



INDIGENOUS COMMUNITY VOLUNTEERS
ANNUAL REPORT 2018-19



WHO WE ARE

ICV is an Aboriginal and Torres Strait Islander organisation working with our people to improve quality of life, equity and inclusion, health and wellbeing, and economic participation, to support self-determination.

OUR PURPOSE

ICV 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

Our vision is an Australia where Aboriginal and Torres Strait Islander people are recognised and celebrated for our contribution to Australia and societies around the world.

CORE VALUES

VALUES	BEHAVIOURS
Trust	At all times ICV staff and volunteers engage with First Nations peoples with honesty, integrity and trust.
Reciprocity	We strive for a genuine exchange of knowledge and recognise the ongoing mutual gain that occurs between our people, staff, volunteers and stakeholders in the course of carrying out our work.
Learning	ICV staff and volunteers look, listen and learn from First Nations peoples to understand their wishes and support them to achieve their goals.
Accountability	ICV staff and volunteers are accountable in all they do and strive to develop open, reciprocal, equal partnerships with our people.
Diversity	We acknowledge and celebrate the strength, longevity and diversity of our many cultures and languages. We value an Australia where all peoples share the same rights, respect and opportunities.
Quality	In partnership with, and at the invitation of First Nations peoples, ICV develops high-quality, efficient and effective activities and volunteer programs to achieve the best and most sustainable outcomes.

Aboriginal and Torres Strait Islander peoples should be aware that this publication may contain the names and images of people who may now be deceased

Copyright 2019 Indigenous
Community Volunteers
ABN 900 9312 3418

Indigenous Community Volunteers
Level 1, 67 Townshend Street
Phillip ACT 2606
PO Box 6155
Mawson ACT 2607



CONTENTS



CO-CHAIR MESSAGE



CEO MESSAGE



ACTIVITY REPORT



MEASURING IMPACT



BUSINESS DEVELOPMENT



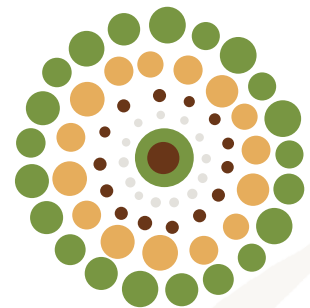
PROJECT STORIES



FINANCIAL REPORT



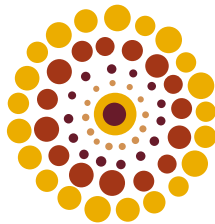
THANK YOU AND ACKNOWLEDGEMENTS



CO-CHAIR MESSAGE



KAREN MILWARD
CO-CHAIR



BILL ARMSTRONG
CO-CHAIR

Our progress

The past year has been one of both consolidation and progress. As ICV looks towards 20 years of service in 2020, we can look with satisfaction at our increased understanding of Aboriginal and Torres Strait Islander people's challenges and opportunities, as well as at the maturity of our processes to support, monitor and evaluate far-reaching initiatives.

Having seen the difference our support is making in many Aboriginal and Torres Strait Islander communities, we are further inspired to continue our focus on achieving long-term funding sustainability.

Our community-driven model respects the principles of self-determination for the people and communities we serve and is the foundation of our success and of capacity building. We are not imposing what we, or some outside authorities, *think* will help. Communities decide what the projects are. We encourage their leadership and responsibility. We help them negotiate the challenges, barriers and funding opportunities to achieve their goals. In short, we walk beside them and provide the skills and support for their vision of their future.

We believe one of the successes of the past year is that government and the broader community are really starting to appreciate the difference of this ICV approach.

Trust and potential

Many of the communities have a dream. They know how to get there and they have requested ICV support to build the documentation and evidence required for grant applications and planning purposes to convince funders to back them.

Monitoring and evaluation

Working with both government grants and community fundraising, it is vital to be able monitor and evaluate results. Our monitoring and evaluation program has been one of the really exciting parts of ICV's work in recent times and gives a framework to measure effectiveness and success.

Translating the data to share with our staff and other stakeholders helps us tell a clear story about the impact we're having.





People who make the difference

Our processes to screen and prepare staff and volunteers for their roles in communities is another aspect we've worked hard on and can look at with satisfaction.

Making sure that people who work with communities are culturally aware and respectful, have proper background and understanding and the necessary skills, as well as good motivation is critical to success. Staff understand that we're not about telling communities what needs to be done but listening to what they want to achieve.

Our staff and volunteers share the recipients' goal of building happy, resilient, strong communities.

Board changes

We acknowledge and thank all our Board directors who remain steadfastly committed to ICV's purpose and values. In particular, we thank Dr Kerry Arabena whom we farewelled from the Board this year.

We also welcomed two new Board directors – Ian Hamm and Lauren Ganley – who bring a wealth of experience and are both long-term supporters of ICV and our work.

Funding goals and challenges

We rely on both government partnerships and private funding to do our work. Having sustainable funding is vital and is at the core of the ICV Board's work. Our fundraising is increasingly successful, and we are very happy with the model we have developed.

One of our recent challenges has been securing funding in a predictable and timely way to support projects. On occasions, we have had to wait many months for promised funds, which makes it very difficult for us, and the communities depending on us, to plan ahead.

In the past year, we believe we have built better two-way government understanding and forged some important relationships, which we hope will result in improved funding opportunities.

We are incredibly grateful to the 15,000+ people who made a contribution or bequests to support our work over the past 12 months. It is also heart-warming to know those people share our respect for First Nations' Peoples and an understanding that 'closing the gap' needs genuine partnership and the belief that together we can build a better shared future.

The year's projects

In this annual report, you will read more about specific projects we have supported in the past year, including Littlewell Oral History Project, Mad Mob's sustainability initiative and Kungkas Can Cook financial sustainability and website development.

While the practical achievements are fantastic, we know that local ownership and achievement does even more for self-belief and confidence. Each community that has created something of significance has also built its resilience, its capacity for leadership and its skills. People can look with genuine pride and say 'we did this – and now we can do even more'.

"Our staff and volunteers share the recipients' goal of building happy, resilient, strong communities."





Next steps

We already have a generation of Aboriginal and Torres Strait Islander people who have invited us to be part of their journey.

We believe that with more funding, and more business partners, we could do so much more. We'd love to see an ICV office in every major city and in strategic remote locations. The Aboriginal and Torres Strait Islander people who've been part of the early years of our partnership increasingly pass on their skills through the community and multiply its role in building cultural strength and contributing to the larger Australian community.

ICV and First Nations' people have no shortage of vision and innovative ideas. What we need is ongoing financial support to make those possibilities a reality.

Final thanks

The Board warmly thanks our CEO, our volunteers, our staff, our ambassadors, our donors, our government, not-for-profit partners and business partners. Your faith and contributions are making a real difference for reconciliation, happier communities and a fairer Australia.

"ICV and First Nations' people have no shortage of vision and innovative ideas. What we need is ongoing financial support to make those possibilities a reality."



ICV staff members Alicia and Aimee preparing for one of our events

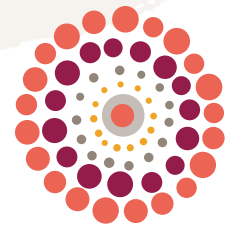


CEO MESSAGE



STEPHANIE HARVEY
CEO

“We are proud that our small Aboriginal organisation is at the forefront of developing this expertise and resource. It will be rewarding to be able to share the benefits with the wider community and to generate revenue simultaneously.”



Inspiring teamwork and collaboration

Financial year 2019 was a very positive year for ICV. Our staff and volunteers made great progress in carrying the Board's strategy and vision forward.

I'm satisfied that we achieved the most we possibly could, within our resources, to support Aboriginal and Torres Strait Islander peoples to reach their potential.

We met or exceeded all key result areas identified in our annual business plan and I was delighted to see a number of initiatives consolidated, particularly in the areas of research, monitoring and evaluation.

Our community partnerships and relationship building with other First Nations partners was also a feature of the year. This is important to increase our local knowledge and strengthen our capacity. We are always learning as we support others, and we draw on the strength and cultural wisdom of our partners.

I welcomed the feedback from our stakeholder surveys and was pleased to see that we are meeting our key commitments. I also appreciated the valuable suggestions for how we can do things even better and these will be the start of more conversations as we seek to grow and build on our considerable strengths of strong, trusted relationships, engagement and community development.

Revenue and reporting

We are exploring further ways to diversify our revenue. We see so many worthwhile projects we would love to support and, to do this, we need the revenue to grow our community development field officer network, expand our geographical footprint and invest in research. It saddens me when I see there is deep need for our work but I have to turn people down because of lack of resources.

One of the potential new revenue sources is providing our evaluation methodology and data reporting program to others in the community sector.

Measuring and reporting results is such an important element of the funding cycle for not-for-profit organisations but it is always a challenge to measure the qualitative impacts of programs. We are proud that our small Aboriginal organisation is at the forefront of developing this expertise and resource. It will be rewarding to be able to share the benefits with the wider community and to generate revenue simultaneously.

We will continue to build our knowledge in this area and take a lead in identifying the things that matter most to our communities and measuring success in achieving them.



The values that we live

Our values and our belief in self-determination for the communities we support continued to guide our work in 2018-19.

We believe strongly that communities have the ability to develop the right solutions to meet their opportunities. Everything we do is about supporting that process, building relationships and working with innate cultural intelligence. This creates an organisational culture and values system shared passionately by all our team.

Our credibility is built on the trust and relationships we've nurtured with all our stakeholders – community members, volunteers, donors, partner organisations and government. This is our greatest strength and is also the foundation for every decision.

Such a strong values framework makes decisions easy. Something either fits within it or it doesn't. We know from our experience that integrity, courage, compassion and cultural understanding and respect will always break through in the end.

Looking forward

Next year, ICV will celebrate 20 years of walking in partnership with communities to achieve their vision.

It's a good time to look forward and imagine what could be possible in the next decade. I would love to expand our field officer network to include more locally engaged people and to re-establish our service in Northern Australia.

We would like to invest more in our research, monitoring and evaluation so that we can create a clear pathway for voices from community to reach those who develop the social policy that impacts us. This is not about ICV being a mouthpiece for people. That's not our role. Our role is to support Aboriginal and Torres Strait Islander community voices to be heard so that long lasting positive change can happen. And we can support this with the robust evidence we have gathered from nearly 20 years in the field of what does and does not work for communities.

The overall aim now is for ICV to contribute to processes that move our people 'beyond the gap'. This means we have moved beyond disadvantage and can focus our efforts on thriving and succeeding. It's very much as we work now, except starting from the base of advantage rather than disadvantage.

People at the heart of it all

Our organisation is about people and I thank everyone who helps us to achieve our goals. This includes our incredibly dedicated staff, volunteers and their families. It includes our committed donors and other supporters – your help and belief are invaluable in making it possible for communities to achieve great outcomes.

Thank you too to our inspiring community partners and partner organisations for entrusting us with their dreams and goals. It is a privilege to share this journey.

We are grateful to the former Minister for Aboriginal Affairs, The Hon. Nigel Scullion, for his support of our organisation over the past year, and we welcome the encouraging discussions with the new Minister, the Hon. Ken Wyatt.

My sincere thanks to the Board for supporting me and for having the courage to build a vision of success – for our organisation and for those we are honoured to serve.

It takes all of us, regardless of our cultural background, age, gender and belief systems to make life-changing progress and to put greater possibilities back into the hands of Aboriginal and Torres Strait Islander people and communities.



ACTIVITY REPORT

During 2018-19, ICV engaged with 200 Aboriginal and Torres Strait Islander communities on 187 community development projects. Projects provided support for communities to move confidently towards a broad range of goals including improved quality of life and health, greater economic wellbeing, stronger connection to Country and culture, improved educational outcomes and more.

ICV's vision is an Australia where Aboriginal and Torres Strait Islander cultures are recognised and celebrated as an asset to our nation and to societies around the world.

Our strength-based community and human development approach is evaluated against a range of development outcomes listed at Figure 1.

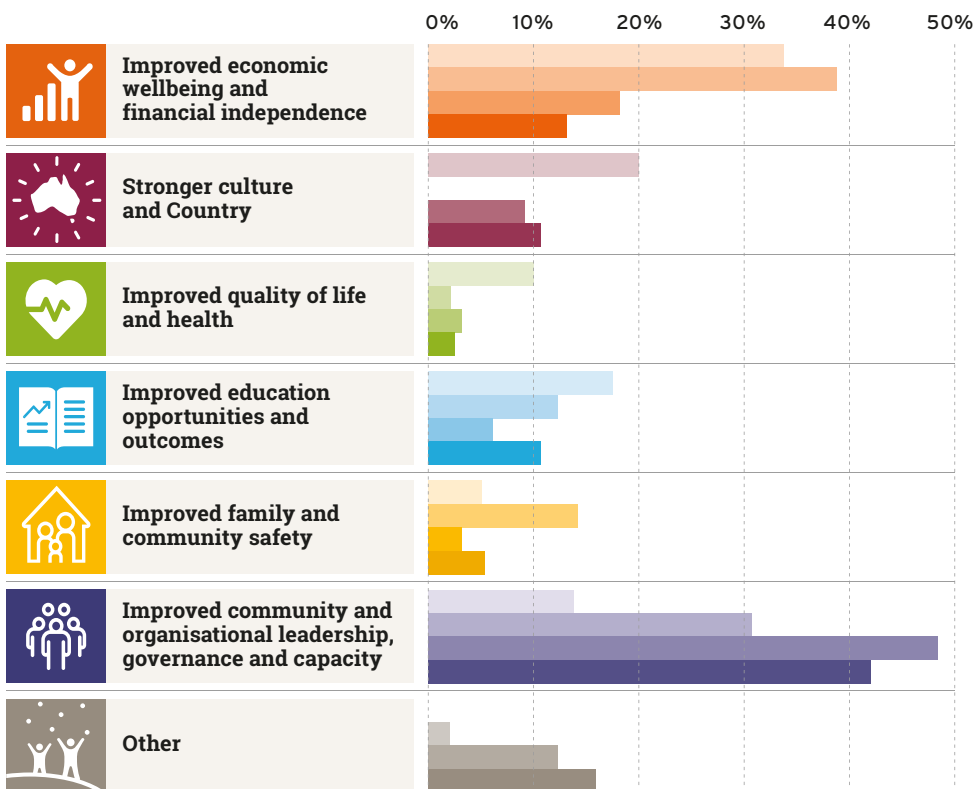
2018-19 progress

The proportion of projects in each of our outcome categories was very similar to previous years.

Projects leading to improved community and organisational leadership, governance and capacity continued to be the most requested. Improved economic wellbeing and financial independence projects were a strong second.

The significant number of requests for projects that lead to stronger governance and leadership shows the vision of these communities. Strong governance and leadership result in a greater likelihood that a community will be able to deliver broader benefits. For example, clear leadership and governance for programs is one of the characteristics that has been associated with long-term benefits for health and wellbeing¹.

Figure 1: Community requested projects by category



Perhaps less obviously, good governance leads to relative community harmony and a sense of wellbeing, and thus both to the conditions for better health and receptiveness to health programs².

2015-16
2016-17
2017-18
2018-19

1 Osburn, K., et al, Australian Institute of Health and Welfare, Australian Institute of Family Studies, 'What works? A review of actions addressing the social and economic determinants of Indigenous health', 2013.
2 Sullivan, P., et al, Lowitja Institute, 'Beyond Band-aids: exploring the social determinants of health', Chapter 10: Governance, Indigenous and non-Indigenous as a social determinant of health.

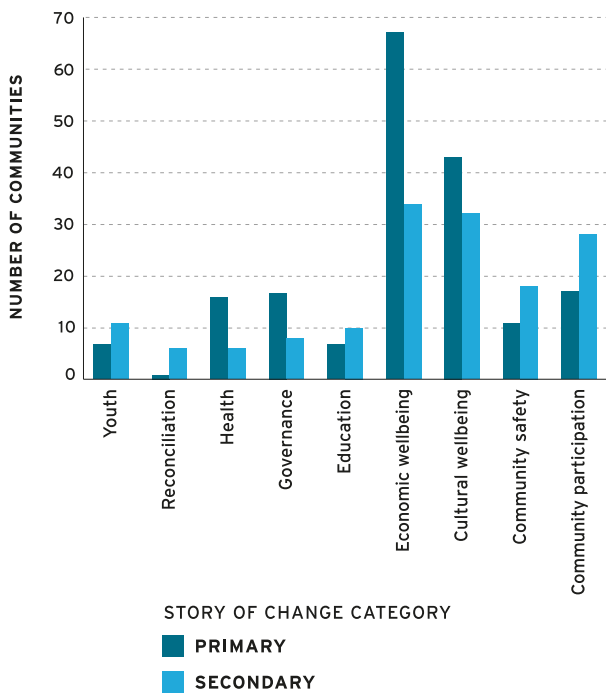


Focus of the communities we work with

Communities each have a unique vision and purpose, with a focus on different aspects of Aboriginal and Torres Strait Islander wellbeing.

The primary and secondary purpose of the 200 communities we supported this year is outlined in Figure 2. Improved economic outcomes are the foundation for many other improvements and are the top focus for communities, followed by stronger cultural wellbeing.

Figure 2: Driving purpose of communities we work with



Where we work

In 2018-19 our regional community development teams continued to offer support across Australia. The map in Figure 3 shows where we were active. The darker shades show where there is a concentration of communities we worked with.

As in previous years, the largest proportion of projects was in Western Australia. The successful recruitment of staff in the Northern Territory led to an increase in project activity in that region, which now exceeds the activity in New South Wales.

Figure 3: Regions where we worked

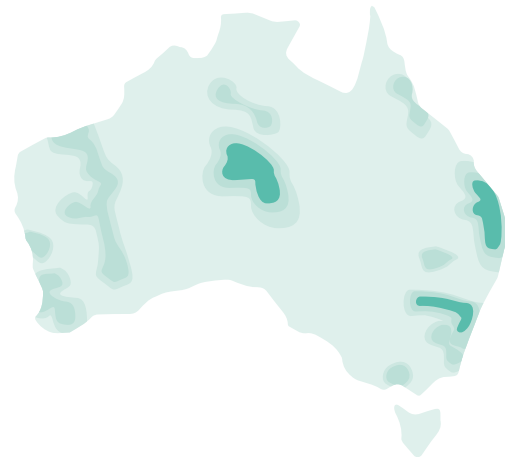
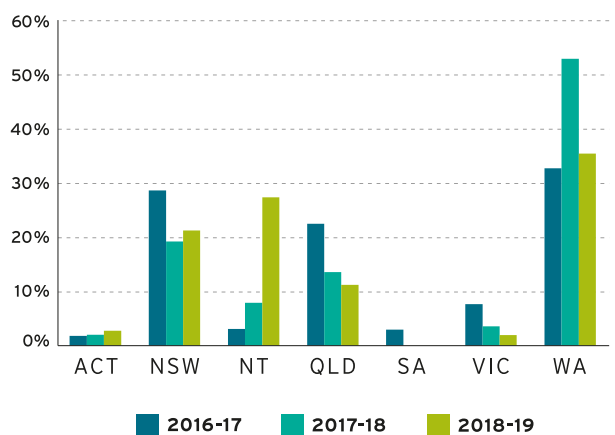


Figure 4: Project delivery by state / territory





Volunteers

At the end of June 2019, ICV had 669 active and prospective volunteers who spent a total of 1206 days working with communities and organisations across Australia.

In total, we placed 257 volunteers in projects during the year. The majority (59%) of ICV volunteers were female, following the trend of recent years. Most ICV volunteers are in the 56-70 age group (32%), only slightly ahead of those aged 26-39 (27%).

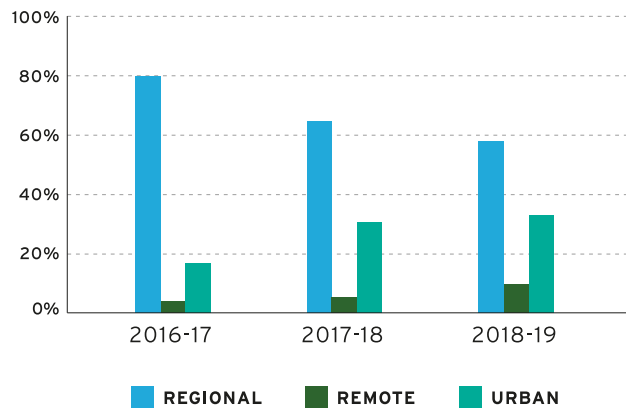
We continue to benefit from the dedication, commitment and skills of our volunteers. Investing in a large pool of people with diverse skills is important to enable us to respond to the timing, location and needs of different projects.

Volunteers who live close to the projects are selected where possible. This reduces travel costs and increases the likelihood of long-term relationships beyond the life of the project. New recruitment is a secondary measure and we continue to have strong interest from people wanting to register as volunteers.

In 2018-19, ICV undertook a comprehensive volunteer survey to help inform our engagement and strategic planning. We are working through the results of the survey and will act on the identified opportunities in the year ahead.

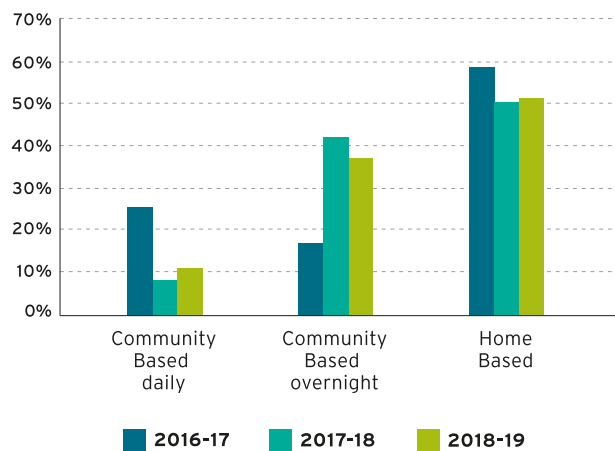
The highest demand for volunteers continued to be in regional communities this year, as shown in Figure 5. Over the past three years, the proportion of volunteers for both remote and urban communities has increased. As in previous years, desktop and home-based volunteer support dominated the type of placement.

Figure 5: Volunteer placements by community location



The highest demand for volunteers continued to be in regional communities

Figure 6: Volunteer placements



MEASURING IMPACT

A community-led evaluation method

We have been building our capacity for effective evaluation since 2014. Communities and community development field officers are using innovative participatory approaches to gather data. This data is recorded and categorised in our purpose-designed database to show changes in 10 different outcome areas, measured against short-term and long-term performance indicators co-designed with the communities.

As part of the 187 community development projects worked on in 2018-19, we co-designed 341 indicators with communities. With more historical data, the trends in our impact measures are beginning to emerge. This means we can show changes taking place as a result of our activities.

A comparison of Figure 1 and Figure 7 shows the important understanding captured by monitoring impact trends. For example, while the most popular category of projects was for improved governance and leadership, the more immediate result was a greater community-owned evidence base, quality of life and health, and improved participation and partnership.

Increasing community-owned evidence bases allows communities to position themselves well for advocacy, funding applications and partnerships. It also underpins strategic planning and communicating with other agencies and supporters.

We ask communities, “what does success look like”?

Communities we work with also tell us what success looks like to them in the medium- to longer-term. We co-design ‘dream’ indicators to measure the progress towards these aspirations.

The majority of activities in the past year were focused on the following ‘dream’ indicators:

- leadership, governance and capacity
- economic wellbeing
- participation and partnerships.

As shown in Figure 7, project indicators typically change at a faster rate than dream indicators and are designed to be achieved and monitored in a shorter timeframe.

We aim for project indicators to reach a success rating of over 70 as a result of the project. As the average time to complete a project exceeds a single financial year, we expect to see the majority of point changes to be in this range, but not all.

Figure 7: Average change in dream and project indicators

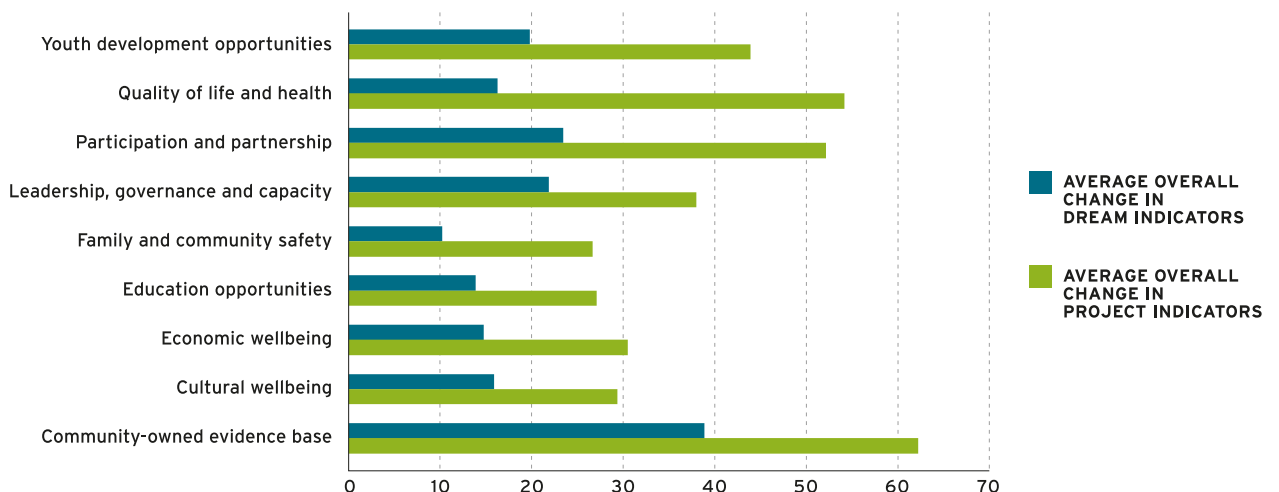
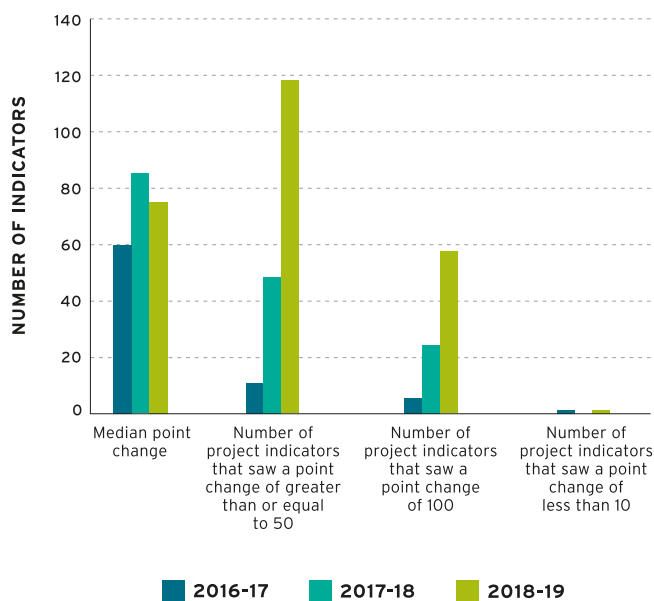




Figure 8 shows the progress of all project indicators over the past three years. It highlights the dramatic increase in the number of indicators we have worked on with communities. The median point change provides some measure of the success of our work but will also fluctuate somewhat each year depending on where projects are in their timeline.

This monitoring allows us to be accountable and transparent in our interactions with communities and funders. At a minimum, projects are monitored at the start and at completion. Longer projects have multiple monitoring points. In this financial year, 160 indicators had multiple readings and this sample is shown in Figure 8.

Figure 8: Change in project indicators



The median point change across all indicators this year was 75.

ICV's Action Research Project

Throughout the year we continued our action research project '*Good governance practice leads to good relationships: An exploration of the effectiveness of ICV's community development approach in the Australian context*'.

The process of Action Research is a great fit for ICV. Lewin, the father of Action Research, explains that the method provides a way of solving practical problems as well as discovering general laws that govern group life. In Action Research, the intention is not to 'create knowledge for knowledge's sake but to aim to improve the quality of life by engaging people in a quest for improvement'³.

As part of the cycle of Action Research, the research is part of the system of collecting data, analysing it and using it for action.⁴

Thirteen communities have opted to participate in the research project and co-author case studies about the progress they are making towards their long-term dreams. The research is built into existing activities with the communities.

During our research, we will explore which aspects of ICV's support have been critical to success, testing our theory that supporting local community and cultural governance structures is a key factor.

ICV has received research and ethics approval for this project from the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS).

ICV defines governance as the evolving processes, decisions, relationships, institutions and structures by which a group of people organise themselves to collectively achieve the things that matter to them.

³ Rowell, LL, Polush, EY, Riel, M and Bruewer, A, 'Action researchers' perspectives about the distinguishing characteristics of action research: a Delphi and learning circles mixed-methods study', *Educational Action Research*, vol. 23, no. 2, pp. 243-270.

⁴ Abraham, Selva, 'Action research characteristics: in a work-applied learning for change context', 2016.



Emerging themes

A few early themes have emerged from the evidence collected to date:

- Traditional Owners/Custodians have an important role in governance systems.
- There are two systems of governance communities work within (Western and their own).
- Participating communities clearly articulate visions and aspirations for the future.
- Community leadership teams have diverse skills, knowledge and experience.
- In many cases, ICV's long-term relationships with participating communities have played a critical role in increasing understanding of community governance structures.

We are innovative and flexible in the way we research with communities. Depending on community needs and preferences, we use a mix of interviews, video conferencing and focus groups.



Board members for the Southern Tanami Kurdiji Aboriginal Corporation in Yuendumu NT use the seed to tree tool to discuss, 'How strong is our plan?'

Contributing to our sector and improving our practice

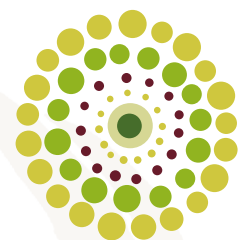
Our research findings will be used to strengthen ICV's community development approach, contribute to literature on governance in Aboriginal and Torres Strait Islander contexts, and develop practical tools to support strong cultural governance.

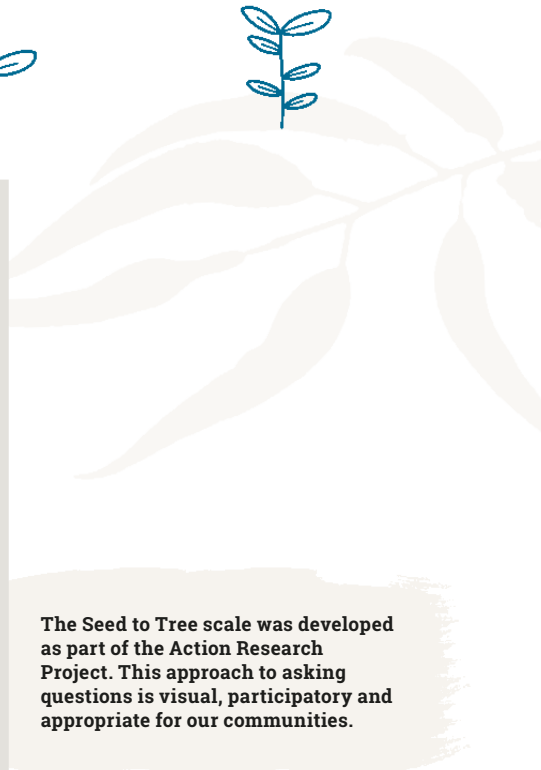
Some of the findings and outcomes of the project have already been adopted including:

- using the Seed to Tree scale in BetterEvaluation's Aboriginal and Torres Strait Islander evaluation project
- experimenting with the wider use of the Seed to Tree scale as an all-purpose project design, management and monitoring tool for all ICV community development projects.



Devon from the Aboriginal Males' Healing Centre in Newman (left) with ICV Regional Manager, Doyen, in Perth (right) collaborating via video conference using the Seed to Tree scale.





2. CLEAR AND SHARED STRATEGIC DIRECTION

Purpose: to get a sense of whether everyone at the organisation is on the same page about what their dream is and how they're going to achieve it.

Question [ask each time]: Does everyone in your organisation understand what you're trying to do, and how you're trying to do it? Please provide details.

a. [Don't ask this the first time] How has this changed since the last time we spoke to you?

b. [Don't ask this the first time] Who or what triggered this change? How?

Thermometer reading [ask each time]: To what extent does everyone in the organisation understand what they're trying to do, and how they're trying to do it?

0 25 50 75 100

Not really (0-35)
We are committed to working together to achieve the same long-term goal, but not everyone is on board yet

Some staff are on board (35-65)
Some staff are on the same page, but not everyone

Everyone is on board (65-100)
All staff know exactly what they're working towards

Indigenous community

© Indigenous Community Volunteers 2018. All rights reserved.

The Seed to Tree scale was developed as part of the Action Research Project. This approach to asking questions is visual, participatory and appropriate for our communities.

One of the participating communities chose to have a focus group with their Board of Directors. The Seed to Tree scale was used to record multiple perspectives.

Research Questions

1. ENGAGEMENT

Purpose: to get a sense of how the community, or other key stakeholders, are involved in making decisions.

Question [ask each time]: How do you capture the views of your local community/key stakeholders to make decisions? Please provide details.

a. [Don't ask this the first time] How has this changed since the last time we spoke to you?

b. [Don't ask this the first time] Who or what triggered this change? How?

Thermometer reading [ask each time]: How would you rate your capacity to capture and use the views of local community/key stakeholders to make decisions?

0 25 50 75 100

Starting out (0-35)
We are committed to involving a range of stakeholders when we make decisions, but we haven't done it yet

Getting there (35-65)
Some of our key stakeholders (such as members, government representatives or the local Aboriginal community) feed into decision making

We've got it (65-100)
We always consult a wide range of key stakeholders before making a decision

Indigenous community

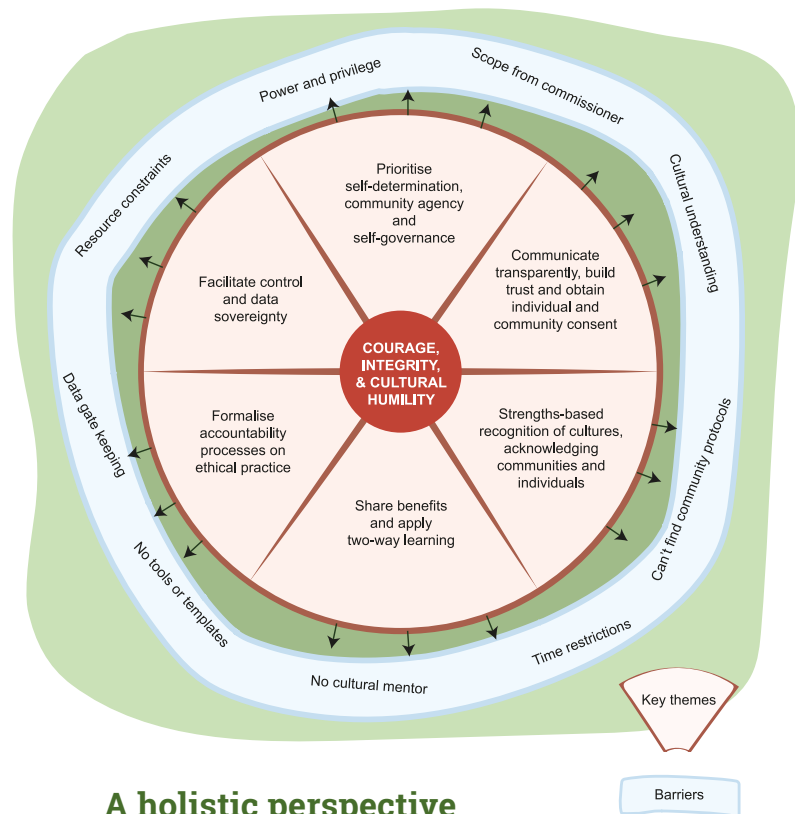
© Indigenous Community Volunteers 2018. All rights reserved.

BUSINESS DEVELOPMENT

Supporting strong ethics in evaluation

ICV was engaged by BetterEvaluation to support the project *Evaluation in Aboriginal and Torres Strait Islander settings*.

As part of the Project Working Group of Aboriginal consultants, ICV helped to develop a range of resources, a Code of Conduct for the group, a Contributor Agreement for those who would be participating in the project, an ethical protocol to assess evaluations that involve or affect First Nations people, and communities and two good-practice case studies.



The ethical protocol

The protocol is a set of ethical principles for evaluation designed to hear and give precedence to the voice of Aboriginal and Torres Strait Islander peoples. It acknowledges our people's right to self-determination and reinforces other inherent human rights.

With the flexibility to be applied across various contexts and approaches, the ethical protocol brings rigour and credibility to every stage of an evaluation activity. The protocol spells out how the principles are applied in practice.

We view evaluation as a process of change rather than an endpoint and the protocol captures the benefits through the following pathway:

A holistic perspective

The ethical protocol includes guidance on respecting the Elders, cultural knowledge, and the lands and seas of Aboriginal and Torres Strait Islander peoples. Key themes are represented in a circle to illustrate a holistic approach to ethical evaluation practice – all themes are equally important.

Some barriers to ethical practice in evaluations (depicted in the outer ring) have been identified by evaluators and communities. Adhering to the protocol, along with courage, integrity and cultural humility, will help overcome these barriers. The protocol has been referenced in the Productivity Commission's Indigenous Evaluation Strategy Issues Paper.

For more information on the Ethical Protocol for evaluation in Aboriginal and Torres Strait Islander settings, visit [BetterEvaluation.org](https://www.betterevaluation.org/en/themes/indigenous_evaluation/ethical_protocol) (https://www.betterevaluation.org/en/themes/indigenous_evaluation/ethical_protocol)





Acknowledgement

We acknowledge the members of the Project Working Group; Belinda Gibb & Sharon Babyack (Indigenous Community Volunteers), Donna Stephens (Menzies School of Health Research), Debbie Hoger & Carol Vale (Murawin Consulting), Kate Kelleher (Kate Kelleher Consulting) and Greet Peersman (BetterEvaluation). We thank the members of the Advisory Group and the Steering Committee for their feedback and guidance.

Strong technological backing

Our information technology is a vital tool in serving our communities and, during 2018-19, we planned and started prototyping a new version of our database (known as D3). This will be the fourth upgrade to the database to meet evolving needs (D4).

D3 supported a quantum leap in our capability. For the first time we incorporated our Community Development Framework and Story of Change into our business processes. We were also able to solve the complex issue of being able to develop and record unique monitoring frameworks for each individual development project while also aggregating data nationally to determine the trends and impact of our work.

D3 is unique in being designed for practitioners in the field but also allowing specialists to design more complex data analysis. In solving our own complex challenges of managing and evaluating projects, we've also created a tool that may solve the same complex issues for other organisations in our sector. As we build D4, refining the design, capability and use of the database for our own teams, we will also test it externally, to see whether it is valuable to other organisations.

We would like to thank KPMG for supporting us to participate in a Hackathon this year. The opportunity gave us a great start to the D4 project, allowing us to build and test a prototype device app for the new database.

Learning with Papua New Guinea

During 2018-19, ICV took important steps in a potentially very beneficial relationship with National Volunteering Service (NVS) in Papua New Guinea (PNG).

We first connected with NVS in 2017, when our CEO Stephanie Harvey was invited to PNG by the Australian High Commission to participate in NAIDOC week celebrations. Since then we've been in regular contact to share each other's First Nations' cultures and challenges, and to begin working together to strengthen our practice and the impact of our work.

The year culminated in a visit to Australia by seven NVS staff. We spent a week together connecting with communities we work with in Australia, exploring our respective work in more detail and discovering what we can do to strengthen our organisations and our effectiveness. The cultural exchange was a powerful and emotional time for everyone involved.

We agreed to focus our relationship on three themes: strengthening our organisations, strengthening our volunteers and strengthening the communities we work with.

In 2020, we'll work together to design specific activities that support those themes. It's a mutually beneficial relationship with another First Nations group on Australia's doorstep and we're excited about the opportunity to share insights and benefit the communities we both work with.



PROJECT STORIES



Financial and e-commerce support for ethical, cultural food business

Kungkas Can Cook is an inspiring café, catering and bush foods business based in Alice Springs. It specialises in ethically sourced, organic bush food from the Central Desert, keeping traditions alive and providing income for many local women who harvest the foods and maintain the knowledge passed down for 60,000 years.

The founder, Rayleen Brown, asked for ICV's support to improve financial processes and create an e-commerce website. ICV used its community-led model of support to ensure Rayleen's strengths and cultural goals were central to the approach.

Building on strength

During the initial exploration, ICV identified Rayleen's considerable strengths in her business including:

- a wealth of knowledge of the bushfoods industry nationally and locally
- strong business acumen and presentation skills
- strong national, local and remote community networks
- a great reputation in Alice Springs where she operates her café
- a passion for the ethical and cultural elements of her business.

Working with Rayleen to co-design project evaluation measures and 'dream indicators', enabled ICV to develop the project framework with her and prioritise what she most needed.

Volunteer support

ICV volunteers, informed by the community-led design process, were able to mentor Rayleen in the ways that were most effective for her personal and community goals. The volunteer supporting the finance project gave guidance on designing Kungkas' accounting system for maximum efficiencies. The volunteer supporting the website development advised on website structure, curation and development of copy. Support was also provided to Rayleen to develop her photographic skills to maintain product images for the website.



One of the many branded Kungkas Can Cook teas, with flavours of the Central Desert. This particular product is a blend of wild-harvested rosella leaves, native lemongrass and sweet black tea.

Positive measurable outcomes

At the end of the financial project, Rayleen reported positive progress against her project indicators for financial literacy, ability to communicate with the financial sector and knowledge of tax accounting processes. A six-month post-project assessment showed she had the knowledge and confidence to get a higher quality of service from financial services and business contracts and had sourced financial support from new providers.

The Kungkas Can Cook website project showed an average 80% increase on Rayleen's three project indicators – quality and quantity of content on the website, the functionality and integration of the e-commerce store into operational processes, and the team's digital literacy.

Participatory monitoring and evaluation

Participatory monitoring practices are integrated into program delivery. The evaluation with Kungkas Can Cook used a participatory Action Research approach to co-design and deliver the project objectives. Participatory monitoring used the 'Seed to Tree' questionnaire, transect walking, video and audio recordings of semi-structured interviews (approach adapted from the style of Most Significant Change and Appreciative Inquiry), and photography and observation.

The process was assessed as part of the BetterEvaluation project, *Evaluation in Aboriginal and Torres Strait Islander settings*. Both Kungkas Can Cook and the ICV evaluator rated the participatory monitoring and evaluation process at the highest rating throughout a total of seven ethical assessment points with responses in the 'excellent' category (a numerical rating of between 65 and 100).

"It's not been that you guys are lifting me up, but you're walking beside me. That's how I feel it is, it's a walk beside thing."

– RAYLEEN BROWN, KUNGKAS CAN COOK FOUNDER

PROJECT STORIES



HAWKESBURY, NSW

Building sustainability for cultural strength

Mad Mob is an Aboriginal Corporation based in Hawkesbury, NSW. The organisation educates and promotes Aboriginal culture, art, spirituality, health and wellbeing in the wider community.

Mad Mob's funding sources include the sale of arts and crafts and providing cultural training and cultural awareness.

Mad Mob invited the support of ICV to strengthen the sustainability of the organisation, to secure resources to keep their cultural heritage alive and to support improvements in the wellbeing of Aboriginal and Torres Strait Islander people. Their drive for financial sustainability reflects their understanding that this is an essential foundation for self-determination and stronger social outcomes.

"...the development of a robust and sustainable 'Indigenous economy' is essential for realising self-determining futures, facilitating sustainable and independent communities, and closing the gap. In line with the principle of self-determination, more Indigenous people than ever are seeking to achieve economic independence by contributing to the economy through the establishment of Indigenous businesses."⁵

"We have found ICV to be very approachable, sensitive and culturally appropriate to our corporation and our community's needs."



A roadmap to the future

In 2018, ICV worked alongside Mad Mob to successfully secure Deductible Gift Recipient status to receive tax deductible gifts and engaged ICV to help develop a five-year business plan. They wanted to articulate a clear future path for the organisation, including ways to diversify funding sources and become sustainable.

They also hoped to secure a safe and culturally appropriate space for Aboriginal people to meet, and to be able to support paid employees.

As part of the ICV monitoring and evaluation process, Mad Mob chose indicators that are most relevant to their dream including to 'develop a clear strategic direction for the organisation' and 'improved economic wellbeing and financial independence'.

Keeping culture alive

Mad Mob, with the mentoring of ICV, are making swift progress towards their goals and have already put their organisation on a stronger business footing to make the most of opportunities.

An ICV Community Development Officer has monitored progress at different points along their journey. At initial contact with ICV, when Mad Mob was not yet registered as an Aboriginal Corporation, its reading on the indicator 'develop a clear strategic direction for the organisation' was zero. As the business plan neared completion, the indicator scored 90 (out of 100).

The Mad Mob community now has the confidence to move forward with a number of plans to improve financial strength and build its capacity to achieve its mission of 'keeping culture alive'.

5 The contribution of the Indigenous business sector to Australia's economy, Price Waterhouse Coopers, April 2018.

PROJECT STORIES



Long-term collaboration proves effectiveness of ICV process

Littlewell (also known as Jinjamarba Baba) is an Aboriginal Reserve on the outskirts of Mingenew, a small town 100 kilometres south-east of Geraldton in Western Australia. Littlewell was established in 1898 and ran until 1972 when its residents moved to town-based accommodation in Mingenew. The reserve was then given to the Shire of Mingenew to use for recreational purposes.

Littlewell has a rich history of connection and belonging but also of hardship and trauma for many local Aboriginal families.

In 2010, a group of Elders – who are either former residents of Littlewell or their descendants – established the Littlewell Working Group. The group's vision was to preserve the reserve and build a heritage trail to celebrate and honour the lives of people who had lived there. They also wanted to record the history of the area and post it online to preserve their stories.

The Littlewell group realised early on that it would be important to work closely with the shire to achieve their dream. They elected a spokesperson who spent time building a relationship with the shire, the local community and other stakeholders. As time progressed, other group members shared the relationship-building roles.

"These stories are everything, they are important for our grannies, for us to be able to say this is where we came from, this is who we are. Some of our grannies are young, teenagers, not really interested in these stories now, but in a few years they will be. Now they will be able to have something to listen to; they will know who they are; know they come from somewhere"

- KATHY JACOBS



The Littlewell Working Group won the National NAIDOC Caring for Country Award, 2019. www.naidoc.org.au/awards/winner-profiles

"I didn't give up on the Mingenew mob, and living out of a suitcase, but the commitment made towards a vision, a dream, and listening to our Elders gave me that vision and dream..."

THOMAS CAMERON, ELECTED SPOKESPERSON FOR THE LITTLEWELL WORKING GROUP.

ICV's role

From 2014-18, ICV has been working with the Littlewell Working Group on projects to capture the community's history. The most recent project was an oral history. Littlewell was one of the first collaborations where ICV applied its now-standard monitoring and evaluation approach to define, adjust and measure the project.

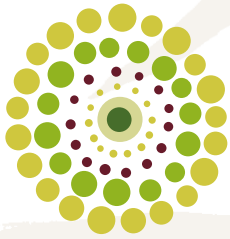
The right people

A key element of the project for ICV was recognising the diversity of the Working Group who were no longer geographically connected. It was important to identify and work with the correct community members. Years of listening, observing and understanding were built into the project by co-designing the project with the elected spokesperson for the group who held this knowledge.

Listening and hearing

Initially, transect walking (systematically walking through an area to observe and share insights) was chosen by the group as their preferred way to plan and design the project and evaluation. This inclusive approach gave the community the power and agency to shape ICV's support.

The Working Group chose video stories as the way to record community history and welcome all members of the group to share their stories. This was an effective way to capture the voice of the people, word for word, without outside interpretation.



“Given the level and extent of disadvantage in some communities, and the fact that responses to social problems require significant time and resources, strict adherence to short-term implementation timelines is problematic.”⁶

The group wanted to own their video stories so the ICV volunteer supported them to set up a YouTube channel with the group as administrators.

Capability strengthening requested by the group was built into the project and included partnership brokering, videography, interviewing and grant writing skills.

A legacy for the community

The ongoing monitoring and evaluation during the project were invaluable in responding to the community's needs and ideas. The community appreciated the flexibility of ICV's approach, which let the project evolve organically while keeping its project indicators in mind.

The Littlewell community has now achieved their dream of establishing the trail and recording their stories. This is testament to their persistence, resilience, strategic thinking and effective governance over the years. Their achievement has been recognised through receipt of the recent national NAIDOC award for 'Caring for Country'.



Littlewell-Mingenew has many treasured stories that are shared with visitors. This sign briefly tells the rich history of the Reserve.



Social policy implications

There are a number of success factors that enabled the Littlewell community to achieve their vision. These factors are relevant to designing other policies, programs and initiatives.

Most importantly, the Littlewell group had total control over decision-making and directed their energy towards building relationships and working in partnership. The strong relationship the group developed with the shire was formalised through a Memorandum of Understanding (MoU). This enabled the shire (as the legal landowner) to submit funding applications on the group's behalf.

Littlewell also established close relationships with Lotterywest, the key funding body, and with ICV.

Community control and working in partnership are recognised as common factors in successful community-managed programs and organisations. Specifically, community ownership of decision-making, and the 'establishment of trusting relationships with partners'⁶

In addition to these factors, Littlewell's long-term focus was essential. Building effective relationships and managing significant change is rarely a quick win. The group's willingness to persevere through the various stages of progress ensured their ultimate success. This is an important consideration in designing policy, programs or funding opportunities. Short project life-cycles present challenges in achieving social change, and a lack of long-term commitment from funding bodies has been identified as an obstacle to successful community programs.⁷

6 <https://aifs.gov.au/cfca/sites/default/files/publication-documents/cfca-paper32-indigenous-programs.pdf>

7 <https://aifs.gov.au/cfca/sites/default/files/publication-documents/cfca-paper32-indigenous-programs.pdf>

8 Australian Institute of Family Studies, 'What works in effective Indigenous community-managed programs and organisations', Child Family Community Australia CFCA Paper No. 32, 2015.

PROJECT STORIES



KATHERINE, NT

Promoting school attendance in remote Northern Territory

Kalkarindji and the nearby community of Daguragu are the population centres of the land formerly held by the Wave Hill Cattle Station, located 480 kilometres south-west of Katherine. At the 2016 census, it was estimated Kalkarindji had a population of 334 people. The school has 165 students enrolled and an average attendance rate of 52% over the past three years.⁹

ICV was invited to work in partnership with Victoria Daly Regional Council, their school attendance team and Kalkarindji School to help develop a community-owned video on school attendance.



Community Development Officer Tania with one of the students.



School students and community members from Kalkarindji/

School children star in their own video

The video project involved Year 2 students and was supported by the broader school and community.

The students developed the concepts for the video by designing simple storyboards of how they get ready for school each day. At the start of the project, the students needed prompting but soon warmed to the task. The ICV team then used the concepts from the storyboards to direct the short film, which also starred the students acting out each element from their storyboards.

Promoting positive attitudes to school and education are a vital part of supporting students overall wellbeing and sense of community. The project enabled students to learn new skills, work collaboratively and show positive self-image as a part of their own wellbeing.

⁹ 2017 and 2018 Enrolment and Attendance by School, The NT Government Department of Education, https://education.nt.gov.au/_data/assets/pdf_file/0011/689276/E-and-A-Web-2018-Table-4.pdf.

ICV also worked with the year 2 students to develop a separate film on their career aspirations.

Making school a topic of conversation

Outcomes of the project were very positive:

- There was a record school attendance day for the semester during the week of the filming activity.
- At the end of the week, the children had an improved understanding of the importance of getting ready for school and could list their preparations unprompted and with enthusiasm.
- Interviews with community members brought them into the discussion and gave new insights. They explained that, to improve school attendance, the greatest need was to get more support and engagement from parents and carers.
- The community is discussing other engagement and attendance initiatives and shows the school attendance film each day as part of morning assembly.



ICV volunteer Deb, taking photos with students Tevichah, Waynesha and Tessalona.

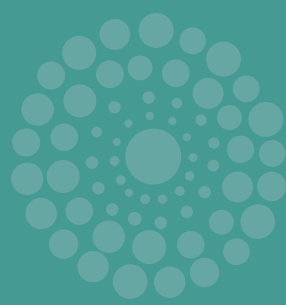
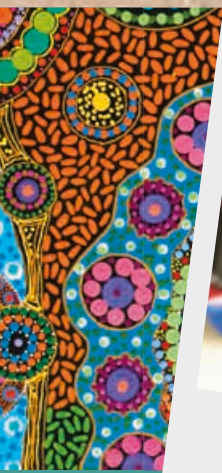
Support from the Menzies School of Health Research

We would like to thank the Menzies School of Health Research for their support for this project.



Acting out 'getting dressed for school'





FINANCIAL REPORT

for the year ended 30 June 2019

Reduced Disclosure Requirements



Directors' Report

Your Directors present their report for the year ended 30 June 2019.

DIRECTORS

The names and details of each person who has been a director during the year and to the date of this report are as follows. Directors were in office for this entire year unless otherwise stated.

Bill Armstrong AO

Co-Chair

Member Audit and Risk Management Committee (1 Jul to 21 Feb 2019)

Director - YCW (Holdings) Melbourne

Karen Milward MBA

Co-Chair

Member Governance Committee (1 July to 20 Feb 2019)
Chair of the Governance Committee (21 Feb 2019 onwards)

Owner and Operator - Karen Milward Consulting Services

Chair - Mullum Mullum Indigenous Gathering Place

Chair - Kinaway Chamber of Commerce Victoria Ltd

Director - Ganbina Ltd

Co-Chair - Victorian Aboriginal Economic Board

Director - Yarra Valley Water

Stan Kalinko BCom LLB Higher Diploma in Tax FAICD

Company Secretary, Chair Audit and Risk Management Committee

Director - FSA Group Ltd

John Jeffery

Director - Indigenous Success Australia Pty Ltd

Director - Indigenous Projects Group Australia Pty Ltd

Director - Waddi Spring Water Pty Ltd

Managing Director - Yarra Custom Wear

Dr Kerry Arabena PhD

Resigned 25th October 2018

Chair Governance Committee (up to date of resignation)

Director - Kinaway Chamber of Commerce Victoria Ltd

Director - Victorian Aboriginal Economic Board

President - International Association of Ecology and Health

Lauren Ganley

Appointed 21 February 2019

Member, Audit and Risk Management Committee

Director - Kakadu Tourism

Chair - Telstra Indigenous Advisory Committee

Chair - Alice Springs Women's Shelter

Council Member - Batchelor Institute of

Indigenous Tertiary Education

Ian Hamm

Appointed 21 February 2019

Member, Governance Committee

Chair - First Nations Foundation Ltd

Chair - Connecting Home Ltd

Chair - Koorie Heritage Trust Inc

Board Member - Aboriginal Housing Victoria Ltd

Board Member - National Trust Australia (Victoria) Ltd

Board Member - Australian Red Cross

Board Member - Inclusive Australia Ltd

Directors' Report

OBJECTIVES

Indigenous Community Volunteers (ICV) is an Aboriginal and Torres Strait Islander organisation working with Indigenous people to improve quality of life, equity and inclusion, health and wellbeing, and economic participation to support self-determination.

As detailed in ICV's Constitution the objects, summarised here, are to:

- (i) undertake community development activities in partnership with Aboriginal and Torres Strait Islander people,
- (ii) link Aboriginal and Torres Strait Islander people with volunteers who have expertise to share,
- (iii) provide opportunities for Australians to make contributions to Aboriginal and Torres Strait Islander communities by working in partnership with these communities, and
- (iv) undertake fundraising activities in order to support the work of ICV.

STRATEGY FOR ACHIEVING OBJECTIVES

ICV has three strategic priorities. These were developed during a strategic planning meeting in March 2017 when the company developed the Strategic Plan 2017-2020.

The strategic priorities are:

1. To enable our communities to be ecologically sustainable and economically and socially empowered;
2. To develop, demonstrate and promote our people and ICV's story of positive change; and
3. Build a robust and sustainable organisation.

PRINCIPAL ACTIVITIES DURING THE YEAR

During the year ICV:

- engaged with 200 Aboriginal and Torres Strait Islander communities on 187 community development activities;
- conducted cultural awareness and training workshops for volunteers as part of the volunteer screening and engagement process;
- fundraised financial support from our supporters who made financial contributions to ICV totalling \$3,121,153 million;
- utilised ICV's Monitoring, Evaluation and Learning framework, using ICV's unique data management system to collect and report on the impact of the community development program; and
- provided staff training on ICV's community development framework and action research project.

ICV had an operating surplus for the year ended 30 June 2019 of \$346,288. (2018: \$824,709).

AUDITOR INDEPENDENCE

The Board has received a declaration of independence by the auditor. A copy is included in the following Financial Report.

MEMBER CONTRIBUTION IF ICV IS WOUND UP

ICV has one class of member. Each member is liable to contribute an amount not exceeding \$20 if the company is wound up. The total amount that members of ICV are liable to contribute if the company is wound up is an amount not exceeding \$100.

Directors' Report

DIRECTORS' MEETINGS

The number of meetings directors (including meetings of the committees of directors) held during the year and the number of meetings attended by each director were as follows:

Number of meetings attended by:	Directors'		Audit and Risk		Governance	
	A	B	A	B	A	B
Bill Armstrong	5	5	4	4		
Karen Milward	5	5			4	4
Stan Kalinko	5	4	5	5		
John Jeffery	5	5				
Dr Kerry Arabena	2	2			3	3
Lauren Ganley	2	2	1	1		
Ian Hamm	2	2			1	1

A - Number of meetings held to which the director was eligible to attend

B - Number of meetings attended

BENEFITS AND INTERESTS IN CONTRACTS WITH BOARD MEMBERS

Members of the Board declare that they have no interest in contracts, transactions, arrangements or agreements with ICV, other than contracts entered into, in the ordinary course of the company's business. During the year some Board members, or companies in which they have an interest, donated to ICV.

ICV is covered by Directors and Officers Liability Insurance.

EVENTS SUBSEQUENT TO YEAR END

There were no significant events occurring after 30 June 2019.

Directors' Declaration

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

In the opinion of the Directors of ICV:

- (a) The financial statements and notes of ICV are in accordance with the *Australian Charities and Not-for-Profits Commission Act 2012*, including:
 - (i) Giving a true and fair view of ICV's financial position as at 30 June 2019 and of its performance for the year ended on the date; and
 - (ii) Complying with Accounting Standards - Reduced Disclosure Requirements (including the Australian Accounting Interpretations) and the *Australian Charities and Not-for-Profits Commission Regulation 2013*;
- (b) There are reasonable grounds to believe that ICV will be able to pay its debts as and when they become due and payable;
- (c) The provisions of the *Charitable Fundraising Act 1946 (Western Australia)* and the regulations under the Act and the conditions attached to the authority have been complied with;
- (d) 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;
- (e) The statement of profit and loss and the statement of financial position give a true and fair view of the state of affairs of the organisation with respect to fundraising appeals; and
- (f) 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.

Signed on behalf of the Board this 6th day of August 2019.



Bill Armstrong AO
Co-Chair



Karen Milward
Co-Chair

Independent Auditor's Report



Ernst & Young
121 Marcus Clarke Street
Canberra ACT 2600 Australia
GPO Box 281 Canberra ACT 2601

Tel: +61 2 6267 3888
Fax: +61 2 6246 1500
ey.com/au

Report of the Independent Auditor on the Summary Financial Statements to the Members of Indigenous Community Volunteers Limited

Opinion

The summary financial statements, which comprise the summary statement of financial position as at 30 June 2019, the summary statement of profit or loss and other comprehensive income, summary statement of changes in equity and summary statement of cash flows for the year then ended, and related notes, are derived from the audited financial report of Indigenous Community Volunteers Limited (the Company) for the year ended 30 June 2019.

In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited financial report, as prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by the Australian Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-for-Profits Commission Act 2012*. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial report and the auditor's report thereon.

The Audited Financial Report and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial report in our report dated 15 August 2019. The audited financial statements and the summary financial statements do not reflect the effects of events that occurred subsequent to the date our report on the audited financial statements.

Responsibility of the Directors for the Summary Financial Statements

The directors of the Company are responsible for the preparation of the summary financial statements that are consistent, in all material respects, with the audited financial report, as prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

Ernst & Young
Canberra
4 October 2019

Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2019

	Notes	2019 \$	2018 \$
Revenue			
Donations from the public	4	3,121,153	3,947,268
Federal Government Funding		2,000,000	1,500,000
Other Government funding		1,885	3,500
Service revenue		179,464	-
Investment income	4	32,629	32,733
Other income		16,902	12,635
Total revenue		5,352,033	5,496,136
Expenses			
Community development activities		(2,282,385)	(1,730,426)
Direct costs of fundraising appeals	4	(1,013,848)	(1,229,218)
Compliance and governance		(159,031)	(158,419)
Enabling services		(688,502)	(705,756)
Supporter engagement		(397,367)	(355,278)
Awareness and education program		(321,112)	(269,497)
Business development and innovation		(143,500)	(222,833)
Total expenses		(5,005,745)	(4,671,427)
Net operating surplus		346,288	824,709
Other comprehensive income		-	-
Total comprehensive income for the year		346,288	824,709

This statement is to 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/publications.

Statement of Financial Position

As at 30 June 2019

	Notes	2019 \$	2018 \$
ASSETS			
Current assets			
Cash		3,478,478	3,082,005
Receivables	5	72,211	82,788
Prepayments		36,948	41,667
Total current assets		3,587,637	3,206,460
Non-current assets			
Plant and equipment	6	6,722	13,089
Intangible asset	7	18,654	54,298
Total non-current assets		25,376	67,387
Total assets		3,613,013	3,273,847
LIABILITIES			
Current liabilities			
Trade and other payables	8	221,237	271,895
Employee benefits	9	289,659	251,670
Grants in advance		5,000	-
Total current liabilities		515,896	523,565
Non-current liabilities			
Employee benefits	9	93,562	93,015
Total non-current liabilities		93,562	93,015
Total liabilities		609,458	616,580
Net assets		3,003,555	2,657,267
FUNDS			
Accumulated funds		3,003,555	2,657,267
Total funds		3,003,555	2,657,267

This statement is to 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/publications.

Statement of Changes in Equity

For the year ended 30 June 2019

	Total Accumulated Funds
	\$
Opening balance at 1 July 2017	1,832,558
Operating surplus	824,709
Other comprehensive income	-
Balance at 30 June 2018	<u>2,657,267</u>
Opening balance at 1 July 2018	2,657,267
Operating surplus	346,288
Other comprehensive income	-
Balance at 30 June 2019	<u>3,003,555</u>

This statement is to 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/publications.

Statement of Cash Flows

For the year ended 30 June 2019

	Notes	2019 \$	2018 \$
Operating activities			
Receipts from donations and supporters		3,121,153	3,947,268
Government and corporate funding		2,207,574	1,653,850
Fee for service		197,410	-
Dividend income		-	-
Interest income		32,740	29,936
Net GST refunded/(paid)		(193,686)	(43,240)
Other revenue		2,419	23,542
Payments to employees		(2,925,205)	(2,440,479)
Payments to suppliers		(2,045,932)	(2,370,907)
Net cash from operating activities	10	396,473	799,970
Investing activities			
Payments for property, plant & equipment		-	(7,600)
Sale of property, plant & equipment		-	-
Net cash provided by/(used in) investing activities		-	(7,600)
Net Increase in Cash Held		396,473	792,370
Cash at the Beginning of the Financial Year		3,082,005	2,289,635
Cash at the End of the Financial Year		3,478,478	3,082,005

This statement is to 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/publications.

THANK YOU AND ACKNOWLEDGEMENTS

15,298 wonderful donors gave generously to enable Aboriginal and Torres Strait Islander communities to solve their own challenges for long-term, sustainable and positive change.

Our supporters come in all shapes and sizes including individual donors, philanthropic trusts and foundations, federal and state governments and corporate and organisational partners.

We sincerely thank you all from the bottom of our heart. You ensure communities have access to opportunities, practical support and resources when and where they need it.





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 call 02 6122 6444.

This and past reports can be accessed electronically from the ICV website at www.icv.com.au/publications

Indigenous Community Volunteers acknowledges the details of the artwork used in the design of this document.

Artist: Rowena Lynch, born 1975
Courtesy of Keringke Arts
Skin name: Pengarrte
Language: Eastern Arremte
Community: Santa Teresa, NT
Title: Untitled
Year painted: 2009
Medium: Acrylic on linen
Dreaming: Honey ants



1800 819 542
www.icv.com.au



www.twitter.com/IndigenousCV



www.facebook.com/IndigenousCommunityVolunteers



www.instagram.com/indigenouscommunityvolunteers



linkedin.com/company/indigenous-community-volunteers