



ICV ANNUAL REPORT  
2010-11



## OUR PURPOSE

Indigenous Community Volunteers exists to provide opportunities for Aboriginal and Torres Strait Islander people to develop human and community capacity in order to improve their quality-of-life, health, social and economic wellbeing and participation in Australian society.

## OUR VISION

An Australia where all Australians live in harmony and where Aboriginal and Torres Strait Islander people share the same rights, respect and access to opportunities and rewards, and where their culture is valued and recognised as an asset to Australian society.

## OUR CORE VALUES

The spirit of ICV's Core Values applies to all our interactions - within and outside our organisation.

- Community development by invitation
- Best practice
- Volunteer support
- Honesty, integrity, trust and respect
- Look, listen, learn and respond
- Flexibility
- Mutual reciprocity

## Indigenous Community Volunteers 2010-11 Annual Report

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ICV is committed to accountability and welcomes your feedback. If you would like to provide feedback, be included on or removed from our mailing list please contact the editor by email or call 02 6122 6444.

This and past reports can be accessed electronically from the ICV website at [www.icv.com.au/about-icv/publications](http://www.icv.com.au/about-icv/publications).

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### Images

Front cover top right: Project participants, Narromine River, NSW.  
Middle row (L-R): Gerry Parrngurr (muscles), Pilbara, WA.  
Bianca (with goanna), Pilbara, WA. ICV's Sharnee Hegarty with Aunty Ada Simpson at the Ration Shed in Cherbourg, Queensland.  
Bottom: Screen-printing workshop, Warruni Community, Goulburn Island, NT.

Back cover (L-R):  
Poruma Dance Troupe performance, Canberra.  
Poruma Island.

Page 1 (opposite):  
ICV Community Development Officers, Kim Mulholland and Becky Bligh.  
Screen-printing workshop, NT.  
Poruma Dance Troupe, Canberra.

Front/back cover & pages 1, 3, 15:  
Artwork (detail), Rowena Lynch, 2009.

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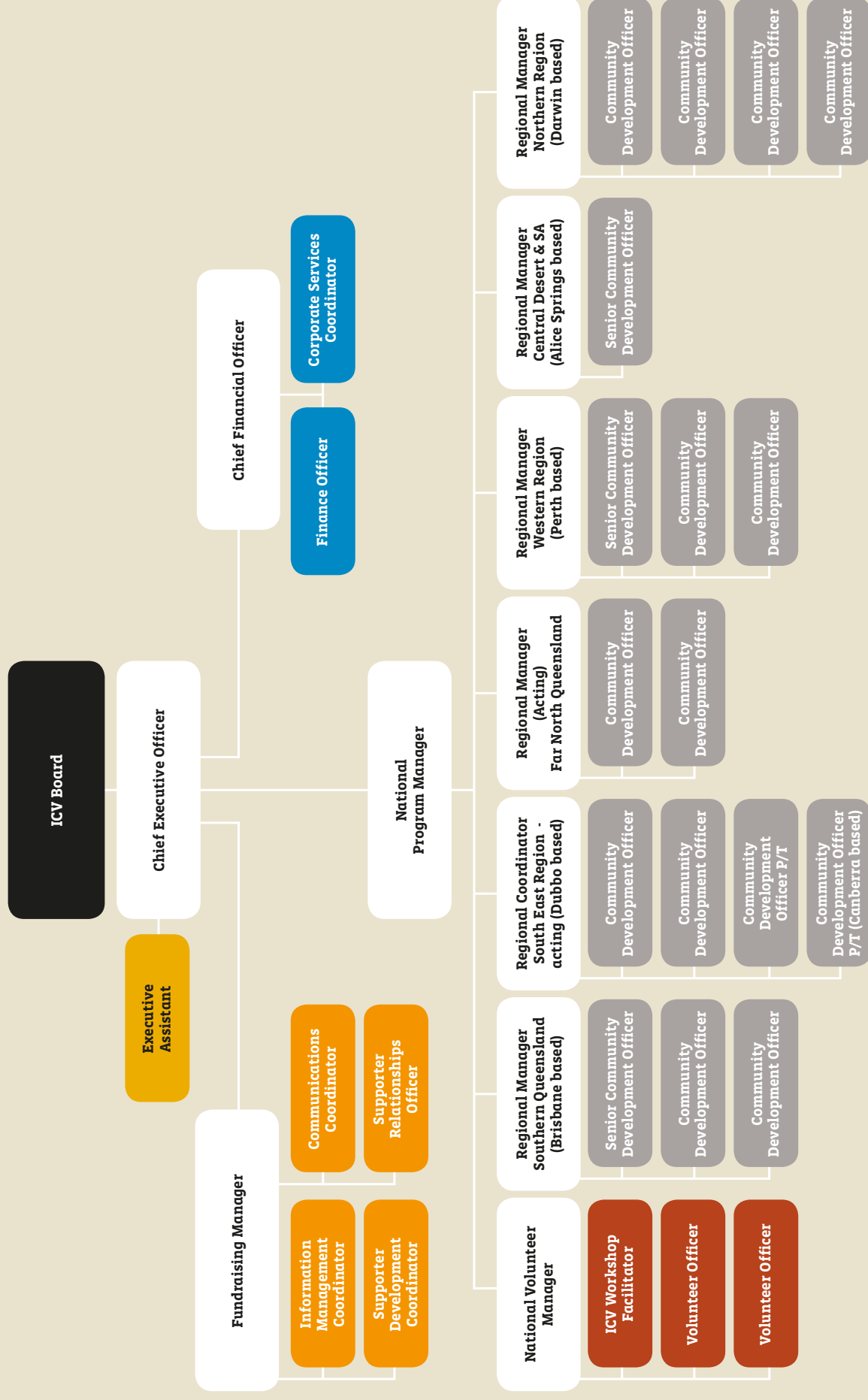


TOGETHER  
WE'RE  
MAKING  
A DIFFERENCE

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# ICV organisational structure



# CO-CHAIRS' REPORT



**Dr Joseph Elu AO,  
Co-Chair**

**Bill Armstrong AO,  
Co-Chair**

We are pleased to report that we consolidated the organisation's approach towards whole-of-community development the past year, aiming to work with communities on a long term basis.

ICV strongly believes that projects should be part of a community's larger plan so that positive impacts are felt for years to come.

## **Leading the team**

In December 2010 we appointed Stephanie Harvey as Chief Executive, promoting her from the Deputy position. We'd like to thank her predecessor Gregory Andrews for his insight and energy, and for making inroads in the transition from being a skills transfer organisation to one focused on human and community development.

Stephanie – a Bidjara woman from Queensland – has a clear understanding of the organisation's direction. That direction includes a greater focus on quality projects in a smaller number of communities and increased visits to those communities by ICV staff to ensure we understand the context of projects and can better evaluate what we do.

**“Projects should be part of a community's larger plan so that positive impacts are felt for years to come.”**

## **Improving what we do**

With Stephanie's appointment, management took the opportunity to look afresh at what ICV does.

It commissioned a review of comments in surveys provided by volunteers and communities over an 18 month period. It shed light on good practice and innovation, as well as inconsistencies and where we can improve.

The post project evaluation review recommended increased liaison between Community Development Officers (who facilitate and monitor projects), communities and volunteers, greater ownership of the projects by communities and spending more time designing and evaluating projects. It endorsed our new direction of more community engagement and work before, during and after projects.

In June 2011 all staff were trained in asset-based development – part of a commitment to this approach and the importance of professional development.

The latest staff satisfaction survey showed there was improved communication within teams, and an acceptance of changes to senior management and the organisation's direction. There were no remarkable areas of concern or significant risks. An opportunity for improvement was noted in the area of responding to feedback from communities and volunteers.

ICV is embracing new technology with Directors addressing the all-staff training and other meetings using internet communication software to reduce costs. Our volunteers are being matched to projects closer to home in order to cut costs and encourage relationships beyond projects.

The national office moved to another location in Canberra. The relocation from the central business district to Phillip has led to substantial savings.

## Expanding our funding base

It's been our first full year of public fundraising. The theme of our first appeal was all about helping Indigenous communities "see the possibilities".

We are delighted with fundraising results to date and the support that is forthcoming from the community for ICV's work. We thank donors for their generosity.

We recognise that to be sustainable in the long term we do require community support and funding, while at the same time believing that some of our funding will continue to come from government and the commercial sector.

We have a long way to go in this regard to build a self-sufficient organisation.

With the change in our approach to funding, we're conscious of our need to be accountable to the broad Australian community and to be sure that donors understand the approach we are taking.

ICV was established by the Commonwealth some years ago. We'd like to thank the Federal Government for its continued support as an important partner.

Special thanks too to Shell Australia for an expansion of its funding program, and to AusAID, which continues to support ICV with volunteers and opportunities for shared learning.

## Regional reach

This year the Cairns office doubled in size to acknowledge the culture and geography of Far North Queensland and the Torres Strait Islands.

Moves were made to employ new staff in Sydney and Melbourne in recognition of the importance and number of urban communities in the South East.

There were minor disruptions to our Brisbane and Darwin operations due to wild weather.

All of the regional teams work under the stewardship of a national program manager who has a decade's experience in international development.

## Communities taking responsibility

We firmly believe that to really work towards 'closing the gap' it is absolutely vital that Aboriginal and Torres Strait Islander people are enabled to take responsibility for their strategies, directions and programs.


This is something that is beginning to be understood internationally in the development field. That's where innovation and change lies. This is the contribution that ICV is making and can expand and develop here in Australia. We are playing a modest but critical role.

We are pleased that Community Development Officers are spending more time working to identify communities and ensure they are willing and able to direct projects to bring about changes for themselves.

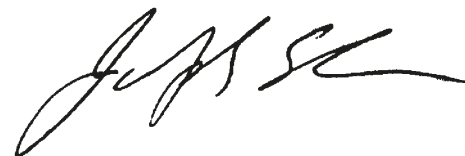
ICV's approach is reinforced by a recent Institute of Health and Welfare study that showed that strong leadership, community engagement and giving Indigenous Australians a hands-on role in projects to help their communities is crucial to ending the cycle of disadvantage.

Projects – as showcased in this annual report – are as diverse as integrated holiday programs to art centre support and healthy gardening ventures.

We'd like to thank Stephanie for her enormous contribution, our inspiring volunteers and staff – past and present – and fellow Board members for the work that they have done and are doing supporting Indigenous communities to affect change. Projects based on genuine partnerships are helping address disadvantage and put reconciliation on track.



Bill Armstrong AO



Dr Joseph Elu AO  
September 2011



# ICV'S CONTRIBUTION TO CLOSING THE GAP

Community Development Officers facilitate projects from start to finish. The process includes matching volunteers and monitoring progress. They collect project inputs, outputs and impacts throughout the life of a project such as the number and length of volunteer placements and resources communities provide.

At the end of each project community applicants, volunteers and community development officers complete a project satisfaction survey using what we call the PIAT – Project Impact Assessment Tool, the results of which inform our annual reports, strategic direction and general storytelling.

*\* It is important to note that while some data is quantitative (questions that collect numbers), many questions are also based on participants' impressions and the answers are therefore interpretive.*

ICV worked with 174 communities across Australia in 2010-11. There were multiple projects with some communities in that period.

After growth in the number of completed projects in 2009-10 (316 projects), ICV consolidated its effort the past year with 251 completed projects.

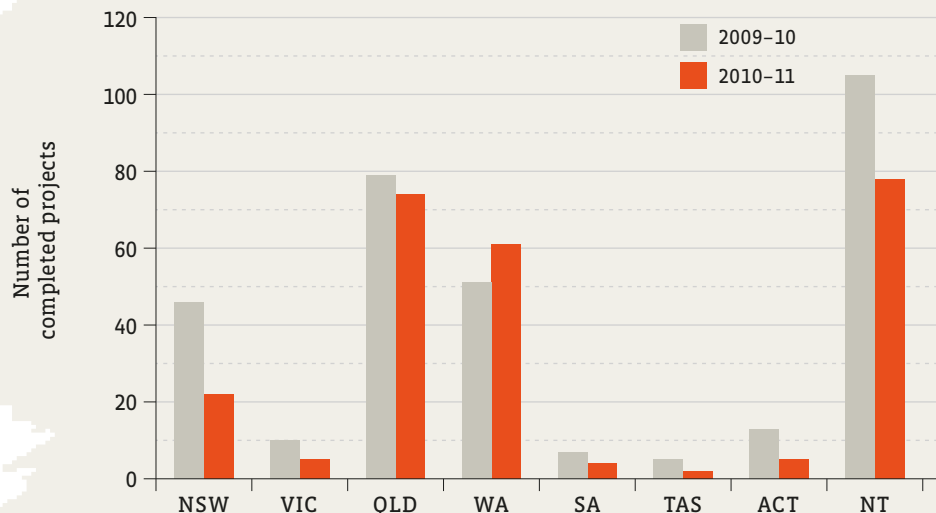
ICV's evolving approach may further reduce the number of volunteer placements in the years ahead as we will be working with communities in greater depth – in tune with their community development plans.

ICV's highest program activity in 2010-11 occurred in the Northern Territory, followed by Queensland and Western Australia.

More than 99% of communities reported that they were pleased with projects involving our volunteers. All participating communities said they would invite us back. That's a tremendous endorsement of our work.

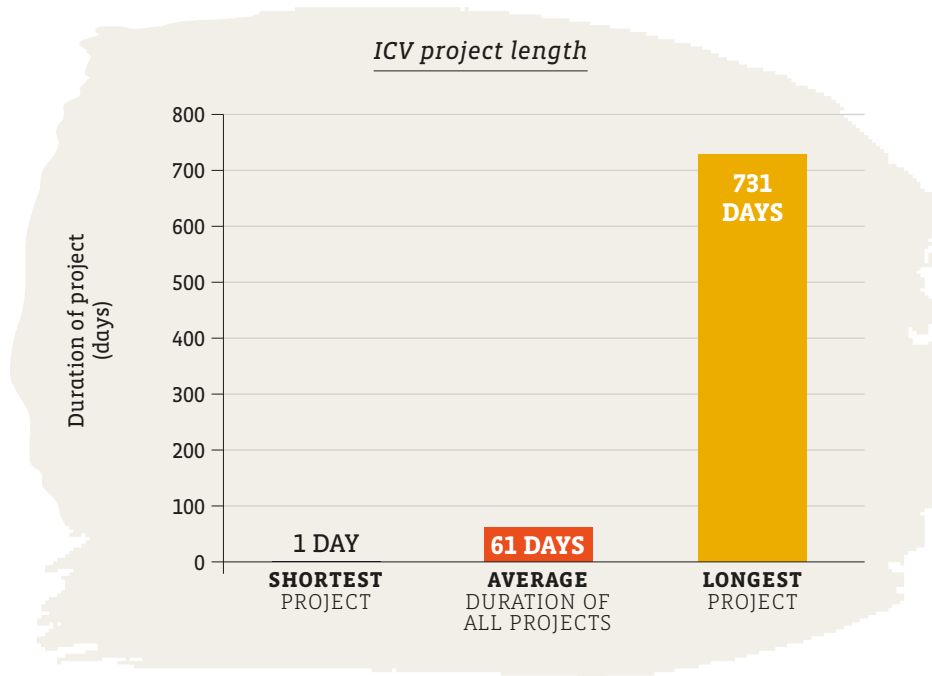
**All participating communities said they would invite us back.**

*Completed ICV projects by state and territory*



We like to think that communities can give us honest feedback at the end of a project. It is beholden on ICV to ensure there's a level of trust built so that communities do feel able to report to us honestly and point out problems without concern of adverse repercussions.

98% of volunteers said they were satisfied with the projects they were assigned to.



All hands on deck at an ICV staff meeting.

The average project was two months long (61 days and one day longer than in 2009–10). The minimum was one day and the maximum was two years or 731 days.

The total amount of volunteer time put into all ICV projects in 2010–11 was 17,554 days, a rise of 4,940 days service on the year before. That's equivalent to \$4,479,079<sup>1</sup>. In past years we have added the contribution of work provided by communities also.



Nin Booth and Maisy Kadibil of remote WA.

<sup>1</sup> Calculated using the average daily full-time adult ordinary time earnings of \$255.16. Source ABS 6302.0, November 2010.



# SUPPORTING CHILDHOOD DEVELOPMENT



**It is one thing ensuring school-age kids are learning and healthy during school terms. But keeping kids safe, active and engaged in the school holidays is an even greater challenge for parents and carers.**

PILBARA REGION, WA



This is especially the case in remote Australia where there are fewer services to access. Boredom can set in and lead to substance abuse even in alcohol free communities.

Communities in the Western Desert recognise this and have been working with a range of organisations including ICV to run an integrated school holiday program. It's being funded by the Martu Trust which uses income from mining royalties to address disadvantage and improve lives.

Children in five Martu communities in WA's Pilbara region – Jigalong, Parnngurr (also known as Cotton Creek), Punmu, Nullagine and Kunawarrtji (Well 33) have been supported with interactive, fun and educational activities as part of a three-year evaluated project.

Leadership training for local people is built into each school holiday program so that local Aboriginal people are able to deliver programs on their own after the initial three year program is completed.

ICV volunteers were assigned to the three program startup communities for most of January 2011. All staff and volunteers received valuable cultural training put on by the community in Perth prior to their desert trip.

Each volunteer was partnered with a qualified youth worker at each community, along with two local Indigenous people. Each holiday program delivered real results. In Jigalong a number of films were produced with the young people as actors. There was no crime reported during the program period and there was a marked reduction in sniffing of harmful substances by young people.

Fresh fruit was offered at the end of each day and volunteers reported the knock-on effect of 'children badgering their parents for mangos instead of chocolates' at the community store.

It was an exhausting but rewarding time for Melbourne volunteer Paul Madden who was sent to Parnngurr. He was woken by kids first thing in the morning. They were at the door of his donga, asking 'Maddo, when are we going to play?' He was on the job 10 hours a day, but says he would love to do it again.

The communities said that students were excited to be involved in activities and have become more responsive and generous with each other with each holiday program.

Going forward, ICV hopes to boost the training and support being given to Martu's Indigenous Youth Workers in order to build their confidence and ability to self manage the school holiday program. ICV is looking for more WA locals to join their volunteer database to be part of future programs.

**STRONGER COMMUNITIES**  
11 year-old Gerry of Parnngurr.



**FUN CRAFTS**  
Shydel Robinson making jewellery.



**BUSH TUCKER**  
13 year old Bianca caught a goanna before a cook-up using gum leaves. Volunteer Paul says 'it tasted fantastic'.

**ICV is also working with Martu peoples on other on-going projects.**



*This project highlights the complex nature of grass-roots development and the importance of building relationships with interested parties. Other participants in the project included The West Australian Police, Newcrest Mining, Edith Cowen University and BHP.*

# ART DREAMINGS IN THE CAPITAL



A project in the Australian Capital Territory spotlights best practice because the approach was all about long term relationship-building and ensuring the viability of a locally-grown arts business.

Over 18 months, Canberra volunteer Peter Stewart worked with applicant, Aunty Meg Huddleston of Burrenju Aboriginal Corporation and staff, becoming in that time a confidant and friend.

Burrenju was established in 2006 to showcase and sell Aboriginal art. Peter helped source funding, develop plans, encourage partnerships in the business and art community in Canberra and provide general support and ideas.

“There’s been a tangible development of a support network. It’s been gratifying to see the generosity of others. The team is better able to cope with things,” Peter said.

“We wanted help with writing applications and Peter provided that and more. I am now more confident,” said Aunty Meg.

“I think Peter learnt from us too; different ways of working and getting things done. It opened up his eyes too,” she added.

By the end of the project Burrenju had greater community contacts and a new paid curator to work alongside Gallery Coordinator, Greg Joseph. The curator promotes the art business and has secured long term tenancy for the gallery located in a choice lakeside spot at Yarramundi Reach in inner Canberra.

National Program Manager Glenn Cummings said, “This has been an excellent project because the volunteer had the right attitude, supporting the community where they wanted to go.”

ICV has worked with Burrenju on multiple projects since 2008. One project established its profile with a website developed with and maintained by Burrenju staff.

This project is representative of the increasing focus on urban areas where most Aboriginal people live. Efforts are being made to ensure projects are not piecemeal but part of a whole-of-community development plan.

**Burrenju Gallery Coordinator, Greg Joseph, with visitors to the gallery. Burrenju Gallery is the only Aboriginal run gallery supporting local Canberra region artists.**

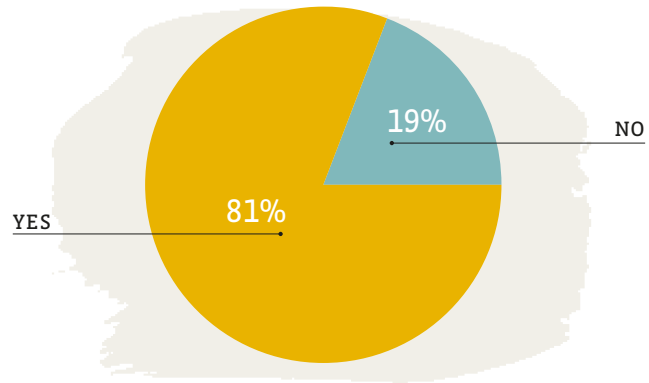
**This project is representative of the increasing focus on urban areas where most Aboriginal people live.**



ICV's Shireen Watson and Rosanna Angus.

As of June 2011, 40% of ICV's key managers were Indigenous.

Value for money

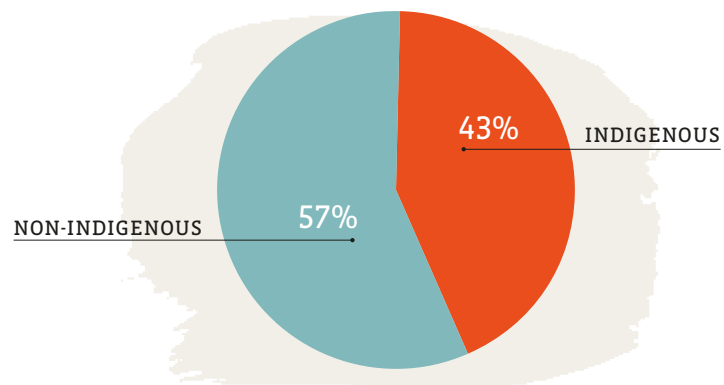


Community Development Officers assessed that four out of every five projects surveyed represented value for money (81%). To make this assessment project staff interview community members and volunteers for each completed project and then make an overall assessment of the costs and benefits of the project.

In 2009-10, 90% of projects were seen as a good investment by ICV.

Comments provided in the past year suggests there were multiple factors that affect perceptions about the value of ICV projects. Some were beyond the control of ICV like the weather, changes to community management and divisive community politics. Factors that played a role within ICV's influence included unsuitable volunteers and poor project planning. Steps are being taken to improve the matching process and make it more cost effective (connecting volunteers to communities closer to home and involving them for longer periods). Greater effort is being made to plan projects as part of an assessment of the strengths of communities that invite us to work with them. Community Development Officers are also more actively monitoring projects.

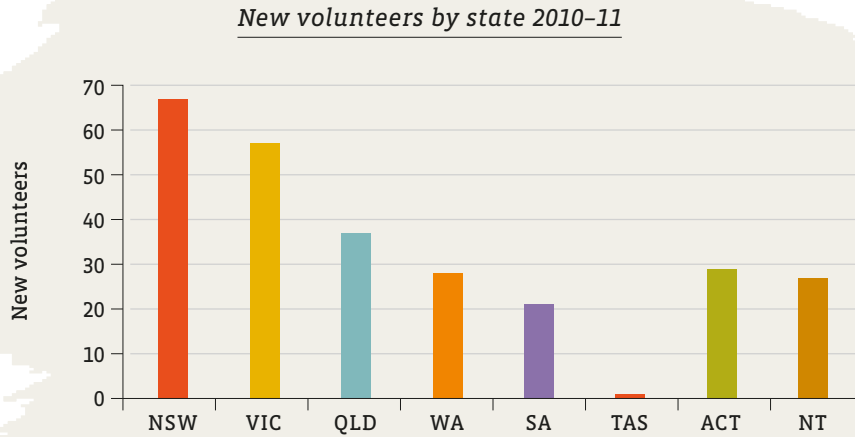
ICV Indigenous employment rate



Sixteen staff (of a total of 37) - as of June 2011 - were Indigenous. Four of our 10 key managers were Indigenous. It reflects our commitment to developing the leadership capacity of Indigenous people and putting reconciliation into action.

## Volunteer profile

We are grateful for the support of our volunteers who donate their time, knowledge and experience. ICV recruited 267 volunteers in the past year, adding to our database of 988 active (including those being screened) volunteers.



**ICV recruited 267 new volunteers in the past year.**

Volunteers are screened and trained to be culturally sensitive, and above all, be flexible as they look, learn and listen on assignment. Almost 25% of all new recruits were aged 20-29. This is in keeping with a trend that reveals growing interest by young professionals in the work we do.

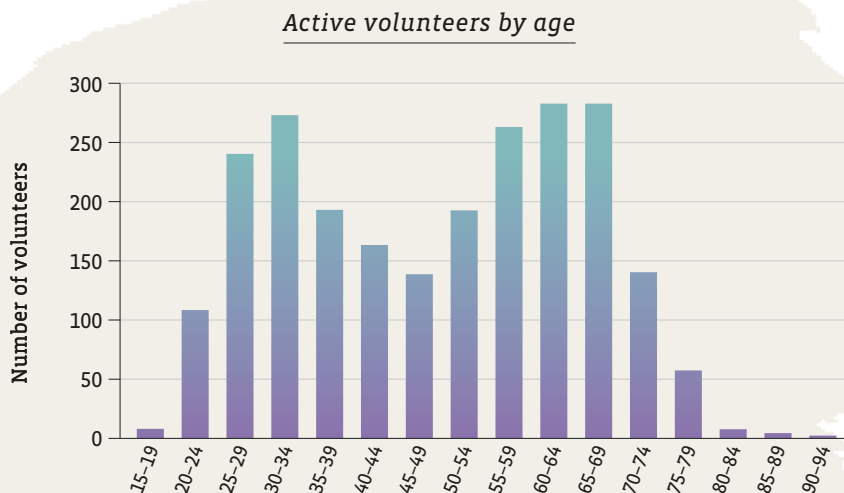
Nearly half were from Victoria and New South Wales. Recruits from the Australian Capital Territory and Northern Territory were much greater than you would expect given those territories' small populations.

The graph below demonstrates our volunteers are more likely to be in two distinct age groups, 25-34 years and 55-69 years.

The estimated Indigenous population of Australia is 2.5% of the total population and yet 10% of our projects engaged Indigenous volunteers in 2010-11. Some of those volunteers were staff. A dance troupe of 30 people from the Torres Strait were engaged as volunteers for several projects, pushing up the Indigenous component.



Lewis Cook, Poruma Island.





# IN FOCUS...

## WITH BELINDA PRATTEN



**ICV volunteer, Belinda Pratten, has been working as a professional photographer for two decades. As a teacher at the Canberra Institute of Technology, Belinda has been instrumental in linking young and emerging photographers to ICV.**

*Getting involved with ICV seemed a natural thing to do. I spent one year living in Bourke and Brewarrina in the late 1990s on a sabbatical from work. I saw first-hand the need for support of Aboriginal people in these towns.*

*When I moved to Canberra in 1998 and worked for the Fairfax Group I documented the Tent Embassy protests and again met many Aboriginal people who were desperate for positive change for their people. I was an outsider looking in, hoping that my images would help in some small way.*

*When I was asked by a dear friend at ICV to teach staff how to use their new cameras, she said I could come along as a contractor or as a volunteer. The volunteer option was the only way for me!*

*I wanted to contribute to Aboriginal communities, even in a modest way, by inspiring people and transferring knowledge.*

*I have been on two projects so far; to Alice Springs and Narromine in western NSW. A highlight in Narromine was locals Tuppy and Brenda teaching my son Max how to kill a carp on the banks of the Macquarie River. Another highlight was meeting some beautiful young mums (and a few blokes) who came to learn photography. In remote NT, I enjoyed visiting an Aboriginal art co-op; meeting artists and talking with them.*

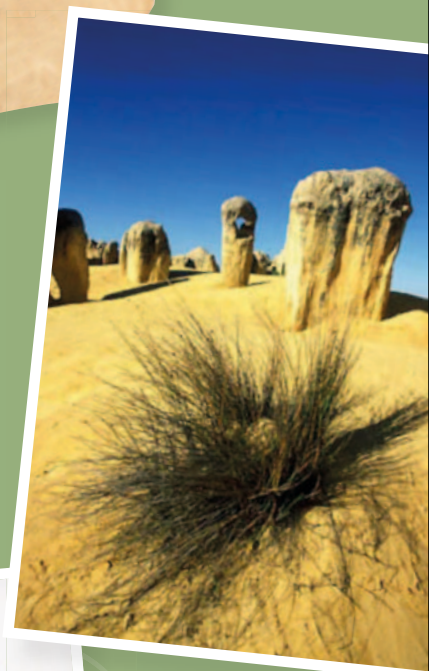
*I am a visual person, so the landscape is always something to look forward to. Many Aboriginal people are naturally visual people and photography is a great medium to express that through. But also I think it is the bonds and family ties in Aboriginal communities that run so deep and are so special.*

*The ICV assignments have taken me out of my comfort zone; taught me new things about life and in turn about myself. I like to talk and I tend to talk too fast! Working in Aboriginal communities I need to slow down and listen more.*

*The best preparation for volunteers is the ICV motto: look, listen and learn. My advice is to really take this seriously and go into communities with an open heart and mind. Also, never forget that you will be working with the community, not for them.*



**Narromine student, Lolly with Belinda's son, Max.**

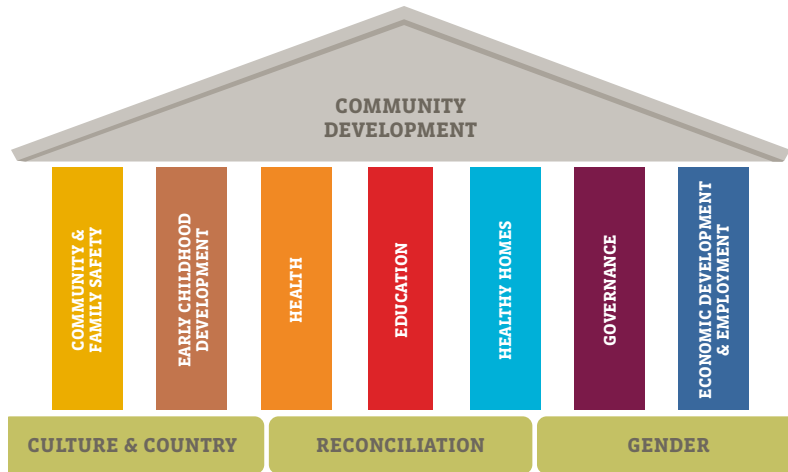


**Some of Belinda's celebrated images: The Pinnacles in WA and musician, Archie Roach.**



## Project target areas

The Council of Australian Governments (COAG) set seven action areas or 'building blocks' which support COAG targets to overcome Indigenous disadvantage.



Established in 2008, those building blocks are:

- Early Childhood (what ICV have adapted as *Early Childhood Development*)
- Schooling (*Education*)
- Health
- Economic Participation (*Economic Development and Participation*)
- Healthy Homes
- Safe Communities (*Community and Family Safety*)
- Governance and Leadership (*Governance*)

It's believed that achieving the Closing the Gap targets (including closing the life-expectancy gap within a generation and halving the gap in mortality rates for Indigenous children under five within a decade) requires progress in each of these areas. Strategies aimed at achieving improvements in any one area will not work in isolation.

ICV has adopted the COAG building blocks and added Culture and Country, Reconciliation and Gender (as projects often address these action areas in interaction with COAG building blocks). They also reflect the Millennium Development Goals; benchmarks adopted by the global community for tackling extreme poverty in its many dimensions.

The fundamental principle of community development is that people are able to identify their own needs and take responsibility for them. It is therefore essential that communities we work with understand for themselves what 'education', for example, looks like and means for them. It will differ from person to person, community to community.

At the end of each project ICV asks participants - community development officers, volunteers and communities - in a PIAT (Project Impact Assessment Tool) survey to identify which of the development pillars they believe the project addressed.



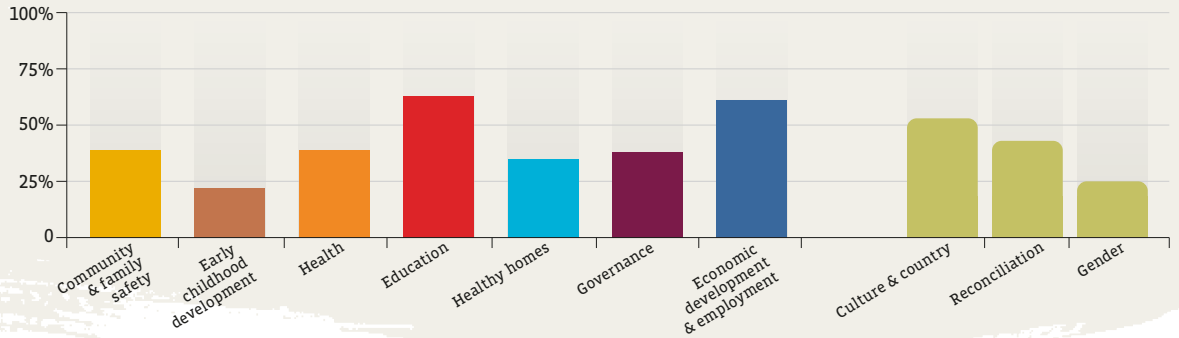
Martu student Murphy Williams during a holiday program.



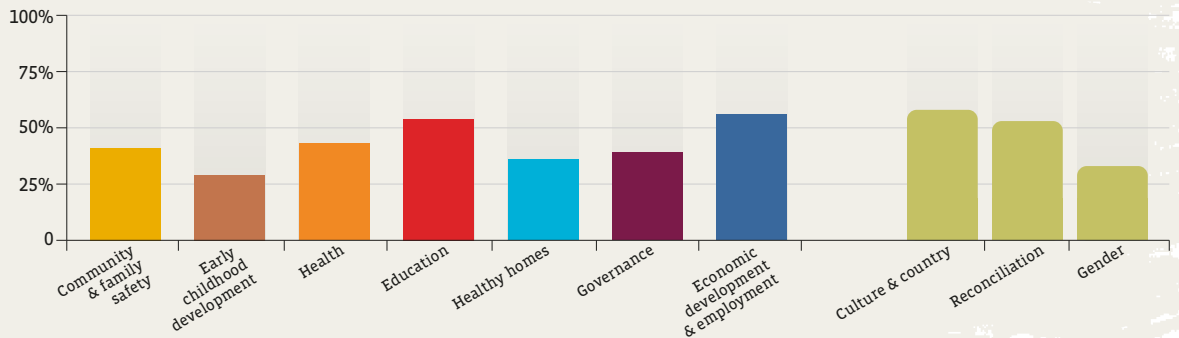
Saddle-making.

*Project Impact Assessment Tool (PIAT) survey results*

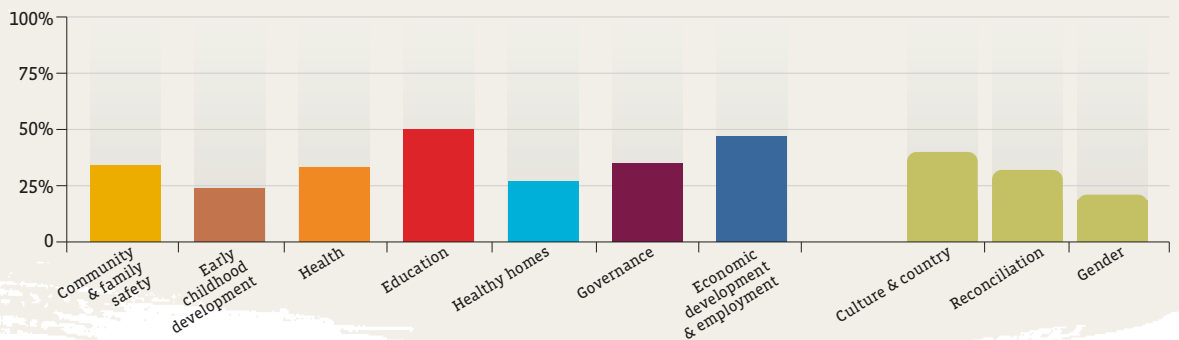
**Community Development Officers**



**Volunteers**



**Community**



In 2010–11 we found that a majority of projects, from the perspective of all participants were identified as addressing two of the seven development pillars – ‘Economic Development and Participation’, and ‘Education’. Two of the three survey groups, volunteers and community development officers, believed a majority of completed projects had a positive effect on ‘culture and country’.

# MAKING NEWS

## ICV IN THE MEDIA



**In the past year, ICV has been mentioned positively in media stories, raising awareness of projects, and the many hopes and challenges of communities. The majority of the media hits were on the Australian Broadcasting Commission (ABC).**

The highlights include a story on the Urab Dancers from the Torres Strait island of Poruma. They were on ABC Radio's *The World Today* during a visit to Canberra highlighting their concerns about rising sea levels and climate change. ICV played a major role in assisting the troupe's 2010 tour of Brisbane and the national capital.

In April 2011, the ABC's *Away* radio program produced an 18 minute feature on ICV in the Northern Territory. Darwin's Nerrale Arnold spoke about the impact of a saw-mill business mentoring project, the importance of our 'listen, look and learn' philosophy and the volunteer recruitment and induction process. An appreciative Brisbane volunteer shared his experiences working in remote Australia and the value of being open to new experiences.

Nadine Tuipulotu with our Far North Queensland office wrote for *The Cairns Post* about the rewards of volunteering to mark the United Nations International Volunteer Day. Volunteer vet Jan Allen told the *Northern Territory News* about how her volunteer service had changed her outlook on life.

Melissa Shipp from the Dubbo office and volunteer Bev Brandon were interviewed on ABC Radio Western Plains as part of the 25<sup>th</sup> birthday celebration of ICV client, the Walgett Aboriginal Medical Service. In a separate interview on the same station, Melissa told listeners about a generous donation of books from Rotary and about how ICV works.

Kimberley-based Senior Community Development Officer Rosanna Angus appeared on the National Indigenous TV (NITV) program *Straight Shootin'* with flamboyant host Mary G, promoting healthy living and community issues.

An opinion piece in *The Canberra Times* in September 2010 celebrated the effect of 'The Apology' on our programs. Also, a piece in the October-November edition of journalists' journal, *The Walkley Magazine*, discussed the challenges of an advocacy project that aimed to raise awareness of homelands in Arnhem Land.



Co-chair Joseph Elu enjoying live dance and music with members of the Poruma Dance Troupe.



ICV Perth staff with NITV host Mary G.



**INDIGENOUS COMMUNITY VOLUNTEERS LIMITED**  
**ABN 90 093 123 418**

# FINANCIAL REPORT

for the Year Ended 30 June 2011



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## Directors' Report

### Directors' Report

Your Directors submit their report for the year ended 30 June 2011.

### Directors

The names and details of the Company's Directors in office during the financial year and until the date of this report are as follows. Directors were in office for the entire period unless otherwise stated.

NAME	QUALIFICATIONS	EXPERIENCE	SPECIAL RESPONSIBILITIES
<b>B Armstrong AO</b>	Graduate Diploma in Community Education	Vice President ActionAid Australia. Chair Friends of Suai (City of Port Phillip) Director YCW (Holdings)	Co-Chair
<b>Dr J Elu AO</b>	PhD (Hon)	Mayor, Northern Peninsular Area Regional Council, & Chair Seisia Enterprises Pty Ltd, Seisia Community TSI Corporation, Cape York National Resource Management Pty Ltd, Director Cape York Sustainable Futures Pty Ltd	Co-Chair
<b>S Kalinko</b>	BCom LLB	Director, FSA Group Ltd, Hydro Tasmania, Seisia Enterprises Pty Ltd	Company Secretary
<b>J Lang OAM</b>		Director, Vasey Housing Assoc. of NSW, Chair Rotary Club of Brookvale Johnny Sussana Trust Ltd, Treasurer/Secretary/Trustee Harold Brissendon Memorial Foundation Trust	Chair, Audit & Risk Management Committee
<b>K Milward</b>	MBA	Chair Mullum Mullum Indigenous Gathering Place, Director Boorndawan Willam Aboriginal Healing Service	Member, Audit & Risk Management Committee
<b>Dr M Muth</b>	BSc MBA PhD	Director HCA Philanthropy, Heartkids NSW, Streamwise Learning, Executive Director Institute of Food and Grocery Management	Member, Audit & Risk Management Committee
<b>G Reynolds-Adamson</b>		Director Indigenous Business Australia, Bay of Isles Aboriginal Corporation, South East Aboriginal Health Service	Director
<b>B Valadian</b>		Executive Director, Aboriginal Development Foundation	Director

All directors held office from the beginning of the financial year to the date of this report.

## Meeting of the Board of Directors During The Year

The number of meetings of the company's Board of Directors and the Audit and Risk Management Committee during the year, and the directors' attendance at those meetings were:

NUMBER OF MEETINGS ATTENDED BY:	BOARD OF DIRECTORS		AUDIT AND RISK MANAGEMENT COMMITTEE	
	ELIGIBLE TO ATTEND	ATTENDED	ELIGIBLE TO ATTEND	ATTENDED
Dr J Elu	6	6	-	-
B Armstrong	6	6	-	-
B Valadian	6	6	-	-
J Lang	6	6	7	7
K Milward	6	5	7	4
S Kalinko	6	6	-	-
G Reynolds-Adamson	6	5	-	-
Dr M Muth	6	4	7	6

### Short and Long Term Objectives

The company's long term objective is to make a real and lasting contribution to reducing Indigenous disadvantage in Australia and to achieve this by working cost effectively while also increasing sustainable revenue streams through public fundraising.

Short term, the objective is to implement our evolving plans to maximise the chances of achieving the long term objective, in cooperation with others with a similar aim, and while being a responsible consumer of resources.

### Strategy for Achieving These Objectives

Our strategy for achieving these objectives continues to be

- (a) to offer screened volunteers and skilled community development professionals to work with those Indigenous individuals, organisations, and communities who requested help in their quest to raise their health, wellbeing, and self-sufficiency; and
- (b) to continue to take our processes and procedures closer to best practice, both in our head office and in the field.

## Directors' Report continued

### Principal Activities

Apart from continuing to place volunteers with communities, this year we:

- (a) Invested in a major fundraising program that was planned the previous year;
- (b) Explored opportunities to form mutually beneficial partnerships with other organisations that shared our objectives; for instance, through the generosity of Shell Australia plans were made for officers to be located in another two major urban regions with a high Indigenous population;
- (c) Implemented a significant shift in the focus of our efforts: from projects with individuals, organisations, and communities to collaborative efforts with others to develop communities in a holistic and strength-based way;
- (d) Increased our care and transparency with the money entrusted to us by our partners;
- (e) Lifted our public profile by carefully chosen media campaigns; for instance, a TV advertisement being run with the generosity of SBS; and
- (f) Invested significant time and resources in the careful recruitment, training, and retention of our staff.

The above assisted in achieving the company objectives through:

- (a) Increased public profile and brand awareness, generating a higher revenue stream; and
- (b) Best practice business models and sound training enabled skilled staff and volunteers to implement whole of community development

### Company Performance Measurement

- (a) ICV supplied skilled volunteers to 174 Aboriginal and Torres Strait Island communities across Australia, building capacity and contributing to the reduction of Indigenous disadvantage; and
- (b) Staff Survey results demonstrate a stable, satisfying workplace and a reduction in staff turnover.

### Review and Results of Operations

The financial statements of the Company are set out from page 21 of this report.

For the financial year ended 30 June 2011, the company has an operating deficit of \$4,488,608 (2010: deficit of \$3,166,863) and total net assets of \$10,645,941 (2010: \$15,134,547).

### Likely Developments

The Directors are not aware of any likely developments in the operations of the Company that were not finalised at the date of this report.

### Significant changes in the State of Affairs

Since acquiring Deductible Gift Register status on 25 September 2009, the Company started actively seeking donations from the general public to assist in meeting the objectives of the company. During the year \$427,809 (2010: \$nil) was raised through donations.

### Employees

The company had 43 employees as at 30 June 2011 (2010: 37).

### **Benefits and Interests in contracts with the Members of the Board**

Members of the Board declare that they have no interest in contracts, transactions, arrangements or agreements with the Company, other than contracts entered into, or to be entered into, in the ordinary course of the Company's business.

Indigenous Community Volunteers (ICV) Directors are covered by Director's Liability insurance.

The total amount of insurance contract premiums paid was \$7,395.

### **Member Contribution if the Company is Wound Up**

The company has only one class of member. A member of that class is liable to contribute an amount not exceeding \$20 if the company is wound up.

The total amount that members of the company are liable to contribute if the company is wound up is an amount not exceeding \$160.

### **Matters Subsequent to the End of the Financial Year**

No matters or circumstances have arisen since 30 June 2011 that has significantly affected, or may significantly affect:

- The Company's operations in future financial years;
- The results of those operations in future financial years; and
- The Company's state of affairs in future financial years.

### **Environmental Regulations**

The directors have not received notification nor are they aware of any breaches of environmental laws by the Company.

### **Auditor Independence**

The Board has received a declaration of independence by the auditor. A copy is included in the financial report.

Signed in accordance with a resolution of the directors made pursuant to Section 298(2) of the *Corporations Act 2001*.



Dr Joseph Elu AO  
Co-Chair  
Canberra  
21 October 2011



Bill Armstrong AO  
Co-Chair  
Canberra  
21 October 2011

## Directors' Declaration

In accordance with the resolution of the Directors of Indigenous Community Volunteers Limited (the Company), we state that:

In the opinion of the directors:

- (a) the financial statements and notes of the Company are in accordance with the *Corporations Act 2001*, including:
  - (i) giving a true and fair view of the Company's financial position as at 30 June 2011 and of its performance for the year ended on the date; and
  - (ii) complying with Accounting Standards (including the Australian Accounting Interpretations) and *Corporations Regulations 2001*; and
- (b) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.
- (c) the provisions of the *Charitable Fundraising Act 1991 (New South Wales)* and the regulations under the Act and the conditions attached to the authority have been complied with;
- (d) the internal controls exercised by the Company are appropriate and effective in accounting for all income received and applied by the Company from any of its fundraising appeals.

On behalf of the Board



Dr Joseph Elu AO  
Co-Chair  
Canberra  
21 October 2011



Bill Armstrong AO  
Co-Chair  
Canberra  
21 October 2011

## Statement of Comprehensive Income

For The Year Ended 30 June 2011

	Note	2011 \$	2010 \$
<b>REVENUES</b>			
Commonwealth funding		242,000	300,000
Interest income		190,668	284,207
Dividend income		991,168	813,589
Sundry income		1,187	173,860
Grant income - others		80,000	-
Donations income		427,809	-
Realised gains on investments		-	768,158
Unrealised gains on investments		412,719	405,763
Net gain on disposal of motor vehicle		22,283	2,273
		<b>2,367,834</b>	<b>2,747,850</b>
<b>EXPENSES</b>			
Fundraising appeals expenses		636,823	-
Administration expenses		(3,146,153)	(3,216,506)
Consultancy expenses		(790,301)	(213,629)
Depreciation and amortisation expenses		(167,021)	(136,232)
Marketing expenses		(36,636)	(61,203)
Occupancy and facilities expenses		(346,188)	(338,277)
Other expenses	4	(412,755)	(468,844)
Realised losses on investments		(93,700)	-
Travel and accommodation		(1,226,863)	(1,480,022)
		<b>(6,856,440)</b>	<b>(5,914,713)</b>
<b>NET OPERATING DEFICIT</b>		<b>(4,488,606)</b>	<b>(3,166,863)</b>
Other comprehensive income		-	-
<b>TOTAL COMPREHENSIVE INCOME</b>		<b>(4,488,606)</b>	<b>(3,166,863)</b>

*The above Statement of Comprehensive Income should be read in conjunction with the Notes to the Financial Statements, as part of the full financial report available on the ICV website [www.icv.com.au/about-icv/publications](http://www.icv.com.au/about-icv/publications)*

## Statement of Financial Position

As at 30 June 2011

	Note	2011 \$	2010 \$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	10(b)	1,003,334	2,324,321
Trade and other receivables	5	457,180	252,366
Prepayments		29,807	23,353
Investments	7	8,511,631	11,756,154
<b>TOTAL CURRENT ASSETS</b>		<b>10,001,952</b>	<b>14,356,194</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	6(a)	212,023	276,101
Intangibles	6(b)	56,532	71,608
Investments	7	998,519	965,705
<b>TOTAL NON-CURRENT ASSETS</b>		<b>1,267,074</b>	<b>1,313,414</b>
<b>TOTAL ASSETS</b>		<b>11,269,026</b>	<b>15,669,608</b>
<b>CURRENT LIABILITIES</b>			
Trade and other payables	8	571,103	529,823
<b>TOTAL CURRENT LIABILITIES</b>		<b>571,103</b>	<b>529,823</b>
<b>NON-CURRENT LIABILITIES</b>			
Provisions	9	51,982	5,238
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>51,982</b>	<b>5,238</b>
<b>TOTAL LIABILITIES</b>		<b>623,085</b>	<b>535,061</b>
<b>NET ASSETS</b>		<b>10,645,941</b>	<b>15,134,547</b>
<b>EQUITY</b>			
Accumulated surplus		10,645,941	15,134,547
<b>TOTAL EQUITY</b>		<b>10,645,941</b>	<b>15,134,547</b>

*The above Statement of Financial Position should be read in conjunction with the Notes to the Financial Statements, as part of the full financial report available on the ICV website [www.icv.com.au/about-icv/publications](http://www.icv.com.au/about-icv/publications)*



## Statement of Changes in Equity

	<b>Accumulated Surplus</b>	<b>Total</b>
<b>For The Year Ended 30 June 2011</b>		
At 1 July 2010	15,134,547	15,134,547
Net deficit	(4,488,606)	(4,488,606)
Other comprehensive income	-	-
	<hr/>	<hr/>
<b>At 30 June 2011</b>	<b>10,645,941</b>	<b>10,645,941</b>
	<hr/> <hr/>	<hr/> <hr/>
<b>For The Year Ended 30 June 2010</b>		
At 1 July 2009	18,301,410	18,301,410
Net deficit	(3,166,863)	(3,166,863)
Other comprehensive income	-	-
	<hr/>	<hr/>
<b>At 30 June 2010</b>	<b>15,134,547</b>	<b>15,134,547</b>
	<hr/> <hr/>	<hr/> <hr/>

*The above Statement of Changes in Equity should be read in conjunction with the Notes to the Financial Statements, as part of the full financial report available on the ICV website [www.icv.com.au/about-icv/publications](http://www.icv.com.au/about-icv/publications)*

## Statement of Cash Flows

For The Year Ended 30 June 2011

	Note	2011 \$	2010 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Receipts from external parties		539,728	613,443
Payments to suppliers and employees		(6,506,480)	(5,688,695)
Dividend received		991,168	813,589
Interest received		190,668	284,207
<b>NET CASH FLOWS USED IN OPERATING ACTIVITIES</b>	10(a)	<b>(4,784,916)</b>	<b>(3,977,456)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Purchase of property, plant and equipment		(89,082)	(223,747)
Sale of property, plant and equipment		22,283	2,273
Purchase of investments		(3,097,834)	(4,653,303)
Proceeds from sale of held for trading investments		5,352,566	6,511,375
Proceeds from held to maturity investments		1,275,996	1,963,826
<b>NET CASH FLOWS FROM INVESTING ACTIVITIES</b>		<b>3,463,929</b>	<b>3,600,424</b>
<b>NET DECREASE IN CASH HELD</b>		<b>(1,320,987)</b>	<b>(377,032)</b>
Cash and cash equivalents at beginning of year		2,324,321	2,701,353
<b>CASH AND CASH EQUIVALENTS AT END OF YEAR</b>	10(b)	<b>1,003,334</b>	<b>2,324,321</b>

*The above Statement of Cash Flows should be read in conjunction with the Notes to the Financial Statements, as part of the full financial report available on the ICV website [www.icv.com.au/about-icv/publications](http://www.icv.com.au/about-icv/publications)*

# KITCHEN GARDEN

INSPIRES BETTER HEALTH



**Eating well on the aged pension isn't easy. Too many Aboriginal and Torres Strait Islander seniors also suffer diabetes. A project in Woodridge south of Brisbane has tried to address both concerns.**

This project has supported a community of seniors to grow their own fresh produce and learn from each other about healthy eating and cooking.

Project applicant, Christine Fewquandie, is with Burringilly Home and Community Care Services which runs respite care for Aboriginal and Torres Strait Islander people. She invited volunteers Maureen and Phil Randell to show staff and clients at Burringilly how to prepare garden beds, plant seedlings and maintain a kitchen garden. Phil built a shelter over the garden.

"Maureen made a book about everything we talked about and health issues such as wearing gloves," said Christine.

The book also includes recipes inspired by a discussion among participants about their younger years living off the land.

"They shared stories... how they would eat the tomatoes straight off the bush. They all had their little secrets on the best way to grow tomatoes, what fertiliser, and when to chuck Epsom salt on the plant.

We compared food such as bush tucker, kangaroo or fish, to what our families are eating now such as takeaway McDonald's for a quick meal."

The garden now supplies Burringilly's kitchen with fresh produce. It also provides cheaper veggies for day respite clients to take home. Burringilly has since built a second larger garden and is running cooking classes on how to prepare smaller and healthier meal portions and save money.

The 4-week project inspired behavioural change which it's hoped will be sustainable. "Family members of Burringilly's clients are starting their own garden beds as well," said Christine.

"This was our first project with ICV and I can't understand why we haven't used them in the past. Your staff and volunteers are fantastic."

In 2010-11 Burringilly initiated a further two projects in the wake of the garden project. ICV was invited by many other communities across Australia to help teach and establish vegetable and native gardens.



Aunty Myrtle Pagel of Burringilly planting veggies.

**"They all had their little secrets on the best way to grow tomatoes, what fertiliser, and when to chuck Epsom salt on the plant"**

Project applicant, Christine Fewquandie



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WE'RE  
MAKING  
A DIFFERENCE

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