care Centre on 23 August 2006.

Wendy is a teacher at the Institute and a dedicated advocate for Children's Services, who is highly regarded across the Northern Territory for her work in government and non-government working groups to support the development of children's services and child care, especially Indigenous services, across the Territory.

Marlette Ross was recognised as a dedicated student teacher who has been a strong advocate for the Yeundemu community

in developing services for the children of her community.

She set up the first playgroups and promoted the needs of children's services in NT while working in the Yeundemu Women's Centre. Marlette worked tirelessly to bring about the creation of the Yeundemu Child Care Centre, and plays a central role in its daily work and in the children's education.

Source: Remote Area Children's Services Unit (RACSU), Darwin, NT ■

QUEENSLAND

WuChopperen Health Service wins top Indigenous Governance Award

Congratulations to WuChopperen Health Service in Cairns for achieving a top award in the 2006 Indigenous Governance Awards. They won the award in the category for organisations that have been established for more than 10 years.

The Indigenous Governance Awards are a partnership project between Reconciliation Australia and BHP Billiton designed to identify, analyse, celebrate and promote high quality Indigenous governance. The judging panel was led by Professor Mick Dodson. The winners receive \$10,000 to further develop their organisations and a commemorative plate from Wathaurong Glass.

WuChopperen Health Service was formed in Cairns in 1979 as an essential health care service provider. Its services include specialist clinics and chronic disease management, oral health, and social health and well being. It



© SNAICC 2002

National Roundup continued...

also oversees medical services and clinics in remote regions.

The Health Service also auspices the WuChopperen Aboriginal Islander Child Care Agency (AICCA), which is a member of SNAICC.

Source: Reconciliation Australia; *Koori Mail*

More info: <http://www.reconciliation.org.au/cms.isp?page=287>

and: <http://www.wuchopperen.com/> ■

VICTORIA

Managing in Two Worlds – Governance Training Program

There will be a series of three-day introductory workshops offering governance training specifically tailored for board members and senior staff of Indigenous community organisations in Victoria.

Aboriginal Affairs Victoria, in partnership with the Office of the Registrar of Aboriginal Corporations, Consumer Affairs Victoria and Swinburne University, are delivering the Governance Training Program workshops, through the Indigenous Community Capacity Building Program funding.

Delivered by Indigenous facilitators, the culturally appropriate workshops build on existing knowledge, and are designed to strengthen Victorian Aboriginal community organisations' management capacity and improve service delivery to the community.

They are open to new or existing board members and key staff from Victorian Indigenous community controlled non-profit organisations. The workshops for 2006–07 are planned for the following locations:

Warrnambool: 18–20 October 2006

Melbourne: 15–17 November 2006

Shepparton: 13–15 March 2007

Melbourne: April/May 2007

For information about these workshops, contact Thelma Austin, Community Agent, Aboriginal Affairs Victoria.

Ph: (03) 9208 3255.

Contributor: Victorian Office of the Minister for Aboriginal Affairs and Aged Care ■

Contributions welcome

What's happening in your state/territory or organisation? Share your news, reports and issues in our next newsletter. Send contributions to our National Roundup (less than 300 words) to Mark at SNAICC.

Email your news to:
publications@snaicc.asn.au

continued from page 7

SNAICC governance project

changes to the relevant legislation that governments make.

How does that impact on my job?

Hopefully, only in the best of ways: good governance will promote SNAICC as an organisation that is a responsible user of contributed funding, that is worthy of support through involvement at membership and executive levels and is a concerned and worthy employer.

And what of the future? SNAICC has recognised that good governance is an ongoing obligation – the organisation itself is not a static thing and as things change so also must its policies reflect new relevancies. So SNAICC has created a new managerial position titled 'Governance and Planning Manager' that will be responsible for:

- Continuing and expanding the work started under the governance project.
- Contributing to strategies across the

organisation including higher levels of support to the Executive Committee and its meetings

- Supervising the Administration & Governance Team, including overseeing and supporting the Publications Officer, Finance Officer, Administration Assistant and Administrative Officer.
- Linking with the Executive Officer and the SNAICC Policy and SRS Program Managers to support SNAICC's ongoing development.

Perhaps the biggest challenge for the future, and not only for SNAICC, is to find the ways to balance two distinct goals without diminishing or undermining either. The first is to focus inwards and build and maintain governance systems that equip the organisation to meet the demands of external regulators and funding bodies through a continued focus on the governance policies and procedures. The second is to focus outwards and remain driven by the needs of ones membership or constituency – in SNAICC's case, Aboriginal and Torres Strait Islander children's services. ●

PROJECT

Promising Practices in Foster Care

By Nikki Butler
SRS Project Officer

In March this year, SNAICC began a partnership project with the Australian Institute of Family Studies (AIFS) National Child Protection Clearinghouse. The project is titled 'Promising Practices Profiles', and aims to take a descriptive approach to profiling and promoting Aboriginal and Torres Strait Islander specific programmes and services that demonstrate best practice in the fields of foster care and out-of-home care.

Between July and September both AIFS project officer Jenny Higgins and I visited a number of organisations in the Northern Territory, South Australia, Queensland, New South Wales and Western Australia and interviewed program/service managers, caseworkers and service providers. Most of the organisations we visited were community controlled Aboriginal and Torres Strait Islander organisations.

They were selected to be profiled under the themes of foster care training, support, recruitment and assessment and the more general themes of 'enhancing outcomes for children' and 'systems approaches to enhancing culturally appropriate practice'.

This project is a continuation of a

previous AIFS project, 'Enhancing out-of-home care for Aboriginal and Torres Strait Islander young people', in which research participants highlighted programs and services which were positive and promising practice models in the area of foster care and more generally out-of-home care. This led to the Australian Department of Families, Community Services and Indigenous Affairs funding this project to build a clearer picture of what Aboriginal and Torres Strait Islander services offer.

The interviews provided insight into the strengths, limitations and difficulties encountered in the development of the programs and services, as well as the key aspects and core components needed. The final product, in the form of a resource booklet, will profile all of the above and will outline a number of common themes that arose.

The resource booklet is expected to be completed by the end of the year and will be made available online via the SNAICC and (AIFS) National Child Protection Clearinghouse websites. Hard copies will also be available upon request from SNAICC and AIFS. ●



**Have you moved or changed your address details?
Has your organisation changed its name?**

SNAICC receives a large number of returned mail due to incorrect postal details each time a mail-out is done. It would assist us immensely if you let us know whether your details have changed or are about to change. Please complete this change of address slip and either fax or post it back to SNAICC, attention to Angelique Davis.

Send this form to SNAICC at:
Suite 8, 1st Floor, 252-260 St Georges Road
North Fitzroy, VIC 3068
fax: 03 9489 8044
email: snaicc@vicnet.net.au

Please tick :

Yes, we would like to stay on the SNAICC database – please update our details.

OR

Please remove us from the SNAICC database.

Organisation:	
Contact person:	
Address:	
State:	Postcode:
Phone:	
Fax:	
Email:	
Website:	

Privacy statement: SNAICC collects this information for its records and activities, including to mail our publications. This information is treated with strict confidentiality and is covered by our Privacy Policy. For details on how we protect your privacy, see www.snaicc.asn.au/privacy.html

Order these SNAICC resources and publications online or by fax

SNAICC resources and publications can now be ordered online or by fax. A fax order form and product list has been included with this newsletter. Alternatively, orders done online will be processed directly by SNAICC's distributor. Previous SNAICC publications that are out of print can still be downloaded electronically from our website.

POSTERS

National Parenting and Men Poster 1

'A time to be together'
A2 poster with positive images of Aboriginal and Torres Strait Islander men with children in their families.

Product Code: NFP2



National Parenting and Men Poster 2

'Our kids are close to us'
A2 full colour poster. More info: see page 6 of this newsletter.

Product Code: NFP3



National Parenting and Men Poster 3

'Connections, Family, Culture'
A2 full colour poster.

Product Code: NFP4



National Parenting and Men Poster 4

'Language, Culture, Connections & Communication'
A2 full colour poster.

Product Code: NFP5



National Parenting and Men Poster 5

'Families are ... forever together'
A2 full colour poster.

Product Code: NFP6



2006 National Aboriginal & Islander Children's Day Poster

'My Culture Is Me – I Am Proud and Strong'
A2 full colour poster for NAICD, with the year's theme and images of Aboriginal and Torres Strait Islander children and families proudly celebrating their culture.

Product Code: NAICD06



PUBLICATIONS

Through Young Black Eyes: A handbook to protect children from the impact of family violence and child abuse – 2005 Update

ISBN: 1-921172-02-1
Fully updated, this is the 2005 edition of SNAICC's breakthrough resource assisting communities to stop family violence.

Product Code: TYBE05



Through Young Black Eyes: A Guide for Indigenous Community Leaders to Respond to Family Violence and Child Abuse

ISBN: 1-921174-03-X
32 page booklet to support community leaders in their work.

Product Code: TBLG05

Footprints to Where We Are: A Resource Manual for Aboriginal and Torres Strait Islander Children's Services

ISBN: 1-921174-00-5
Useful, culturally relevant information, models and ideas on child welfare, child development and the governance of community organisations in our sector.

Product Code: FTW05



RESOURCE

2006 NAICD Children's Activity Kit
17 activities sheets (A4 sheets in folder). Originally produced for Indigenous children's services for NAICD, these kits are now available for others to use to support Aboriginal and Torres Strait Islander children in their services.

Product Code: CD06AK

HOW TO GET THESE PUBLICATIONS & RESOURCES

Each item has a Product Code to help you order these publications by fax order or online. You can also download them (PDF) electronically from our website. To order online or download them, go to:

www.snaicc.asn.au/publications/