

**ICV ANNUAL REPORT**  
2015-16



## OUR PURPOSE

Indigenous Community Volunteers (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

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.

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

## OUR CORE VALUES

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

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

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.

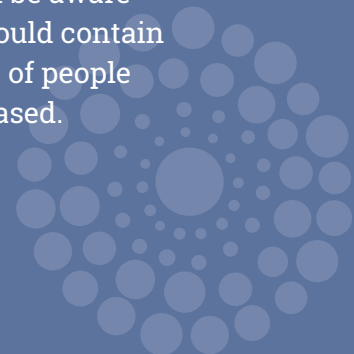
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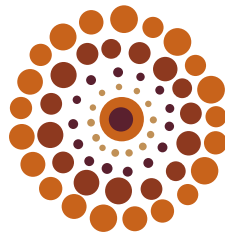
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Indigenous Community Volunteers acknowledges the details of the artwork used in the design of this document.

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





## CONTENTS

Message from the CEO	2
Co-Chair Message	4
Thank you	6
Activity Report 2015-16	7
Community Development Framework	10
Story of Change	11
Measuring Impact	12
People Believe in How ICV Works	14
Project Stories	15
Financial Report	24
Our People	36

## MESSAGE FROM THE CEO



**I'm delighted to present you with this year's Annual Report. As you read through these pages, I hope you'll be inspired by the breadth and depth of change happening across Aboriginal and Torres Strait Islander communities in Australia.**

Right now, some communities are fighting to survive in very trying times. Cuts to government funding and changing priorities threaten the very existence of some communities. Yet you'll see from the stories in this year's report, that Aboriginal and Torres Strait Islander people are as brave and resilient as ever. And ICV is by their side, every step of the way.

ICV has also faced a difficult environment within which we have had to operate this year. Reduced funding meant we had fewer resources at a time when the need for our services was really high. To ensure our own survival, sadly this meant we had to say goodbye to some hard working staff and withdraw support from some communities in need in northern Australia. That was really difficult for all of us.

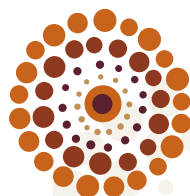
For this and many other reasons, as an organisation we have matured this year. Our focus has been on our own long term sustainability. Consequently, we have worked hard at building our internal capability and creating greater external understanding of community development in Australia, particularly within the context of working with Aboriginal and Torres Strait Islander communities.


We finalised our Monitoring, Evaluation and Learning (ME&L), and I can't overstate the importance of this. We know we need to prove the efficacy of our program and build a really strong platform so that we can secure long term financial support. We also know that the methodology deployed by ICV works and yields results. And it's exciting to hold those discussions in Australia at the moment about enabling people's empowerment and the strength of ICV's program, at a time when there are also conversations happening around constitutional recognition.

Another achievement this year is that even in very difficult times, we have retained a stable and committed workforce, and, importantly, really stable support from our donors. Some of our wonderful donors have been on this journey with us from the beginning, and they truly believe in what we do and the way we do it, for which we are enormously grateful.

Ensuring that we have really strong governance is key to our longer term sustainability. Like the communities we work with across Australia, our people are resilient too. It has been tough for the Board and leadership team trying to secure our future, tough for staff not knowing what our future looks like, and tough for our communities not knowing if they can depend on us to be there for them, because of the external funding environment. It is definitely cause to celebrate our own resilience as an organisation and a committed group of people trying to support Aboriginal and Torres Strait Islander communities to build a brighter future.

Having said that, I look forward to the day when we're not described as resilient, because there needs to be a time for us to flourish. That's why we have been taking stock and shoring up our foundations this year.





We now have a really strong base to launch from, a strong Story of Change and a strong Community Development Framework. The way we do our work is ethical and best practice, we have better ME&L and even a better database to ensure we capture information on our activities in the most efficient and effective way possible. This is setting us up for success in the future so there is less cause for resilience. Plus, the more great work that we support in communities, with communities doing it themselves, the more we are going to flourish. Because with success stories like the ones we've had, together with being a strong, well governed and sustainable organisation, the more of an asset ICV is for Aboriginal and Torres Strait Islander people and communities to draw upon. And knowing that we are resilient, that we are around for the long haul is important.

**"All of our supporters care deeply about helping Aboriginal and Torres Strait Islander people overcome the disadvantage they suffer."**

## Looking forward

Now that we have these strong foundations in place and we have started the conversation around what community development looks like, and enabling people's empowerment, I'm really looking forward to being able to do more this year, with our supporters' help of course.

I'm looking to secure longer term funding and diversify our revenue stream so that in the next few years we will grow again and re-establish ourselves, particularly our northern Australian presence.

**"Communities are always in control of their own development. We help them set and achieve their own goals, using their own strengths, which in turn sets them up for success in the future too."**

I'm excited about exploring other revenue options too, like social enterprise and joint ventures. More Aboriginal businesses are supporting us now through point of sale donations. That is a really big deal – that an Aboriginal business believes so much in what we do that they will give us a percentage of their profits.

Really, what I'm most excited about is having the funding to be innovative. We have done all this amazing ground work and now I want to deploy it. I want to put it in to practice. Not just so that we can prove what we have known for years about the efficacy of our program, but also so that we can influence social policy, for the benefit of all Aboriginal and Torres Strait Islander people and communities who come to ICV for support.

All of our supporters care deeply about helping Aboriginal and Torres Strait Islander people overcome the disadvantage they suffer. And they know that here at ICV, we do things differently. Communities are always in control of their own development. We help them set and achieve their own goals, using their own strengths, which in turn sets them up for success in the future too. That gives me great confidence, not just in ICV, but in the unique role we play in supporting Aboriginal and Torres Strait Islander people and communities in to the future.

If we have our house in order, and we get the funding to support it, there are no limits to what we can do with Aboriginal and Torres Strait Islander communities.

I look forward to having you by our side over the coming year, and to celebrating success as we go from strength to strength.

**Stephanie Harvey**  
**Chief Executive Officer**

## CO-CHAIR MESSAGE

### OUR JOURNEY TOWARDS FINANCIAL SUSTAINABILITY

**Over the last few years we have been moving steadily towards being a financially self-sustaining organisation. Yet this year has been a difficult year regarding our funding.**

We greatly appreciate the support from the Australian community – people who understand what we do and our commitment to working with Aboriginal and Torres Strait Islander people to build self-reliance and strengthen capacity.

But we have always recognised that we will need the support of government and corporate Australia in our journey towards financial sustainability. We had hoped that this would be understood, and that our plan for the organisation to reach this goal would be supported. This, however, has proved more difficult than we thought and expected.

We know that we would be more successful in obtaining funds, if we were to forgo our commitment to our community engagement model which requires dedicated and long term relationships with communities, and replace it with the more acceptable and mainstream approach to service provision. But we also know that this approach does not lead to self-reliance and empowerment, rather it creates and reinforces dependency.

#### Our commitment to community engagement

We were very encouraged with the Prime Minister's 2016 Closing the Gap speech in which he endorsed ICV's model of development of working 'with' people.

The Prime Minister had asked Dr Chris Sarra what three things he could do with Indigenous policy that would truly make a difference. The reply from Dr Sarra was:

*"Firstly, acknowledge, embrace and celebrate the humanity of Indigenous Australians. Secondly, bring us policy approaches that nurture hope and optimism rather than entrench despair. And lastly, do things with us, not to us. Do things with us, not to us."*

The Prime Minister went on to say, "To build autonomy and independence, our task must be to engage with Aboriginal and Torres Strait Islander Australians in a partnership that is based on mutual respect."

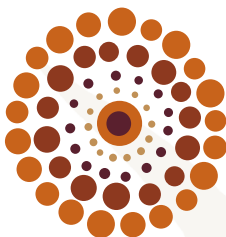
**"We were very encouraged with the Prime Minister's 2016 Closing the Gap speech in which he endorsed ICV's model of development of working 'with' people."**



KAREN MILWARD  
CO-CHAIR



BILL ARMSTRONG  
CO-CHAIR



**Last year ICV engaged with 160 Aboriginal and Torres Strait Islander communities across Australia. We worked with them towards realising their own goals for autonomy and independence.**

The Prime Minister also said, "... supporting Indigenous enterprise is also a way to boost employment."

Many of ICV's activities support Aboriginal and Torres Strait Islander communities' entrepreneurial spirit and drive. We're proud of the many business and organisational success stories across the country, from thriving art galleries and cultural centres to much-needed child care and local transport services.

## **Our need for government and corporate support**

Even though the government itself has reinforced the validity and effectiveness of ICV's community development model, the level of funding required to help secure our financial sustainability has not been forthcoming.

And because of this, our fundraising program has not been able to grow at the rate we had hoped. We simply have not been able to invest what we need to grow our supporter base because of this gap in funding from other sources.

This also means that our program has reduced in size during the year. Our staff has been putting so much effort in to consolidating the organisation, streamlining our activity and making ICV more efficient on every level. It is a catch-22 situation; we have had to focus more on studying and proving the impact of the work we do to ensure that we can secure the funding to keep doing our important community development work.

**"Many of ICV's activities support Aboriginal and Torres Strait Islander communities' entrepreneurial spirit and drive."**

## **Heartfelt thanks to all**

From the bottom of our hearts, we thank the 26,000 supporters around Australia who understand the very essence of what we do and support our unshakable dedication to Aboriginal and Torres Strait Islander people and communities.

We are so grateful you share our vision. We promise you we will do everything within our power to overcome the difficulties we are experiencing at present as we are completely committed to this vision.

We thank our dedicated CEO and staff of ICV who work tirelessly and far beyond the call of duty, to develop and consolidate ICV and build close and long term relationships with Aboriginal and Torres Strait Islander people and communities. We thank our volunteers who work alongside Aboriginal and Torres Strait Islander people at the coal front, building trust and respect.

We thank our Ambassadors and fellow Board members for their commitment throughout the year to ensure ICV remains a viable and constructive organisation making a significant contribution to enabling Aboriginal and Torres Strait Islander people to strengthen their own capacity and build a brighter future.

Finally, we thank the communities themselves for showing enormous resilience and vision, in difficult circumstances. You are an inspiration to us all and the reason we come to work every day.



# THANK YOU

Every year ICV relies heavily on the support we receive from over 26,000 donors, philanthropic trusts and foundations, federal and state governments and our corporate partners. We have a deep respect for these incredible people and thank them sincerely for their support in creating a brighter future for Aboriginal and Torres Strait Islander people and communities.

In 2015–16 we launched the Silver Leaf Society to thank and recognise those wonderful individuals who have made a bequest to ICV. *Brian And Helen Gaull, Mr Thomas Maggs, Mrs Heather Garrett, Ms Stella Farley, Dr Jean Mcpherson, Miss Kerry Timms, Anna Willis, Warwick Pitt, Dr Tim Wood, Dr Jerry Koliha, Dr Alan Williams, Mr Graham Baker, Ms Katherine Lane, Mrs Sheila Boulton, Derek Barmes, Maureen Connell, R Hardaker, Ms Inge Meldgaard, Ms Ellen Thompson, Mr Jeremy Barrett, Ms Gaie Aslett, Mr Peter Coorey, Miss Margaret Finnegan, Ms Anne Gardner, Mr Nicholas Buchdahl, Mr Harold Newcombe, Janet Haswell, Ms Susan Davis, Ms Elizabeth Rea, Ms Angela Clements, John Mitchell, Ms Susan Harrison, Patricia Campbell, Robyn Byrne, Ms Anneli Kaendler, Ms Barbara Joseph, Mrs Julie Reid, Betty & Stan Heilbronn, Sandra Taute, Ms Mary-Anne Bowyer, Mr Warren O'Brien, Ms Linda Gunn, Mr Ray Robinson, Mrs Judith Eburn, Ms Audrey Grimmett, Ms Susan Fallaw, Mr Greg McLeod, Five Anonymous.*

In the last financial year, ICV gratefully received bequests from: *Estate of the Late Olwyn E Little, Estate of the Late Joyce E Betz, Estate of the Late Ronald Armour, Estate of the Late Sarah Auld.*



**Australian Government**  
Employment Parity Initiative





# ACTIVITY REPORT 2015-16

**In 2015-16, ICV engaged with 160 Aboriginal and Torres Strait Islander communities on 239 community development projects, including multiyear projects. All projects helped each community move confidently towards their goals of improving quality of life, wellbeing and economic inclusion.**

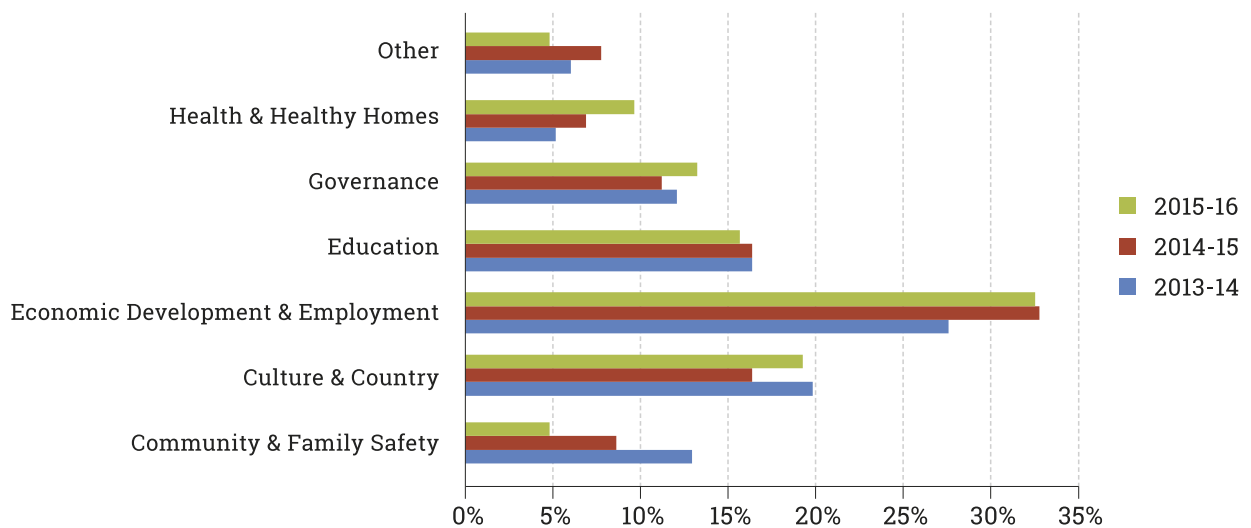
## Closing the gap

ICV's vision and purpose continues to centre on Aboriginal and Torres Strait Islander cultures being recognised as an asset to Australian society.

ICV's strength based community and human development was originally modelled on the Council of Australian Governments (COAG) seven pillars of development. This year, however, ICV began transitioning to an approach based on a new community development framework and Story of Change (featured on pages 10 & 11), which incorporates and builds on these key development focus areas.

As ICV moves to fully implement this new framework we will begin to evaluate and report against a different set of outcomes. For this year, however, as in previous years, there has been continued consistency in the proportional representation of projects according to ICV's current development pillars. Economic development and employment projects continue to be the most sought after, followed closely by culture and country, governance and educational projects.

ICV development pillars



**Economic development and employment projects continue to be the most sought after.**

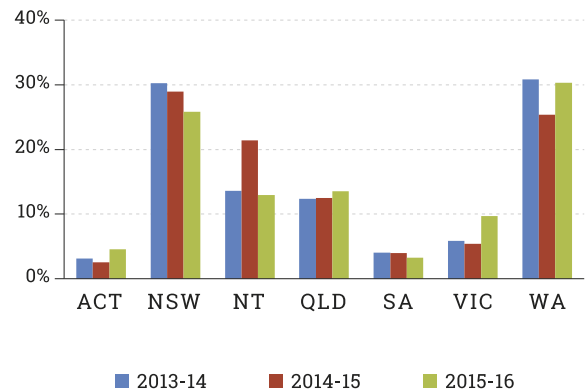


## Where we work

In 2015-16, the regional teams across Australia continued to offer consistent support in project delivery to Aboriginal and Torres Strait Islander communities to achieve sustained and improved community development outcomes.

The proportional distribution of projects across Australian states and territories has remained remarkably consistent over the past few years. Project delivery in Western Australia and NSW continues to dominate, followed by the Northern Territory and Queensland.

Project delivery by state and territory



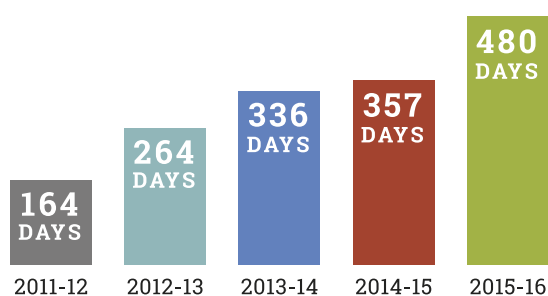
## Average Project Length

ICV's whole of community approach to development engages communities in empowering conversations to map their strengths and assets. Aboriginal and Torres Strait Islander communities are encouraged to identify the challenges they face and consider development goals, plans and strategies to improve outcomes in their long term plans.

Our Community Development Officers continue to build trusting and lasting working relationships with communities. Since the year 2011-12, the average length of a project has increased by 192% to 480 days. This indicates a combination of an increased emphasis on building projects with long-term and sustainable goals as well as the introduction this year of a new community development framework and more detailed project monitoring and evaluation.

**Communities are encouraged to identify the challenges they face and consider development goals, plans and strategies to improve outcomes in their long term plans**

Average Project Length



## Volunteers

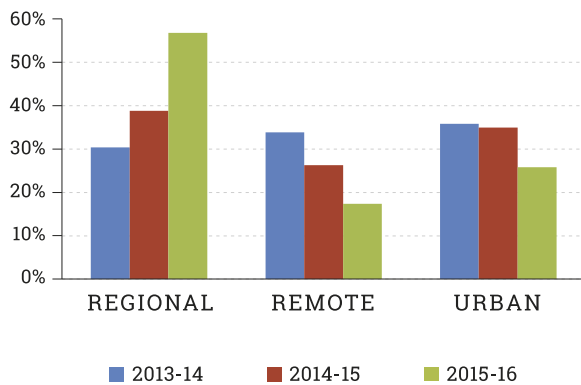
At the end of June 2016, ICV had 871 active and prospective volunteers. Across the year, those volunteers spent a total of 970 days working with communities.

The year has seen ongoing inquiries from people interested in volunteering and we continue to be humbled by the number of skilled people willing to assist Aboriginal and Torres Strait Islander communities.

Our focus this year has been on maximising opportunities for existing volunteers and on refining the active volunteer list. This includes upgrading skill sets to match community development needs, a more targeted and flexible volunteer induction process and on sourcing local volunteers living where community development activities are occurring. Using local volunteers creates on-going relationships between volunteers and communities and is also a more cost effective use of travel resources.

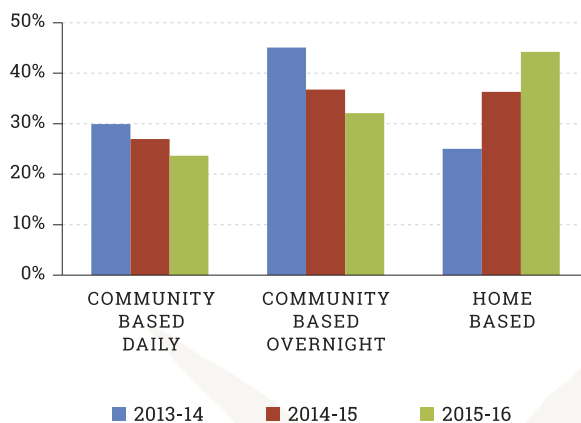
2015-16 saw a continuation in the trend for project demand and subsequent volunteer placement in regional Australia and proportional declines in projects in both remote and urban locations.

Project location and volunteer placements



A trend in increased desktop and home based volunteer support continued this year with proportional declines in volunteer support requiring travel and accommodation. This is likely a combination of both increasing access to and capability in the use of telecommunications, more projects lending themselves to this type of support and efforts to maximise cost effectiveness.

Volunteer support



## Pilot Governance Program with the Queensland Resource Council

The Queensland Resources Council (QRC), with the support of ICV, resource companies and other corporate and government partners, initiated a governance and economic development capacity-building program for Traditional Owner groups from southern and central Queensland who have native title based agreements with the resources sector.

ICV was involved in delivering a key component of the pilot in which each Traditional Owner group was appointed a volunteer 'Governance Friend' who assisted them through the workshop activities and provided advice and support over the period of the pilot program.

Feedback from Traditional Owner participants was very encouraging and they were impressed with the knowledge, professionalism and level of support provided by the volunteers with participants rating the usefulness of having them as very high.

Other feedback from the Traditional Owners participating in the program included:

"I liked everything about this workshop. Need to have more of it. Should put it into every organisation across the board."

"First governance course actually guiding us there and how to deal with being a director... I liked the health checks most... A lot you don't realise that is involved with governance relating to native title besides Western society governance."

This pilot initiative, which may lead to further similar programs, had significant involvement of ICV given the potential for it to lead to future 'fee for service' opportunities should it be successful.

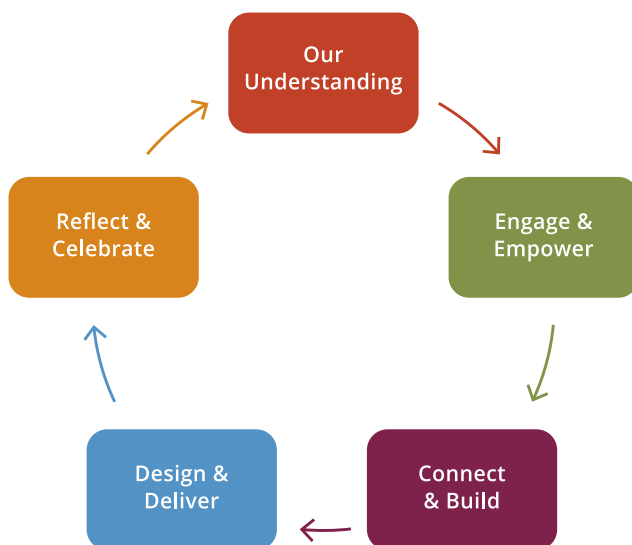
# ICV'S COMMUNITY DEVELOPMENT FRAMEWORK

**The completion of ICV's Community Development Framework this year is an important milestone and coincides with the culmination of a number of significant capability strengthening projects.**

The Framework reflects our commitment to continual improvement in community development practice in Australia and also integrates three other crucial system developments:

- ICV's Story of Change, outlining the theory behind our community development approach;
- participatory monitoring practice and systems developed and trialled during the Monitoring, Evaluation and Learning (ME&L) Review over the past two years; and
- a new database to better capture the impact of our work.

The new framework illustrates our work in a cycle of five interconnected areas of community development practice. A more detailed overview of the Framework is on the following page.



## ICV's Story of Change

The process of developing the Story of Change has brought sharper clarity to the outcomes we achieve and how our processes and inputs are linked to these outcomes. It has positioned us to place a strong emphasis on measuring longer term impacts. The Story of Change is aligned with ICV's purpose and vision statements, key principles and strategic plan.

It clearly sets out ICV's dedication to achieving sustainable positive outcomes for the Aboriginal and Torres Strait Islander communities with which we work. It also articulates where short, medium and longer term social, health and economic gains are intended. It increases transparency in our approach and sets clear expectations with donors as well as with communities.

The Story of Change shows that ICV's community development practice is key to achieving sustainable outcomes. The principles of invitation, community ownership, taking an asset-based approach, building strong relationships and promoting reconciliation are foundational to our Story of Change.

While each community is different with their own unique vision for the future, and will take different steps to get there, many communities aspire to similar development outcomes. Aspirations and achievements of Story of Change outcomes are identified and measured by ICV staff in consultation with community partners. These measures provide valuable evidence of the effectiveness for ICV and the communities with which we work.

The Story of Change has been tested and refined in the past year through feedback from ICV's regional community development teams with advice from Principal Scientist Emma Williams of the Evaluation and Knowledge Impact team, Northern Institute, Charles Darwin University. The language has been simplified and a number of outcomes have been consolidated to streamline our monitoring practice to better complement and support staff working in the field.

# ICV'S STORY OF CHANGE

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

Sustained change determined by Aboriginal and Torres Strait Islander people and their communities



<b>OUTPUTS</b>	<b>Community engagement</b> <i>eg. meetings · visits · phonecalls · emails · participatory monitoring and evaluation</i>	<b>Governance · leadership and capacity building activities</b> <i>eg. community decision making · governance workshops · policy development · grants · strategic planning</i>	<b>Education activities</b> <i>eg. homework clubs · career days · mentoring · early childhood and youth pathways</i>	<b>Cultural engagement activities</b> <i>eg. working on country · women's and men's gatherings · cultural education and gatherings · genealogy research</i>
	<b>Brokered relationship</b> <i>eg. volunteers · private, non-profit organisations and government</i>	<b>Improved infrastructure · essential services and assets</b> <i>eg. build · repair · maintain buildings and facilities</i>	<b>Formal training and on-the-job training</b> <i>eg. sewing · leather making · pottery · art · carpentry · plumbing · electrical · mechanics</i>	<b>Health · nutrition and sporting activities</b> <i>eg. community gardens · cooking classes · mental health and well-being and sport programs</i>

<b>INPUTS</b>	<b>Funding</b> <i>eg. donations · grants · corporate investment</i>	<b>Community assets and strengths</b>	<b>Skilled volunteers</b>	<b>Premises in multiple locations</b>	<b>Board of Directors</b>	<b>IT systems and Infrastructure</b> <i>eg. accounting and communications</i>
	<b>ICV Principles</b>	<b>Community Development framework</b>	<b>Learning and development</b> <i>eg. forums · resources and guidelines</i>	<b>Transport</b>	<b>Senior Managers and national network of staff</b>	<b>Monitoring and evaluation database</b>

# MEASURING IMPACT

## Participatory Monitoring and Evaluation

ICV has undertaken a two year Monitoring, Evaluation and Learning (ME&L) review. An initial assessment of ICV's evaluation system was undertaken to inform the direction for the review. It is crucial that ICV's monitoring aligns with our community development principles to support community ownership, strengthen governance and transparency, encourage participation and respect cultural practices in the communities.

New and improved monitoring approaches were developed and tested to determine which tools and methods would enhance our community development practice as well as build a strong evidence base of ICV's impact.

We have trialled a range of techniques in community level participatory monitoring using tools appropriate to the contexts in which we work. The tools generate participation, promote transparency and collect information to test our progress, both against the communities' targeted outcomes and our Story of Change.

## Database to measure impact (D3)

This year we have worked in partnership with advice from Associate Professor Emma Williams of the Northern Institute, Charles Darwin University to design a monitoring system to capture an aggregate picture of the outcomes of ICV's community development activities across all regions.

The system is linked to ICV's Story of Change and will collate evidence to show how changes in outcomes are trending. Each outcome is made up of indicators of success chosen by the communities with which we work. Each of these indicators is supported by a community's own program logic that describes the disadvantage they seek to address and the intended change aspired to.

The system draws heavily on the work of community development teams utilising the participatory monitoring practices developed and refined over the past two years.

## Community Development Framework

This is an exciting time in our development where 15 years of acquired knowledge and experience in community development practice is now documented in a clearly defined framework. Executive, community development staff and a working group of six community development practitioners from across Australia have contributed ideas, techniques and case studies to document the ethos, practice and wealth of ICV experience.

The Framework takes account of what has worked, and what doesn't, to achieve change that is desired, designed and owned by Aboriginal and Torres Strait Islander communities. The cycle of community development is defined through the five stages on page 13.

***"Community development will mean different things to different people in different places. This framework is a guide to help us understand our approach, our purpose, the context we work in, how we work and to improve the way we work with communities."***

***Community development work is not a straight line nor is it fixed as one way of doing things. There are challenges and barriers to our work but we must be solution focused and learn from our experiences, share these experiences and reflect and think outside the square to do better."***

## Our Understanding

A community requested initiative is assessed to determine if it aligns with ICV's principles: by invitation, community owned, asset based, relationship driven and promoting reconciliation in action.

We know community development is not a quick fix to addressing disadvantage in Aboriginal and Torres Strait Islander communities. It will take time and it is a collaborative effort from all stakeholders. We build from an understanding that community development is a planned, long-term process based on collaborative partnerships.

## Engage and Empower

ICV's approach encourages participation and works to ensure activities are accessible to all. We take the time to look, listen, learn and monitor the journey. We carefully manage expectations and place a strong emphasis on understanding the community to play to its strengths and assets and ensure community ownership. This positions the community to own and celebrate their achievements along the way and is a sustainable approach to realising their long-term vision.

## Connect and Build

We work with communities to identify and plan the next logical step towards attaining their dream. We work together to clearly describe and define the objectives of each community development project. The community also identifies what the indicators of success are. From there we start to connect and build. This may be connecting existing strengths or assets, strengthening relationships with an existing service provider, developing strategies to encourage community participation, exploring funding opportunities or connecting with a skilled ICV volunteer.

## Design and Deliver

Careful monitoring and management of community development projects are key to successful outcomes. Collaborating with experts on the design of any given community development initiative brings greater strength and practical advice to implementation. In this phase we nurture the community's long-term vision through practical action. We know this propagates encouragement and enthusiasm among community members. Just like a plant needs different elements in place to grow, there are certain things we can do for the community's dream to grow and flourish: stick to the plan and work towards the objectives, maintain contact with the community, closely monitor the work and make sure the right expertise is in place.

## Reflect and Celebrate

This is something we do throughout our time working with a community, not just at the end of an activity. When we work with the community, volunteer or partner organisations to reflect and celebrate, it can bring encouragement and motivation to persevere with the plan and work towards the next step. At the final stages of an activity/project there are additional questions we reflect on to promote continual learning and improvement for ICV and the communities. Once we have collated and analysed the information, we identify ways to share or display the information that is meaningful for each community.

The CD Framework is written in plain English and is easy to follow. It has 'points to ponder' and 'what do we know from experience' sections to assist our people to reflect and help guide us to find solutions and to challenge assumptions. The CD Framework is a living document. It is something we will continue to build over time.



**Careful monitoring and management of community development projects are key to successful outcomes.**

# PEOPLE BELIEVE IN HOW ICV WORKS

**On National Close the Gap Day in March 2016, ICV launched a new online social media campaign to raise awareness of the work we do.**

Our **#ICVworks** campaign attracted support through a wide community of online supporters sharing ICV's success story.

Thanks to the great work of Tom Hearn and BushTV, thousands of people, including our partners in government and business, heard ICV's story of partnership and the power of working alongside Aboriginal and Torres Strait Islander people so vital to closing the gap.

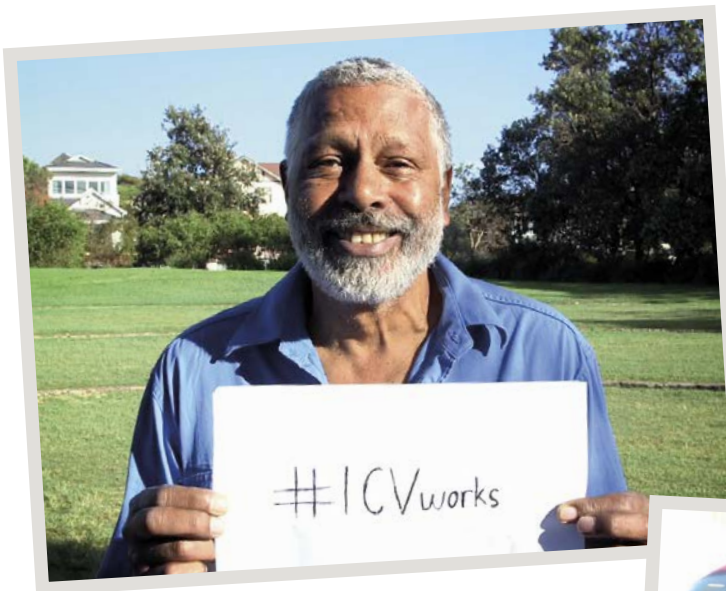
We are very grateful to all of our **#ICVworks** supporters including campaign champion Ernie Dingo who starred in the widely-shared campaign video.

"The good news," said Ernie "is there is an organisation quietly working to close the gap and achieving real outcomes".

"ICV only comes in when they're invited. They're community-driven... they do things differently – not to or for people. Communities invite ICV to help them achieve their own goals... They give people control of development decisions and respect local knowledge".

Ernie urged supporters to show their support and celebrate our wonderful volunteers and donors and everyone involved in ICV by sharing the video and posting their own **#ICVworks** 'selfie' to social media.

Thank you to everyone who joined forces through the campaign, posting stories and pictures showing they believe in how ICV works with Aboriginal and Torres Strait Islander people to achieve long-term economic outcomes and real social change.



"Communities invite ICV to help them achieve their own goals" said **#ICVworks** campaign champion Ernie Dingo.

**#ICVworks because they show people respect and put people first.**



**#ICVworks because they help keep kids safe.**





# PROJECT STORIES

WA · NT · SA



KURRAWANG

## Kurrawang community a path to success and sustainability

**Kurrawang is a self-governing Aboriginal community close to Kalgoorlie, 600km East of Perth. ICV has been working with Kurrawang since 2013. Our first collaboration was to improve the community's financial stability.**

For two years, skilled ICV volunteers worked to support the Board, and develop sound structures to address financial management. The result was positive cash flows in the community's subsequent budgets, pulling Kurrawang out of financial difficulty and onto a better path.

Next, Kurrawang asked ICV to find a volunteer who could help assess a proposal by energy companies wishing to access their land to develop solar power systems. ICV volunteer Robin is a member of the Alternative Technology Association (ATA), so he was best placed to help Kurrawang work through the proposal. Major changes to government policy on renewables and solar rebates at the same time made it unviable.

Robin's expertise, however, made it possible for Kurrawang to consider if its own community housing power needs might be better suited to a renewable energy system. After successfully securing low interest loans with support from ATA and Robin, a 30kW system has just been installed, and the community is really pleased with the results.

"The community got involved in helping to install the panels and it is empowering to know that we have been able to accomplish this ourselves," said Kurrawang board member Rowena Leslie.

"This provides electricity for the whole day and whatever we don't use, there would be a small surplus fed back into the grid," she added.

"From this project our tenants have become more environmentally aware. We are growing as a community and thinking about our carbon footprint."

The solar energy system will bring many benefits to the community in coming years. It is expected to cover more than 20% of Kurrawang's electricity consumption, and reduce carbon dioxide emissions by around 50 tonnes each year. Lower electricity bills for residents will be such that bill savings will outweigh loan repayments.

Installing the system has also given community members knowledge and skills in renewable energy technology. Kurrawang is now working with another skilled ICV volunteer, Brian, to improve housing infrastructure in the community.

- \* **Since partnering with ICV in 2013, Kurrawang community has improved its financial stability due to financial management support and training by multiple ICV volunteers.**
- \* **The community has also developed a strategy to improve current housing stock, and has increased rental and leasing income through the development of administrative management systems and training by ICV volunteers.**
- \* **A 30 kW Community Solar system was recently installed with support from ICV volunteer Rob. It will provide energy for more than 20% of Kurrawang's electricity consumption and save around 50 tonnes of carbon dioxide emissions each year.**
- \* **The next steps are to secure funding to improve housing stock, update the Community Plan and diversify income streams to maintain financial stability.**



ICV volunteer Robin with Kurrawang's Denise Lynch

# PROJECT STORIES

WA • NT • SA



COOBABLA FARM

## Improving water security in rural WA

**Coobabla Farm is a beautiful 650 hectare mixed farming property in WA. Owned by the Woolah Wah Land Aboriginal Corporation (WWLAC), it is an important base for the Coobabla Farm community and future generations.**

ICV has been working with Coobabla Farm community since 2009. Like many other farms in rural areas, Coobabla relies heavily on rainfall for its water supply. WWLAC wanted a skilled volunteer to work alongside local men to build two kit sheds on the farm. This would improve construction skills in the community and significantly increase rainfall catchment on the farm.

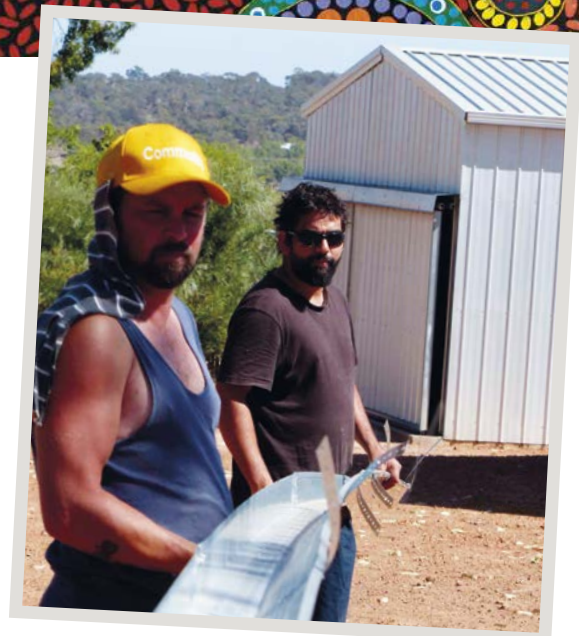
Volunteer Robert was the perfect match. A qualified mechanical engineer and retired technical teacher, Robert has a passion for contributing his knowledge and experience to the growth and development of others. The success of his first visit to Coobabla and the respectful relationship he built with community members has endured over the years.



In 2015 the farm's hay shed burned to the ground and with it, a large part of its rainfall catchment capacity. Although the shed was insured, finding the right solution for rebuilding and replacing water collection and storage infrastructure within their budget was a challenge.

WWLAC got in touch with ICV again to see if Robert would be willing and able to return to Coobabla and support the community.

WWLAC Elder, Dennis Hayward, invited Robert back to Coobabla Farm to view the proposed hay shed site. They visited a local shed manufacturer and the Northam Shire Council to discuss the project with the Planning Officer and Building Inspector. Following Robert's advice, WWLAC finalised a contract for the complete supply, delivery and erection of their new hay shed.



During his visit, Robert found that one of the community's biggest concerns was around rain water catchment for drinking and household use. He identified that a system of improved gutters and minor modifications on existing structures would greatly improve their water catchment and avoid the need to purchase drinking water.

Robert spent the following week working with farm residents to reinstate the rainwater catchment facilities of several existing roof areas.

The local community is delighted with the outcome of Robert's latest visit. WWLAC member Karan says, "We now have four buildings where the capacity of the water has been improved and the actual storage of the water will be increased even more once the hay shed is built."

- \* ICV has worked with Woolah-Wah Land Aboriginal Corporation (WWLAC) and Coobabla Farm community since 2009 on construction, infrastructure and strategic planning support.
- \* This has resulted in increased water security for the community, through improved infrastructure and rainwater capture capacity.
- \* The next steps for the community are to increase the economic viability of the property, explore business opportunities identified in the strategic plan, maintain and improve farm infrastructure, and provide paid employment for WWLAC members working on the property who are currently volunteers and work for the dole participants.

# PROJECT STORIES

WA · NT · SA



Gerard Community Council members Barney, Hartley and Dean Lindsay

## Making hay while the sun shines

**The Gerard community is a small, resourceful Aboriginal-controlled local government area in The Riverland, South Australia. Heavily dependent on the Murray River, including for its horticulture and grazing activities, community members also produce traditional crafts which are sold to tourists, contributing to the local economy.**

The Gerard Community Council manages a property stretching over 5,000 acres of fertile land. A few years ago, community Elders approached a well-known and respected local farmer and accountant, Colin Milburn, with a bold idea to make their land productive.

At the time, the land needed significant work to bring it back in to use. An extensive irrigation system already in place meant that producing hay could be a viable and sustainable economic activity. Today, with Colin's help, the community benefits from abundant crops of hay including lucerne and oaten.

Hay is very often sold over the internet due to the long hours farmers work. To maximise its economic benefits to the community, the Gerard hay making business needed better advertising, including a website and social media.

ICV volunteer Pete has helped design a fantastic new website which will help Gerard community market its hay. And he's passed on valuable skills to community members who can now maintain their website and promote their products.

The future is bright for Gerard community and we look forward to working on future projects involving their land, including renovating the old yabby ponds and feedlot, and possibly even a tourism plan for a site next to the mighty Murray.

- \* **The website development project has put Gerard community on the map!**
- \* **Gerard community is now able to market its hay to a broader audience, increasing employment and economic opportunities.**
- \* **"People are walking taller in the community, they are proud of what has been achieved," says Gerard community member Ainsley.**



## Supporting reintegration in to community in WA

Ngalla Maya is a not-for-profit organisation which aims to reduce the number of Aboriginal and Torres Strait Islander people in custody in Western Australia. Its programs target at risk youths and help people being released from prison to reintegrate successfully into society. Currently running on volunteer time, Ngalla Maya is hoping to employ full time staff to deliver its new Reintegration Program. ICV volunteers have helped develop a business case to improve its chances of securing longer term funding for these vital services.



ICV's Doyen with Ngalla Maya's Aaron and Merv

# PROJECT STORIES

WA • NT • SA



## All aboard! Keeping history alive in the Flinders

**At the junction of the famous Oodnadatta and Birdsville Tracks, some 680 kilometres north of Adelaide in the beautiful Flinders area, lies the little town of Marree.**

With around 150 residents, the Marree Progress Association and the Outback Communities Authority (OCA) officially represent the interests of the community.

When they approached ICV for support with an initiative to keep the community's history alive, we were delighted to get involved.

ICV volunteer Alex was invited to help set up the newly opened Marree Railway Museum. The museum showcases the depth of history surrounding Marree and its connection to the Ghan railway, which sadly stopped passing through the area in the late 1980s.

When speaking to community members, it's clear that keeping the history of Marree alive is so important, especially the connections to the railway which brought jobs for everyone in the community, and meant that for a long time Indigenous and Afghan community members had homes, job security and hope.



Fast forward to 2016, and, despite the demise of the railway, this multicultural community is still thriving. Making the most of the tourist trade to and from Lake Eyre, this resourceful community is preserving local history for generations to come.

Locals Christine and Geoffrey proudly show visitors around the Railway Museum. And the community is excited to embark on the next step of its journey, developing a website to promote the museum and other local attractions. Marree is a town of hidden treasures, including the Arabunna Centre, another museum showcasing Aboriginal artefacts and the wonderful photography of Reg Dodd who also organises local cultural tours.

- \* **Marree community is immensely proud of its museum! It showcases the importance of Aboriginal people in the history of Marree, especially with regards to the railway.**
- \* **Two local Aboriginal people have been employed as tour guides for the Railway Museum.**
- \* **The next step for the community is to develop a website with ICV's help.**



Museum tour guide Christine (above) and Robert (left)

# PROJECT STORIES

WA • NT • SA



## It's all hands on deck for heritage cottage restoration

Menzies is a small mining and pastoral town in WA's Eastern Goldfields, an eight hour drive east of Perth and home to around 235 people. It is a growing destination for tourists who come to see the famous Lake Ballard Sculptures. But limited accommodation means that few visitors stay and appreciate the rich history of the town.

Menzies Aboriginal Corporation (MAC) is one of the few Aboriginal organisations in the region that still has full control over its community assets. It owns residential housing and other premises including several heritage railway cottages. These unique heritage buildings are slowly deteriorating and if nothing is done soon, they will be lost for future generations. A piece of history and part of Menzies will be gone forever.

Understandably, MAC is keen to preserve the community's history. Making the most of its assets will create employment and income opportunities for the community.

Since 2009, ICV has been working with the community to help make their vision a reality. Volunteer Stephen has worked with local men to increase their home maintenance and repair skills. This helps keep these kinds of jobs in the community and avoids having to rely on costly out-of-town contractors.



Making the most of Menzies' historical past



More recently, ICV volunteers Harry, Noel and Remko have been working with MAC and Menzies community members to develop a business case and plans to turn the heritage listed cottages into tourist accommodation.

After spending time consulting with the community, Harry developed the first draft business plan. Noel was then invited to help complete drawings and specifications to renovate three railway cottages and the station master's house. This information then allowed Remko to step in and complete an accurate cost analysis of the specifications. Harry now has enough information to produce a final draft of the business case and MAC has already begun to engage with stakeholders with the potential to fund the project.

*"It's a great example of how projects can evolve as they develop, and multiple volunteers are required to achieve the required aim," says Doyen, ICV's Western Regional Manager. "In some cases like this, where regular communication with the community is possible by phone and email, it is entirely possible for volunteers to help with the project from the comfort of their own home. This is what Noel and Remko did with drafting and costing of the architectural plans, which helped keep costs down."*

There's much excitement in the community about the plans. Shire councillor and local business man Justin Lee said, "It'll actually bring people and get them to stay in town. It will create employment in this community, not just the maintenance, cleaning and people directly involved in the project but also there are the added benefits of just having people staying here."

# PROJECT STORIES

QLD · NSW · ACT · VIC



## Opening doors to economic opportunity and social inclusion

**Most young people dream of the day they pass their driving test. It's their ticket to independence, and it can open so many doors to economic opportunity and social inclusion.**

But getting a driving licence can be an unaffordable luxury in some Aboriginal and Torres Strait Islander communities. And finding culturally appropriate driver training and skills development is rare.

*Murri's on the Move Driving School* is reaching out to Indigenous learner drivers from the Sunshine Coast to Caboolture in QLD.

Following a successful pilot program in 2012, *Murri's* has been helping local Indigenous youths get their learner licence and progress to driving lessons in a community car at a subsidised cost.

*Murri's* has the only Indigenous driving instructor on the Sunshine Coast. The goal is to provide best practice driver education and culturally appropriate engagement and training. This helps students develop safe, courteous, and lawful road user skills and behaviour.

*Murri's on the Move Driving School* is a unique business model which can be replicated in other regional centres of Australia.

Kerry Turner, Director of *Murri's*, approached ICV to find a skilled volunteer who could help *Murri's* access funding opportunities. Volunteer David worked with *Murri's* to develop a funding submission which is now in the final stages of assessment with the Department of Education.

Like Kerry, David can see the huge potential. "In the long term," says David, "a thousand people could benefit directly, and many more indirectly. The main benefits will be fewer accidents and fewer deaths on the road, lower incarceration rates, better access to employment and training and all that flows from this."

We are all hopeful for a positive outcome, because it will make a real difference to the community and the lives of local Indigenous people.



# PROJECT STORIES

QLD · NSW · ACT · VIC



## Bringing history back to life

Nanima Village is a former mission on the outskirts of

**Wellington, between Orange and Dubbo in NSW. It was the first inland Aboriginal mission and is Australia's longest continually operating reserve.**

The Village is owned and Managed by the Wellington Local Aboriginal Land Council (WLALC) and its members have an ambitious vision to restore it to its former glory. ICV volunteer Ian helped WLALC develop a new Community, Land and Business Plan, setting out their goals and how they could achieve them. First on their 'to do' list was to restore some old buildings, and bring them back to life.

For the past few years, WLALC have been trying to get the old school building, located in the heart of Nanima Village, back into their care after it closed in 1996. Built in 1908 and owned by the Department of Education NSW, the building was rundown. Turning it into an education and wellbeing centre seemed a distant dream.



In an exciting recent development, however, WLALC's visionary CEO, Leanne Stanley, contacted us to say they have finally been able to acquire the school, the asbestos has been removed, and they are ready for the next phase.

WLALC would now like a skilled volunteer to help develop a business plan for the school building, as part of their funding requirements. The idea is that the centre will become a hub for local culture, history and heritage, and a place to promote bush tucker and medicines through establishing native gardens.

"We want people to learn about the importance of looking after Country, and the profound benefits of that to both Country and self," says Leanne. ICV looks forward to supporting WLALC every step of the way.

- \* **Wellington Local Aboriginal Land Council has been able to buy back the old Nanima school buildings which has had a really positive impact on community spirit!**
- \* **With the school now back in the community's hands, ICV is supporting the development of a business plan for the new Nanima Education and Wellbeing Centre which will be located within the school.**
- \* **The centre will become a hub for local culture, history and heritage, and will provide job opportunities for locals through the production of bush tucker foods and medicine, and the establishment of cultural camps for youth groups.**



## Better access to health and wellbeing services in Yass, NSW and ACT

Ngunnawal Aboriginal Corporation (Ngunnawal Community Care) is a registered charity dedicated to advancing the interests of local

Aboriginal and Torres Strait Islander people. In 2013, ICV volunteers helped redesign its premises for the planned expansion of health and wellbeing services. ICV IT expert, Anito, has been volunteering his time to help Ngunnawal Community Care develop its first ever website, giving the local community easier access to information about its services.

ICV's Anito with  
NAC's Laurie



# PROJECT STORIES

QLD · NSW · ACT · VIC



## New gathering space brings big benefits to Healesville community

**Healesville Indigenous Community Services Association (HICSA) provides a range of vital services to the Aboriginal and Torres Strait Islander community in and around Healesville, Victoria. Its current site, on a long term lease from Yarra Ranges Council, includes a basic shed which has been used previously as a metal workshop and for storage and art related programs.**

As part of a wider upgrade of its facilities to improve community infrastructure, HICSA needed to renovate the shed to make it fit for year-round use, and for a wider range of activities.

With funding in place and local builders sourced for the renovation, HICSA approached ICV to find a skilled volunteer who could help scope, plan and supervise the works.

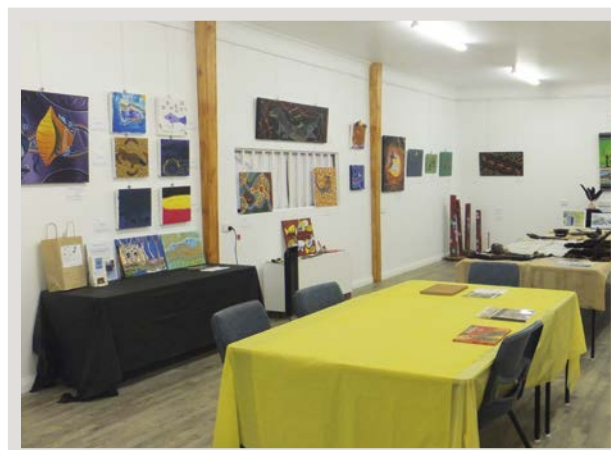
ICV volunteer Noel generously offered his time and experience to HICSA, helping identify the materials required, liaising with council and builders regarding permits, and supervising the renovation.



HICSA's Anne and Doseena with ICV volunteer Noel

HICSA is delighted with the results. New reverse cycle air-conditioning was installed for year-round comfort, and a tracking system was installed for hanging art exhibitions in the ample space. Showcasing Aboriginal and Torres Strait Islander art is now raising much-needed revenue for HICSA and local artists.

HICSA's Executive Officer Health Promotion, Anne Jenkins, said the shed would be used for youth activities, including dancing and painting, and as a meeting space.



## Supporting cultural and creative wellbeing in VIC

Baluk Arts is a non-profit Aboriginal arts organisation owned by Aboriginal artists from Frankston, the Mornington Peninsula and wider south-east Melbourne. Through Baluk Arts, family groups and members of the Stolen Generation have reconnected with their culture and can express their histories through strong artistic practices that support their cultural and creative wellbeing. ICV volunteer Allan has been supporting Baluk Arts administration staff with setting up processes, developing policies and procedures, and building computer skills.



ICV volunteer Allan with Baluk Arts Board



# PROJECT STORIES

QLD · NSW · ACT · VIC



## Foundations for a brighter future in Lismore

**Jarjum Centre, a 20 place non-profit Preschool in Lismore, NSW, is bursting at the seams. Places at the Centre are in such high demand that staff are having to turn away children because they have simply run out of room.**

The Centre's valuable programs include language and numeracy groups and cultural programs accommodating Indigenous and non-Indigenous children. Jarjum also provides for children with additional needs.

Even its existing facilities, a converted residential property, aren't up to scratch. The run down building no longer meets the safety needs of the children or their families. To add to their worries, staff are regularly confronted by ongoing vandalism in the neighbourhood, and people engaged in risky behaviour in the local area; the staff regularly find used syringes in the play area.

In 2015, Jarjum's Director, Maurita Cavanough, began liaising with the local Council to find a solution regarding possible sites for a new centre. Jarjum Centre reached out to ICV for help with the design of the new Centre.

ICV was asked to find a skilled volunteer to work with Jarjum on developing a design that meets the Jarjum community's needs. Experienced Architect and ICV volunteer Rogier met with staff and community members and translated their ideas into a draft concept of their new Centre.



Architect and ICV volunteer Rogier

Maurita and her staff are really excited that their dream of a purpose-built centre is becoming a reality. "It would provide a greater chance for the community to take ownership. Real change only takes place when it is community-led," Maurita says. "I'm also excited about providing more employment opportunities for young Aboriginal women," she adds.

"We all know how important the first five years of a child's life is, so when children have the odds stacked against them from the start, what we are hoping to achieve is tangible change within our community."



Jarjum Centre Preschool is running out of room

- \* Jarjum Centre staff invited ICV to partner with them in 2015 when ICV volunteer Rogier was selected to help design a new preschool that would meet the needs of the local Aboriginal and Torres Strait Islander community.
- \* Since then, ICV volunteers have helped with submission writing and advocacy support, and ICV will continue supporting the centre through its capital works campaign and the co-development of innovative programs for children.

# FINANCIAL REPORT



for the year ended 30 June 2016  
Reduced Disclosure Requirements

## Directors' Report

Your Directors present their report for the year ended 30 June 2016.

### 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 Governance Committee, Member Audit and Risk Management Committee (from 9 September 2014), Member Stakeholder Engagement Working Group**

Chair - Friends of Suai (City of Port Phillip Bay), Director - YCW (Holdings), Chair - CHART (Clearing House for Archival Records on Timor), Council Member - BASP (Brigidine Asylum Seeker Program)

#### Karen Milward MBA

**Co-Chair, Member Governance Committee**

Owner and Operator - Karen Milward Consulting Services, Chair - Mullum Mullum Indigenous Gathering Place, Chair - Kinaway Aboriginal Chamber of Commerce Vic Ltd, Director - First Nations Foundation, Chair - Indigenous Leadership Network Victoria, Chair - Boorndawan Willam Aboriginal Healing Service, Director - Aboriginal Housing Victoria

#### Stan Kalinko BCom LLB

**Company Secretary, Chair Audit and Risk Management Committee (from 17 October 2014)**

Director - FSA Group Ltd, Director - Seisia Enterprises Pty Ltd, Director - Central Synagogue

#### John Jeffrey

**Member Stakeholder Engagement Working Group**

Director - Indigenous Success Australia Pty Ltd, Director - Indigenous Training and Careers Australia Pty Ltd, Managing Director - Indigenous Projects Group Australia Pty Ltd, Managing Director - Waddi Spring Water, Director - Yarra Custom Wear

#### Dr Kerry Arabena PhD

**Member Governance Committee**

Director and Chair - Indigenous Health, Onemda Vic Health Koori Health Unit, University of Melbourne, Director - Ozchild

## 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' meetings		Audit and Risk Management Committee		Governance Committee	
	A	B	A	B	A	B
Bill Armstrong	5	5	5	5	-	-
Stan Kalinko	5	5	5	5	-	-
Karen Milward	5	5	-	-	1	1
John Jeffrey	4	5	-	-	-	-
Dr Kerry Arabena	5	5	-	-	1	1

A - Number of meetings attended

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

## OBJECTIVES

ICV has continued to focus on the long term objective to make a real and sustainable contribution to increasing advantage and opportunity for Aboriginal and Torres Strait Islander people and communities.

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 six strategic priorities. These were developed during a strategic planning exercise in March 2013, when the company developed the Strategic Plan 2013-2018.

The strategic priorities, listed below, focus on ensuring ICV's own sustainability as a best practice community development organisation:

1. Have a clear and differentiated profile and reputation
2. Demonstrate total stakeholder engagement
3. Deliver global best practice development with Aboriginal and Torres Strait Islander communities
4. Have a demonstrable positive impact in Aboriginal and Torres Strait Islander communities
5. Influence social policy
6. Build a robust and sustainable organisation

## PRINCIPAL ACTIVITIES DURING THE YEAR AND KEY PERFORMANCE INDICATORS

ICV's principal activities during the year were to:

- engage with 160 Aboriginal and Torres Strait Islander communities on 239 community development activities.
- conduct regional cultural awareness and training workshops for new volunteers as part of the volunteer screening process
- fundraised financial support from over 26,000 supporters who made financial contributions to ICV.
- finalised development of a Monitoring, Evaluation and Learning model to enable ICV to evaluate the impact of the company's community development work.
- developed a Community Development framework to more clearly describe the activities of the company.

ICV had an operating deficit for the year ended 30 June 2016 of \$1,161,079 (2015: \$2,617,718).

## OPERATIONAL HIGHLIGHTS

ICV completed the development of a new Community Development Framework. This incorporates the learnings and ideals of the earlier model, and builds on the key development focus areas. The Framework reflects the commitment to continual improvement in community development practice in Australia.

In conjunction with the development of the Community Development Framework was the articulation of ICV's Story of Change. The Story of Change outlines the theory behind ICV's community development approach. The Story of Change is aligned with ICV's purpose, vision, core values and strategic plan.

ICV completed a two year Monitoring, Evaluation and Learning (ME&L) review. New and improved monitoring approaches were developed and tested to determine which tools and methods would enhance ICV's community development practice as well as build a strong evidence base on ICV's impact. A range of techniques in community level participatory monitoring were trialled. The tools and methods chosen were found to generate participation, promote transparency and collect information to determine progress, both against the communities' targeted outcomes and ICV's Story of Change.

The final step in the development of an improved community development practice was the design and building of a new database to better capture the impact of ICV's work. Work commenced during the year and is expected to be introduced for us in the second half of 2016.

In March 2016 ICV launched a new online social media campaign to raise awareness of the work ICV does. Thanks to the work of ICV, Tom Hearn and Bush TV, thousands of people heard ICV's story of partnership and the power of working alongside Aboriginal and Torres Strait Islander people.

ICV continued to facilitated activities to promote the Ambassador program, introduced in the prior year. This program is designed to increase ICV's public profile and gain knowledge and support from the wide and extensive experience of the Ambassadors. The ambassadors are: Dion Devow, Brain Gleeson, Lauren Ganley, Terry Grose, Richard Alston AO, Karyn Freeman and John Sanderson AC.

## 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.

Indigenous Community Volunteers (ICV) is covered by Director's Liability Insurance.

## MEMBER CONTRIBUTION IF ICV IS WOUND UP

ICV has only 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.

## AUDITOR INDEPENDENCE

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

## EVENTS SUBSEQUENT TO YEAR END

There were no significant events occurring after 30 June 2016.

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



Karen Milward, Co-chair  
23 September 2016



Bill Armstrong AO, Co-Chair  
23 September 2016

# Auditor's Independence Declaration



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

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## Auditor's Independence Declaration to the Directors of Indigenous Community Volunteers Limited

In relation to our audit of the financial report of Indigenous Community Volunteers Limited for the financial year ended 30 June 2016, and in accordance with the requirements of Subdivision 60-C of the *Australian Charities and Not-for profits Commission Act 2012*, to the best of my knowledge and belief, there have been no contraventions of the auditor independence requirements of the *Australian Charities and Not-for profits Commission Act 2012* or any applicable code of professional conduct.

Ernst & Young

Anthony Ewan  
Partner  
23 September 2016

## Directors' Declaration

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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* and the *Australian Charities and Not-for-Profits Commission Act 2012*, including:
  - (i) giving a true and fair view of the company's financial position as at 30 June 2016 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 the *Australian Charities and Not-for-Profits Commission Regulation 2013*;
- (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, (we draw your attention to Note 3);
- (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 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; and
- (e) 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 23 day of September 2016.



Bill Armstrong  
Co-Chair



Karen Milward  
Co-Chair

# Independent Auditor's Report



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## Independent auditor's report to the members of Indigenous Community Volunteers Limited

### Report on the financial report

We have audited the accompanying financial report of Indigenous Community Volunteers Limited (the 'company'), which comprises the statement of financial position as at 30 June 2016, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

### ***Directors' responsibility for the financial report***

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the *Australian Charities and Not-for-Profits Commission Act 2012* and for such internal controls as the directors determine are necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

### ***Auditor's responsibility***

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### ***Independence***

In conducting our audit we have complied with the independence requirements of the *Australian Charities and Not-for-Profits Commission Act 2012*. We have given to the directors of the company a written Auditor's Independence Declaration, a copy of which is included in the directors' report.



### **Opinion**

In our opinion the financial report of Indigenous Community Volunteers Limited is in accordance with the *Australian Charities and Not-for-Profits Commission Act 2012*, including:

- (a) giving a true and fair view of the financial position of Indigenous Community Volunteers Limited at 30 June 2016 and of its performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the *Australian Charities and Not-for-Profits Commission Regulation 2013*.

### **Emphasis of Matter**

Without qualifying our opinion, we draw attention to Note 3 in the financial report which describes the principal conditions that raise doubt about the entity's ability to continue as a going concern. These conditions indicate the existence of a material uncertainty that may cast significant doubt about the company's ability to continue as a going concern and therefore, the company may be unable to realise its assets and discharge its liabilities in the normal course of business.

### **Report on the requirements of the *NSW Charitable Fundraising Act 1991* and the *NSW Charitable Fundraising Regulations 2015* and the requirements of the *WA Charitable Collections Act (1946)* and the *WA Charitable Collections Regulations (1947)***

We have audited the financial report as required by Section 24(2) of the *NSW Charitable Fundraising Act 1991* and the *WA Charitable Collections Act (1946)*. Our procedures included obtaining an understanding of the internal control structure for fundraising appeal activities and examination, on a test basis, of evidence supporting compliance with the accounting and associated record keeping requirements for fundraising appeal activities pursuant to the *NSW Charitable Fundraising Act 1991* and the *NSW Charitable Fundraising Regulations 2015* and the *WA Charitable Collections Act (1946)* and the *WA Charitable Collections Regulations (1947)*.

Because of the inherent limitations of any assurance engagement, it is possible that fraud, error or non compliance may occur and not be detected. An audit is not designed to detect all instances of non compliance with the requirements described in the above-mentioned Act(s) and Regulations as an audit is not performed continuously throughout the period and the audit procedures performed in respect of compliance with these requirements are undertaken on a test basis. The audit opinion expressed in this report has been formed on the above basis.

### **Opinion**

In our opinion:

- a) the financial report of Indigenous Community Volunteers Limited has been properly drawn up and associated records have been properly kept during the financial year ended 30 June 2016, in all material respects, in accordance with:
  - i sections 20(1), 22(1-2), 24(1-3) of the *NSW Charitable Fundraising Act 1991*;
  - ii sections 10(6) and 11 of the *NSW Charitable Fundraising Regulations 2015*;
  - iii the *WA Charitable Collections Act (1946)*; and
  - iv the *WA Charitable Collections Regulations (1947)*.

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- b) the money received as a result of fundraising appeals conducted by the company during the financial year ended 30 June 2016 has been properly accounted for and applied, in all material respects, in accordance with the above mentioned Act(s) and Regulations.

*Ernst & Young*

Ernst & Young

A handwritten signature in blue ink, appearing to read 'A Ewan', written over a faint horizontal line.

Anthony Ewan  
Partner  
Canberra  
23 September 2016

## Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2016

	Notes	2016 \$	2015 \$
<b>Revenue</b>			
Donations from the public	5	3,428,605	3,393,673
Government funding		500,000	-
Corporate funding		36,000	164,000
Investment income	5	69,282	246,597
Realised gain on sale of investments		-	58,410
Other income		57,809	62,336
Net gain on disposal of non-current assets		10,896	-
<b>Total revenue</b>		<b>4,102,592</b>	<b>3,925,016</b>
<b>Expenses</b>			
Community development activities		(2,348,931)	(3,249,364)
Direct costs of fundraising appeals	5	(1,307,720)	(1,418,114)
Compliance and governance		(143,789)	(172,259)
Enabling services		(798,418)	(816,258)
Supporter engagement		(296,125)	(400,849)
Awareness and education program		(349,223)	(459,812)
Realised loss on sale of investments		(19,465)	-
<b>Total expenses</b>		<b>(5,263,671)</b>	<b>(6,516,656)</b>
<b>Net operating (deficit)</b>		<b>(1,161,079)</b>	<b>(2,591,640)</b>
<b>Other comprehensive income</b>			
Unrealised loss on investments		-	(26,078)
<b>Total comprehensive income/(loss) for the year</b>		<b>(1,161,079)</b>	<b>(2,617,718)</b>

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](http://www.icv.com.au/publications).

# Statement of Financial Position

As at 30 June 2016

	Notes	2016 \$	2015 \$
<b>ASSETS</b>			
<b>Current assets</b>			
Cash		1,630,564	720,039
Receivables	6	300,038	143,949
Available for sale Investments	7	-	2,363,339
Prepayments		28,604	36,923
<b>Total current assets</b>		<b>1,959,206</b>	<b>3,264,250</b>
<b>Non-current assets</b>			
Plant and equipment	8	9,856	25,602
Intangible asset	9	40,488	-
<b>Total non-current assets</b>		<b>50,344</b>	<b>25,602</b>
<b>Total assets</b>		<b>2,009,550</b>	<b>3,289,852</b>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Trade and other payables	10	212,888	376,482
Employee benefits	11	246,938	192,976
Deferred income	12	-	36,000
<b>Total current liabilities</b>		<b>459,826</b>	<b>605,458</b>
<b>Non-current liabilities</b>			
Employee benefits	11	114,361	87,952
<b>Total non-current liabilities</b>		<b>114,361</b>	<b>87,952</b>
<b>Total liabilities</b>		<b>574,187</b>	<b>693,410</b>
<b>Net assets</b>		<b>1,435,363</b>	<b>2,596,442</b>
<b>FUNDS</b>			
Accumulated funds		1,435,363	2,596,442
<b>Total funds</b>		<b>1,435,363</b>	<b>2,596,442</b>

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](http://www.icv.com.au/publications).

## Statement of Changes in Equity

For the year ended 30 June 2016

	<b>Total Accumulated Funds</b>
	<b>\$</b>
Opening balance at 1 July 2014	5,214,160
Operating (deficit)	(2,591,640)
Other comprehensive income	(26,078)
<b>Balance at 30 June 2015</b>	<b>2,596,442</b>
Opening balance at 1 July 2015	2,596,442
Operating (deficit)	(1,161,079)
Other comprehensive income	-
<b>Balance at 30 June 2016</b>	<b>1,435,363</b>

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](http://www.icv.com.au/publications).

## Statement of Cash Flows

For the year ended 30 June 2016

	Notes	2016 \$	2015 \$
<b>Operating activities</b>			
Receipts from donations and supporters		3,428,605	3,394,075
Government and corporate funding		275,000	215,000
Dividend income		25,979	251,915
Interest income		43,303	33,978
Net GST refunded		261,655	147,939
Other revenue		113,356	62,336
Payments to employees		(2,798,319)	(3,395,539)
Payments to suppliers		(2,780,810)	(3,259,963)
<b>Net cash (used in) operating activities</b>	13	<b>(1,431,231)</b>	<b>(2,550,259)</b>
<b>Investing Activities</b>			
Payments for property, plant & equipment		(40,488)	(18,605)
Proceeds from sale of plant and equipment		18,905	-
Proceeds from sale of investments		2,363,339	1,724,156
<b>Net cash provided by investing activities</b>		<b>2,341,756</b>	<b>1,705,551</b>
<b>Net Increase/(Decrease) in Cash Held</b>		<b>910,525</b>	<b>(844,708)</b>
Cash at the Beginning of the Financial Year		720,039	1,564,747
<b>Cash at the End of the Financial Year</b>		<b>1,630,564</b>	<b>720,039</b>

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](http://www.icv.com.au/publications).

# OUR PEOPLE

## ICV BOARD MEMBERS



**BILL ARMSTRONG, AO**

### **Bill Armstrong, AO**

*Chair - Friends of Suai/Covalima (City of Port Phillip), Director - YCW (Holdings), Chair - CHART (Clearing House for Archival Records on Timor), Council Member - BASP (Brigidine Asylum Seeker Program).*

In 1964 Bill began a career in International Development, commencing as a staff member of the newly formed OSB (Overseas Service Bureau, later to change its name to Australian Volunteers International), which had just established the AVA (Australian Volunteers Abroad) program. In the 1970s he was National Co-ordinator of the Churches International Development Education Program, Action for World Development (AWD). Bill was appointed Chief Executive Officer of Australian Volunteers International (AVI) in 1982, a position he held till his retirement in 2002. During that time, he managed the growth of the organisation from a staff of 12 to a total of 130 people nationally and the annual budget grew from less than A\$400,000 to over A\$20 million. In 2001, Australian Volunteers International managed 1000 volunteers in placements in 45 countries.



**KAREN MILWARD**

### **Karen Milward Co-chair**

*MBA, Chair - Mullum Mullum Indigenous Gathering Place, Chair - Kinaway Aboriginal Chamber of Commerce Vic, Director - First Nations Foundation, Chair - Indigenous Leadership Network Victoria, Chair - Boorndawan Willam Aboriginal Healing Service, Director - Aboriginal Housing Victoria, Chair - Victorian Aboriginal Economic Board.*

A proud Victorian Yorta Yorta woman, born and raised in Melbourne. Owns and has operated Karen Milward Consulting Services since 2004. Has extensive experience working with Aboriginal and Torres Strait Islander communities at grass roots and organisational levels and up to peak body representative level. Regularly undertakes complex projects commissioned by government departments and their agencies. This involves assisting those who have lead responsibility for policy and program development and service delivery impacting on Aboriginal communities.



**STAN KALINKO**

### **Stan Kalinko**

*BCom LLB, Director - FSA Group Ltd, Director - Seisia Enterprises Pty Ltd, Director - Central Synagogue*

Stan was a merchant banker for six years and has been a professional director since 2005. Stan practised law for more than 30 years having specialised in corporate and commercial law including IPO's (having chaired due diligence committee meetings), takeovers and M&A (numerous acquisitions and divestments of companies and businesses).



**KERRY ARABENA**

### **Kerry Arabena**

*Doctorate in Human Ecology, ACT Finalist Australian of the Year 2011, Chair of Indigenous Health - University of Melbourne, Director - Kinaway Aboriginal Chamber of Commerce VIC and OzChild VIC; and member Victorian Children's Council.*

A descendant of the Meriam people of the Torres Strait, and a former social worker with a doctorate in human ecology, Professor Arabena has an extensive background in public health, administration, community development and research working in senior roles in indigenous policy and sexual health. Her work has been in areas such as gender issues, social justice, human rights, access and equity, service provision, harm minimisation, and citizenship rights and responsibilities. She was a founding Co-Chair of the national Indigenous peak body, the National Congress of Australia's First Peoples, a collective voice to lobby governments on Indigenous issues and is leading First 1000 Days Australia, a national and international family empowerment initiative targeting the period of time from conception to age 2.



**JOHN JEFFERY**

### **John Jeffery**

*Director - Indigenous Success Australia Pty Ltd, Director - Indigenous Training and Careers Australia, Director - Indigenous Project Group Australia, Director - Waddi Spring Water Pty Ltd.*

John Jeffery is an Aboriginal man of the Wiradjuri Nation of central New South Wales. John has a very strong background in developing and implementing Indigenous employment, training and education initiatives. He is the founder and Managing Director of Indigenous Success Australia (ISA) where he negotiates and works with private and public sector employers nationally to develop and implement Indigenous employment and training strategies and retention programs. John specialises in providing corporate and public sector groups with Indigenous employment and training solutions, with a strong focus on local people for local jobs. This involves working nationally with Indigenous communities, government agencies and industry groups to identify and realise joint venture partnerships, resulting in both new and enhanced employment and training opportunities.

# OUR PEOPLE

## ICV STAFF

EMILY



SHARON



EMILY



LOUIS



MELISSA



EDDIE



WAYNE



JENNY



PAULA



EMMA



SHIREEN



PORSELVI



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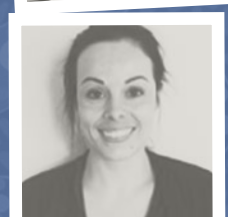
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NINA



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