



INDIGENOUS COMMUNITY VOLUNTEERS
ANNUAL REPORT 2017-18



WHO ARE WE

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 VISION

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

OUR CORE VALUES

We value:

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 peoples.
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.

Cover: National Indigenous Fire Workshop, images © Heidrun Lohr.

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.

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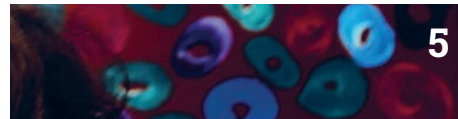
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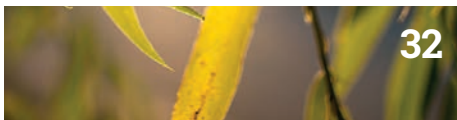
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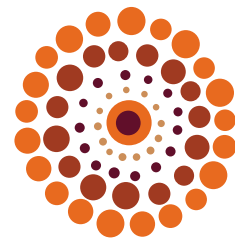
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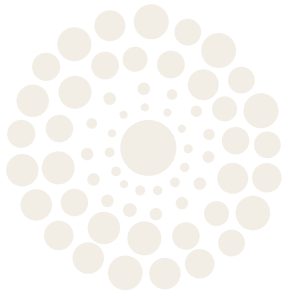
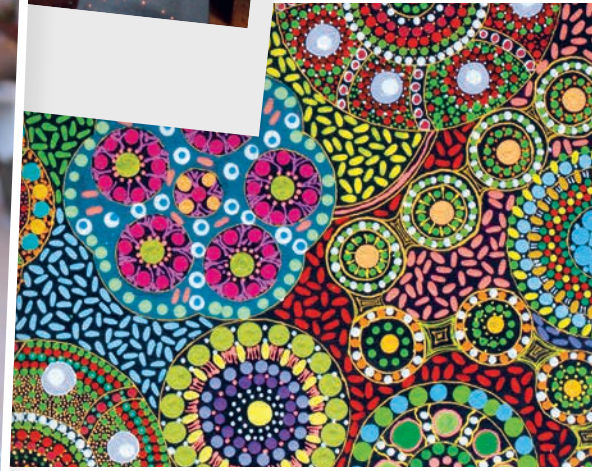


FINANCIAL REPORT



THANK YOU





CO-CHAIR MESSAGE



KAREN MILWARD
CO-CHAIR



BILL ARMSTRONG
CO-CHAIR

The future is bright

Our determination over the last few years has paid off. We have persevered through some challenging times, but we have emerged stronger - with our beliefs and values firmly in hand.

We look now to the future with real energy and a sense of what is possible for ICV and the communities we work with. There are many exciting and innovative ideas that have had to remain on hold until now. We now move towards these boldly, knowing that our unique approach to community development has so many more successes ahead.

“We have persevered through some challenging times, but we have emerged stronger - with our beliefs and values firmly in hand.”

To secure this future, the Board has set sustainability goals that we are confident of meeting. Like all organisations, we must constantly be seeking ways to be more agile and strategic in how to navigate the fluid changes of the not for profit sector. Like the communities we work with, the key objective is to be self determined and self reliant.

A shift in conversation

You might sometimes feel that arguing over semantics is like splitting hairs, but our words, in both subtle and powerful ways, paint into existence more than a sense of meaning. They have the capacity to shape the fabric of how we relate to and think about the broader world.

When we talk about Aboriginal and Torres Strait Islander communities, we do so with strength based language. Avoiding deficit language isn't ignoring the real challenges and injustices that these communities still face, but ensures that we also recognise the strength and potential that these communities hold.

Our beliefs and attitudes have a habit of following our words. Generations of negative conversations have had a 'white ant' like effect on some people's feelings towards Aboriginal and Torres Strait Islander people and communities. Consciously shifting our language is an important first step to rectifying this. It means acknowledging in our conversations the positive and the strong as well.

Words must of course be backed up by actions. Still, it is encouraging to see some of the language we use, increasingly finding its way into political discourse. Shifting our dialogue from "closing gaps" towards finding solutions "with people" rather than "for people", invites communities into the process. It empowers them as agents of change.



Relationships

Anyone experienced with community development would know that you can't just rock up out of nowhere into a community and expect to get things done. It takes genuine relationships, built on trust and honest communication. This has to be earned over time.

We are proud of the relationships we have built with our community partners, as well as government, our supporters and volunteers. ICV is a conduit through which different groups can come to know each other, collaborate and to get things accomplished together. It is all possible because of the time, effort and value we place on cultivating quality relationships.



Thanks

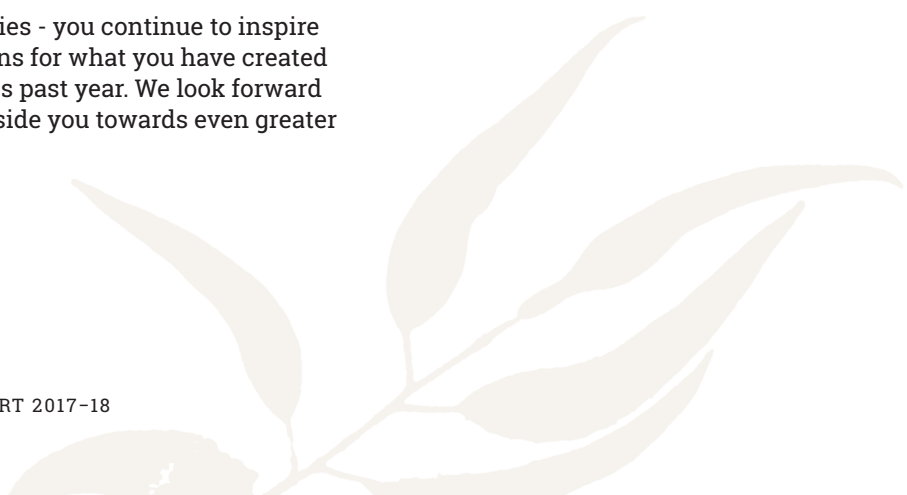
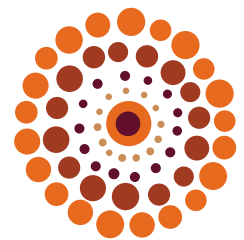
We would like to thank our fellow members of the Board, who continue to lead with real vision and service. Our gratitude to ICV CEO Stephanie Harvey and her staff, as well as to their families, who through their loyalty and hard work keep us moving forward.

We appreciate the support of the Department of the Prime Minister and Cabinet. Your investment to help Aboriginal and Torres Strait Islander people and communities stand on their own feet, proud and self determined, is a vision we value and share.

Our thanks to our supporters and volunteers around the country, who share a common belief in the incredible capacity and potential of Aboriginal and Torres Strait Islander people and communities. Your continued support continues to translate into concrete steps forward and meaningful outcomes.

To our communities - you continue to inspire us. Congratulations for what you have created for yourselves this past year. We look forward to working alongside you towards even greater goals this year.

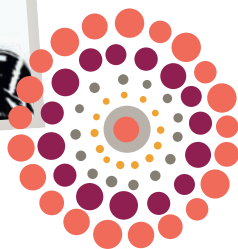
"Community development takes genuine relationships, built on trust and honest communication."



CEO MESSAGE



STEPHANIE HARVEY
CEO



“As I look at this future generation of leaders, I feel optimism and hope..”

Recognising our community

Aboriginal and Torres Strait Islander people and communities should be proud for what they have achieved this year.

We have seen so many examples of the great leaps forward our communities are taking under their own steam. The types of projects we collaborate on with community are as diverse as the people - showing their capacity to tackle anything they set their minds to.

So many of the opportunities we have now are because of the courage, brilliance and kindness of those that have come before us. Through their love as well as their fight, they opened doors for us and ignited our potential.

This is especially true of the incredible Aboriginal and Torres Strait Islander women, whose shoulders we have stood on for generations.

This isn't only the women who have blazed trails in politics, business, education and society. It's also our aunties, sisters, mothers and daughters; who with a quiet leadership, have powerfully moved our people forward.

It is because of them that our children can proudly reach for whatever their passion and determination points them towards. As I look at this future generation of leaders, I feel optimism and hope.

At ICV, we are proud that our work is championed by talented women, many of whom are Aboriginal and Torres Strait Islander people. From trainees through to senior leaders, ICV draws strength from our gender diversity. Their vision and energy is one of the driving forces at ICV and is of tremendous value to the communities we work alongside. When I look at their accomplishments, the words 'Because of her, we can' ring true in my mind.

I see that our community development work provides the platform for Aboriginal and Torres Strait Islander people to pursue whatever dreams they have. It's through recognising and cultivating the valuable assets within the community, that they can become self reliant and self determined.

From that position of strength, anything is possible.

A co-designed approach get results

Not all of the investment that has been directed towards Indigenous communities over the years has realised its potential. While well intended, too often outsiders have come in to provide short term fixes and band aid services "to" and "for" our First Peoples.

When Aboriginal and Torres Strait Islander people develop their community, they plan for the long term. They think about their kids and grandkids, (and their kids and grandkids) and what they will leave behind. Their projects are deeply personal and directed towards the great needs and opportunities of their people.

They tackle their challenges and their dreams with a deep understanding of their communities. By drawing on the strength and wisdom of their culture, they can see what will work best now and into the future.



What takes an outsider months or even years to realise, is immediately apparent to those within a community. They are often able to see more effective ways forward. The advantages of collaborating with community isn't just smart business, but common sense.

ICV works alongside communities in a participatory process. In order to have a lasting and meaningful impact, Aboriginal and Torres Strait Islander people must fundamentally be seen as initiators and partners in developing their community. The project must align with the community's priorities and desires.

Place based solutions are a proven, practical and successful way of creating sustainable change from the grassroots up. It's a way of harnessing the potential that already exists within a community. Each project builds positive momentum, and leads to further development within the community.

As their ideas, perspectives and talents are utilised, communities increasingly become stronger and self reliant. They feel a deep sense of ownership for what they have achieved. They hold the keys to their future proudly and confidently.

"A strategic focus for ICV over the last year was how to further 'future proof' the organisation. "

Sustainability

When working alongside Aboriginal and Torres Strait Islander people and communities, we always look at projects through a lens of sustainability. Has it been designed in such a way that it will be around long into the future? Will it continue growing and thriving?

The key to any successful organisation is sustainability. It requires preparation and thoughtfulness to ensure that an organisation can be self-reliant now and into the future.

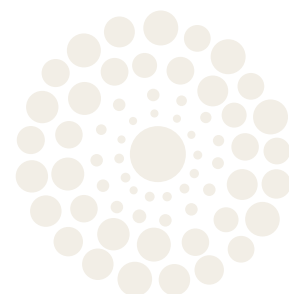
ICV's sustainability is guided by our rigorous governance, accountability and transparency. These values are at the core of our organisation and inform how we approach all of our activities. Effective governance is something that will continue to safeguard ICV into the future.

A strategic focus for ICV over the last year was how to further 'future proof' the organisation. We are determined that our innovative ideas and unique approaches to community development can be supported for the long haul.

While we are deeply grateful for the investment that we have received from the government and our generous supporters, we are constantly looking for ways to be more self reliant and stand on our own feet.

From years of experience, ICV has developed highly successful ways of engaging with Aboriginal and Torres Strait Islander people to help them develop their communities. This has led to novel approaches in designing and facilitating community development projects, as well as measuring their impact.

We have identified a number of potential new revenue opportunities that can capitalise on the skills and ideas that have been developed by ICV. By drawing on our strengths, we will be able work more sustainably with communities into the future.





Impact and measurement award

ICV was honoured to be nominated for the Australasian Evaluation Society 2018 Award for Excellence in Evaluation Policy and Systems.

Over the past five years, ICV has focussed on strengthening our monitoring and evaluation capability. These measures provide valuable evidence of the effectiveness of ICV and the communities with which we work. It also allows us to aggregate these findings on a national level to reveal broader trends.

Our participatory approach means that communities have a voice in deciding what is useful and relevant in how we measure the success of a project. This approach ensures that evaluation conduct is respectful and that findings are credible and useful.

Thank you to our community development team for their work in creating such a leading edge approach to impact and measurement. We express our gratitude to Alison Rogers who nominated us for the award, as well as the Department of the Prime Minister and Cabinet which supported our nomination.



Thank you

The vital work of ICV couldn't happen without our community of supporters and collaborators. You have proven again this year that so much can be done through the power of people supporting people.

Every win a community has inspires and encourages another - having the potential to positively ripple through generations to come. We have many people to thank for their continuing support in helping to create this powerful and lasting change.

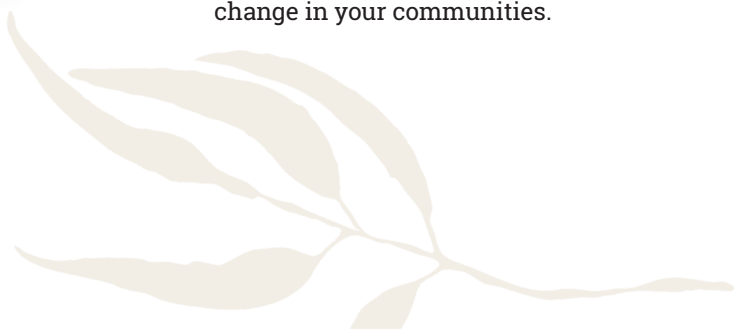
I want to recognise the vision of Senator the Hon Nigel Scullion, Minister for Indigenous Affairs. A thank you also to the Department of the Prime Minister and Cabinet, in particular the Culture Branch and the Indigenous Affairs Group Information and Evaluation Branch for their dedication and support.

We are so grateful to our many supporters who have seen the benefit of investing in Aboriginal and Torres Strait Islander communities, so they can create a better future for themselves. Your help can sometimes be the difference between a truly impactful project becoming reality, or stopping in its tracks.

When an Aboriginal and Torres Strait Islander community determines the need for some outside resource or expertise, our talented volunteers generously give of their time and energy. Watching what is possible through our volunteers working alongside community is powerful and compelling.

Thank you to our ICV Board and staff, who embody the values of ICV in their passionate approach to their work. It is because of your tireless commitment that we have been able to navigate our challenges and successes.

And finally, thank you to our Aboriginal and Torres Strait Islander community partners. You continue to inspire us with the innovative and imaginative ways you bring about positive change in your communities.



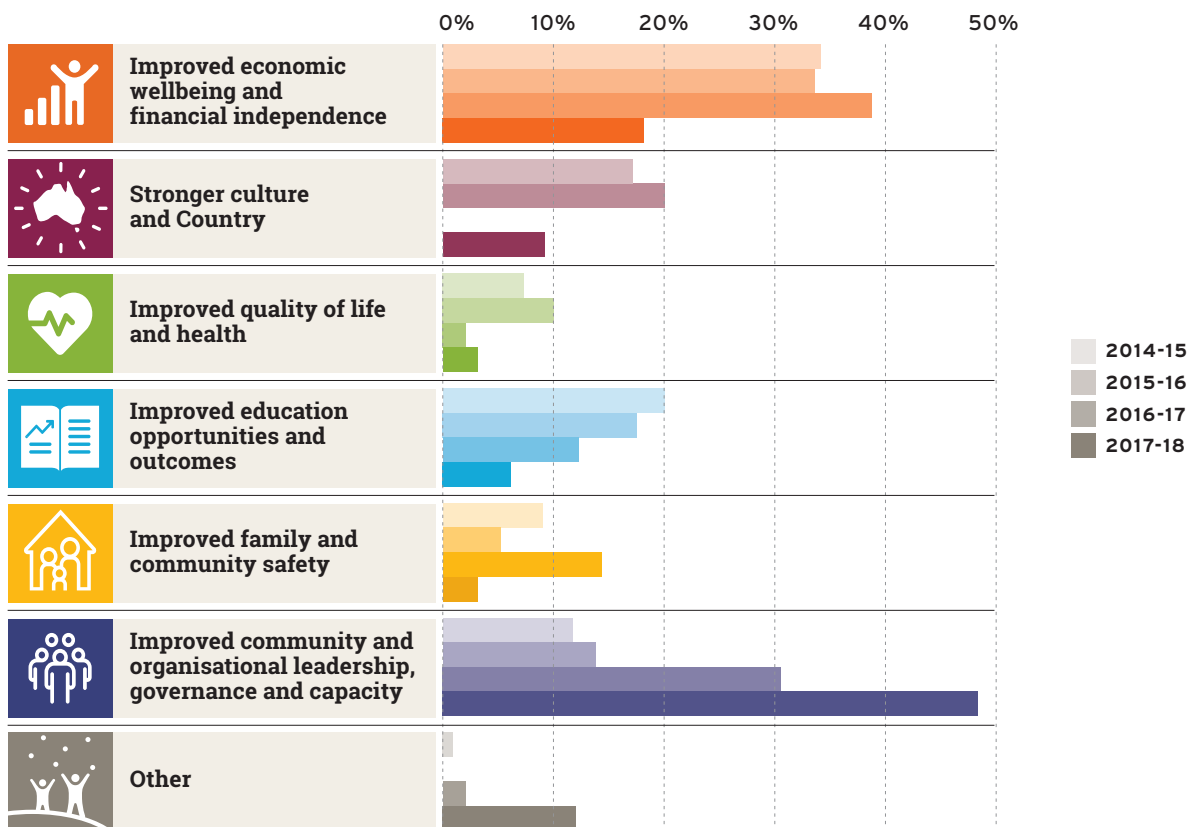
ACTIVITY REPORT

In 2017-18, ICV engaged with 164 Aboriginal and Torres Strait Islander Communities on 112 community development activities. The projects supported each community to move confidently towards a broad range of short and long-term goals.

There has been a substantial increase in activities relating to community and organisational leadership and governance this year. This reflects a focus in the field on co-designing long-term community development plans with communities. It aligns with ICV's Story of Change that improvements in these areas leads to sustainable long term outcomes in health, economic and cultural well-being.

The proportional representation of activities in other areas is similar to previous years. Economic well-being and financial independence continue to be highly sought after, followed by stronger culture and Country and education.

ICV pillars of community development



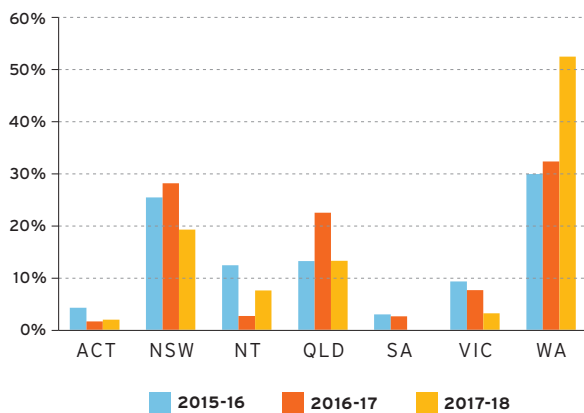


Where we work

In 2017-18, ICV community development teams supported Aboriginal and Torres Strait Islander communities across Australia. The distribution of activities across Australian states and territories remains reasonably consistent with the exception of an increase in project activity in Western Australia. The increase in project activity in Western Australia and the small increase in the Northern Territory reflects recruitment activities for the community development teams in these regions that occurred early on in the year.

As anticipated, the decline of activity in the Northern Territory has reversed as ICV has utilised increased funding to resource this region.

Project location by state and territory



Average Project Length

The steady increase in project duration over previous years has levelled out this year. Since 2012-13, the average length of a project has increased significantly from 211 to 522 in 2016-17 and 516 this year.

The increase in project length is a product of building trusting working relationships with communities and an emphasis on long-term and sustainable goals. Continuous improvements made to project co-design processes and monitoring and evaluation ensure activities and project implementation align with sustainable goals determined by communities.

Queensland Traditional Owners Governance and Prosperity Program

As a part of our ongoing partnership with the Queensland Resources Council (QRC), ICV commenced two additional governance and economic development programs for Traditional Owner groups based in Queensland who have native title agreements with resource sector companies.

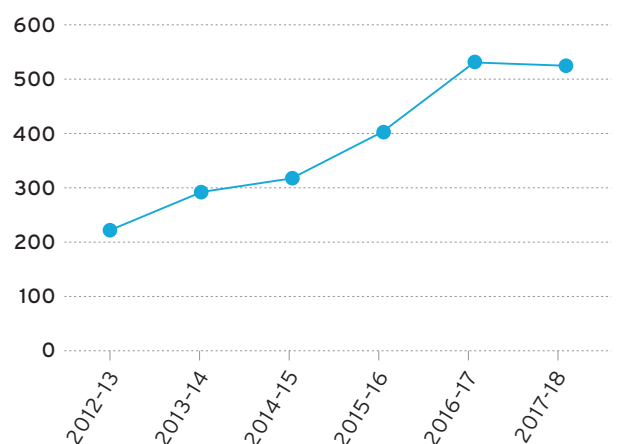
As with previous years, the program was designed to focus on governance from an Indigenous perspective rather than just 'classroom training'.

By sharing their stories, Traditional Owner groups who have built strong governance and made the most of opportunities from their native title agreements are able to help in the ongoing development of other Traditional Owner groups at the start of their journey.

This partnership is proving very successful, with Traditional Owner groups involved over a number of these courses, representing real growth in both their organisational governance, and their capacity to engage with all their stakeholders, to the benefit of their communities.

The increase in project length is a product of building trusting working relationships with communities and an emphasis on long-term and sustainable goals.

Project length (days)



MEASURING OUR IMPACT

Building a strong evidence base: evaluation capacity building

We have been building our monitoring and evaluation (M&E) capacity over the past five years. The vision: to build a strong evidence base to influence and inform policy decisions that impact Aboriginal and Torres Strait Islander people and communities. We have expanded from sharing stories and outputs to now showing outcomes and, over time, trends in impacts.

This year our Monitoring, Evaluation and Learning (ME&L) project has been independently assessed by Alison Rogers, PhD Candidate at the Centre for Program Evaluation, University of Melbourne. The project began in 2013. Over the following years, we undertook a collaborative approach to learning and designed and iterated our impact measurement approach and bespoke database system. Our key principles were paramount throughout the project: working by invitation, community ownership and a culturally inclusive approach.

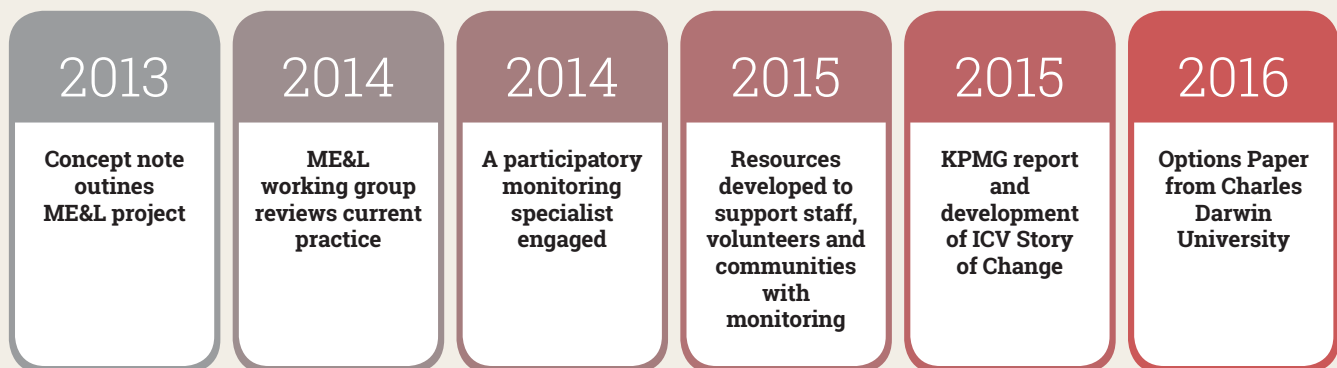
The database caters to all of our M&E needs, is integrated with our community development approach, and includes all the learning, techniques and tools acquired during the ME&L project. Our teams use it to capture long-term

“dream” and short-term project indicators. We now have better search capabilities, dashboards to understand where we are up to in the community development cycle, and many more reporting functions to give us a broad picture of the community development program as a whole.

It has been rewarding to watch the development and progress not just in our system design, but also in our people and our community development practice.

We designed the system to enhance our principles, to increase participation in activities and hopefully turn up the volume of the voices we hear in communities. A timeline of the capacity building process is outlined below.

An evaluation capacity building (ECB) approach is defined as the “intentional work to continuously create and sustain overall organizational processes that make quality evaluation and its uses routine.” (Stockdill, Baizerman and Compton, 2002). The independent assessment of our evaluation capacity building (ECB) was based on a combination of criteria from three ECB tools, including components on culture, collaboration and problem solving.



Stockdill, S., Baizermann, M., & Compton, D. (2002). Toward a Definition of the ECB Process: A Conversation with the ECB Literature? Spring (93), 7-26.



“...what I’ve seen about the richness of the change that has occurred in ICV is that it has enabled us as staff to really kind of slow down and actively listen to the community and their voice and what they are saying... prior to this change, we would essentially just evaluate projects at the end, so we were never just capturing the journey.

And now it is much more sitting down with people and asking like, what’s changed, what’s happening, where are things at?”

- ICV COMMUNITY DEVELOPMENT OFFICER

The assessment, conducted throughout September and October 2017, found that:

- ICV has implemented most of the conditions required to embed ME&L throughout all systems, processes and activities and has positioned the organisation to be able to demonstrate the value of community development. ICV’s community development approach has been enhanced overall; ICV can now articulate, because of the increased focus on ME&L, the degree to which the community considers progress towards achieving the ultimate vision...
- ICV now has the systems to form partnerships with other organisations on collaborative projects and, with the community at the centre of control, jointly monitor and communicate the indicators for success.

Importantly, the assessment found that ICV had met or exceeded all the requirements of an organisational culture of collective learning that supports and encourages discovery, sharing, reflection, feedback, action learning and application of knowledge using ethically and culturally appropriate approaches.

The report highlights the next steps for ICV are to use evaluative findings to make decisions throughout the project cycle and to purposefully communicate to a wider audience.

2016

Moving to a National M&E Framework

2016

Community Development Framework Manual endorsed

2016

Launch of updated database

2017

Qualitative and quantitative data captured and collated in the database



ICV's Action Research Project

ICV's commitment to ME&L continues. This year we have designed an action research project to evaluate the effectiveness of our community development program. The research project will run for two years and answer the question: 'How does ICV's approach strengthen understanding and implementation of governance to empower communities to achieve their dream?' This topic was chosen to align with a keen area of interest for our staff, and a substantial spike over the past two years in the number of communities selecting activities relating to governance and leadership.

Fifteen communities have provided letters of support for the research project, indicating a desire to co-author case studies of the changes that occur in their communities while working with ICV.

A thematic, meta-analysis of the case studies will be developed. Regular team meetings will allow for structured learning together, feeding back what we discover to the communities involved to improve our community development practice.

We have received approval from The Australian Institute of Aboriginal and Torres Strait Islander Studies Ethics Committee for the research project. The ethics application process has reinforced existing ICV practices and highlighted how we can use not just our community development program to benefit communities, but how our M&E and research will benefit communities also.

Using our evaluative findings to report on impact

We can now use our evaluative findings to improve our effectiveness and inform decisions about the community development program and report to our supporters.

The datasets below are an example of the impact trends that have occurred in communities relating to the support of one funder. The graphs below relate to a sample of 16 communities.

Figure 1, Community Dream Indicators displays progress towards long-term community outcomes, such as improved financial sustainability. Figure 2, Project Indicators displays short-term outcomes, such as the completion of a website and the skills to maintain the website.

Figure 1 · Community Dream Indicators

No. of communities	16	
Number of dream indicators	37	
Earliest monitoring point	1 Dec 2016	
Latest monitoring point	30 June 2018	
POINT CHANGE:	Minimum	-30
	Maximum	100
	Mean average	31

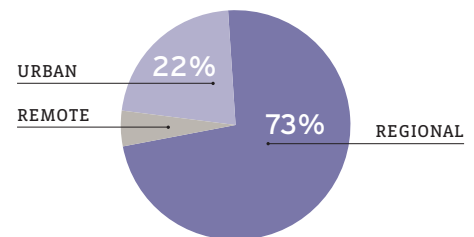
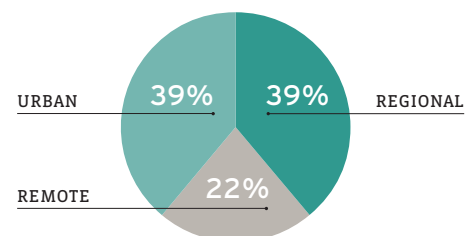


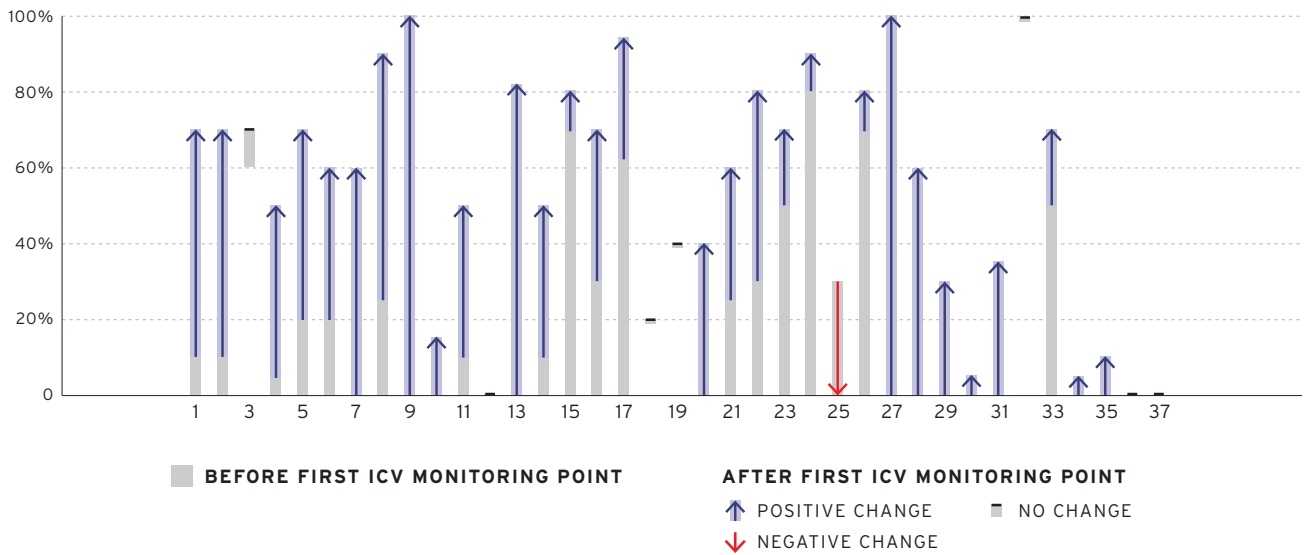
Figure 2 · All Project Indicators

Total number of projects:	56	
Number of indicators:	63	
Earliest project start date:	March 2015	
Latest project monitoring point:	30 June 2018	
POINT CHANGE:	Minimum	-25
	Maximum	100
	Mean average	64

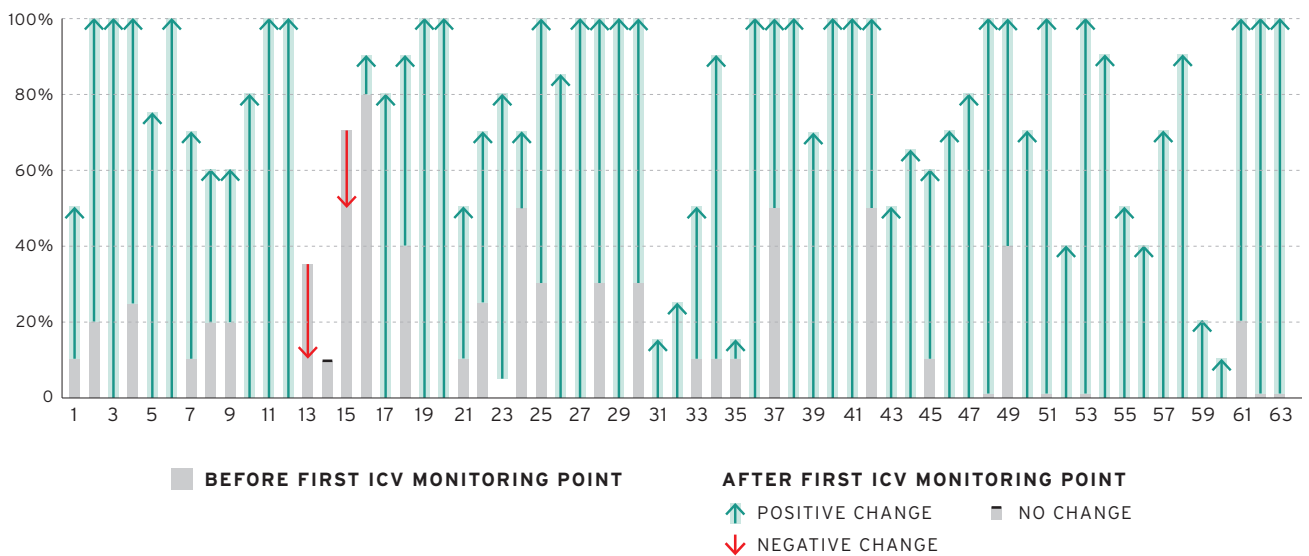




Community Dream Indicators



All Project Indicators



This is an example of a three year period working with communities to monitor 56 projects in the 16 communities supported by this particular funder. There were 63 project indicators monitored as part of these projects.

- 41 per cent of the project indicators reached 100%
- 71 per cent of the indicators gained more than 50 points
- 14 per cent had a gain of less than 20 points



Toys Change Lives - Pathways to Employment

Keeping our Freedom

Youth Indigenous Corporation (KFYIC) aims to support young Aboriginal and Torres Strait Islander people through employment and training pathways.

KFYIC recently started a program designed to keep young people from reoffending by engaging them in woodwork. Located in the northern NSW town of Casino, the program is called Toys Change Lives (TCL) and is open to young men who have been released from youth detention.

TCL has already proven successful in preventing reoffending and providing employment opportunities for its participants. Since the Pathways to Employment program commenced in 2015, over 15 young men have transitioned from incarceration into an opportunity where they can gain skills, confidence and hope by learning woodwork to create toys and furniture.

With more young men being referred through the judicial system, TCL was fast outgrowing its workspace in a garage shed. The program explored additional funding opportunities, including finding more ways of selling their products. Limited branding and marketing were identified as an area for improvement, and when they approached ICV to assist, we could think of no better volunteer to help than ICV's own marketing guru Justin.



Justin worked with TCL to create a website, swing tags, and branding. With the development of these marketing materials, it supported TCL in achieving their goal of expanding their workspace and becoming self-sustainable.

KFYIC has grown from a garage shed into an enterprise that has a shop front on the main street, a workshop at the rear for training, a marketing strategy and a website for the sales of handmade products internationally.

Pastor Pete Boughey who runs the program, explained to ABC News that collaboration and empowerment have been vital to its success.

"We don't do something for them, we don't do something to them, we do something with them, which I think is the big difference," Mr Boughey said.

In order to thrive and be self determined, Aboriginal and Torres Strait Islander people need to have a loud voice and a key role in developing their communities. Sustainable change comes from building the capacity, strength and confidence of a community. This is one of the strategic principles that guides how ICV works and why we form such meaningful partnerships with community, that lead to measurable outcomes.



Community perception of change

ICV asked the participants to rate their progress against their own indicators of success which monitor short-term outcomes and their long-term dream. In this project there was a considerable difference in how participants rated their progress. The community did progress towards their ultimate dream of a self-sustaining enterprise and a program that supports the development of young Aboriginal men through education and employment.

Additionally, the Pathways to Employment program met 5/7 of Australian Institute of Health and Welfare criteria, with 2/7 partially met.

"I kept relapsing and needing drugs all the time. I've only been out for six months and Pete got me together. It helped me stay out of trouble; I've got something to do, I'm not out there being bored. I'm not going back there [to detention] ever."

- PARTICIPANT IN THE PROGRAM
QUOTED IN THE ABC NEWS STORY



"The community did progress towards their ultimate dream of a self-sustaining enterprise and a program that supports the development of young Aboriginal men through education and employment."

Social Policy Implications

The major lesson from this project relates to the power of marketing to attract media attention and be used for advocacy. Without the website and video this program may have not received recognition from politicians, policy makers, potential funders and customers. A relatively small investment can yield broad impact, particularly when the program aligns so closely to best practice as documented by the Australian Institute of Health and Welfare*.

Indeed, the success of the program has already been acknowledged in a social policy context. As a result of advocacy associated with the program the Minister for Justice and Police in NSW wrote, "Acmena Juvenile Justice Centre is supportive of collaborating with the Pathways to Employment Program in defining a formal referral process from the centre as part of a detainee's exit plan." Implications for this referral process may mean that the program is incorporated into the Juvenile Justice initiative to build "an evidence base of 'what works' with Aboriginal clients to reduce re-offending" (Letter to Mr Chris Gulaptis, Member of Parliament for Clarence, December 2016).

*Graffam J & Shinkfield A 2012. Strategies to enhance employment of Indigenous ex-offenders after release from correctional institutions. Resource sheet no. 11. Produced from the Closing the Gap Clearinghouse. Canberra: Australian Institute of Health and Welfare and Melbourne: Australian Institute of Family Studies.

ACTIVITY STORIES



KURRAWANG, WA

Kurrawang community in control

Indigenous communities across the nation are actively reducing disadvantage. ICV believes in the ability of Aboriginal and Torres Strait Islander people and communities to identify solutions themselves and take ownership of their social, economic and cultural development. ICV provides the opportunity, support and respect they need to make it happen.

Based in Western Australia, Kurrawang is an independent Aboriginal community which consists of approximately 90 residents who are working hard to make positive change in their community. It has become a refuge for vulnerable people from nearby Kalgoorlie.

ICV has been working with Kurrawang since 2013 and already they have made so many solid steps towards their dream of improving their community and progressing towards economic well-being and financial independence.

Less than twenty five percent of Kurrawang's income comes from the government, yet they provide multiple community services;

Emergency/transitional housing; Health clinic space; Home maintenance; Postal collection service; Centrelink support; Community sports facilities; Electricity service; Support to emergency services; Municipal services (waste collection, street lighting, environmental health maintenance); Employment training service; Church services.

"Best thing about Kurrawang, it's ours! Its ownership and I think that's the best thing about the projects. People that are working on it also live here, and they can say they did it, it's theirs. Have that's sense of ownership and pride."

- ROWENA, KURRAWANG COMMUNITY REPRESENTATIVE

The community have come a long way during the five years that ICV has been working with them. After reorganising their governance and getting their finances back on track, Kurrawang community was able to implement new cost saving solar panels, as well as negotiating a deal with a telecommunications company to be part of a rollout that will provide 3G and 4G mobile data coverage.

"The solar project has helped us to become more self sufficient. We use the difference between the solar use and the energy bill to repay the loan" - Rowena (KACC Chairperson)

They have great plans to continue to improve their community facilities, which include upgrading playground and sports facilities, renovating old buildings and generally improving the visual impact of the community.

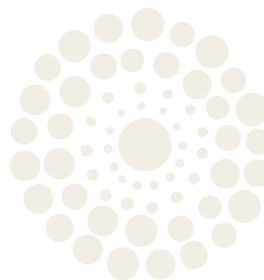
"It's really great to see all the boys working out here, all together. Best thing is gaining a bit of skills about building houses"

- OWEN TUCKER (COMMUNITY PARTICIPANTS)

Most recently, the community has been focussed on their home renovation scheme to upgrade and improve the housing stock, which will be a key source of income for the independent community going forward.

ICV volunteers Peter and Andre travelled to Kurrawang at the beginning of May. They worked with the community for over 2 weeks to finalise building works and one major house renovation is now almost complete.

These renovations have been going on since November 2017, supported by many ICV volunteers, including, Peter, Andre, Sudharmo and Terry, as well as Mick who helped out with plumbing. Kurrawang will now have an additional source of income and a new home available to rent.



"Means helping the community out, people moving into the house, we do them up, few more people move into the community and few nice families move in." -

- ROSS LYNCH (CDP)

The volunteers have also been working with a representative of the government's Community Development Program to ensure Kurrawang's community members are properly trained in building and construction.

"The guys (residents) have learnt a lot of skills that involves a lot of measuring, setting out, levelling out, screw guns and grinders. And they've picked up the task really well and I'm sure they've all got a lot from it, from the project."

- PETER (VOLUNTEER)

Besides being more self sufficient and able to handle much of the maintenance these houses will need in the future, they will also be able to use their newly developed skills for the long term which should lead to permanent employment.

Emily Lapinski, ICV's Community Development Officer who works closely with Kurrawang, visited the community at the beginning of June. Her objective was to work with leaders to help map out next steps in their community development plan. Our relationship with Kurrawang continues, the next project with ICV will be to help attract funding to upgrade the community's playground and sports facilities.



Social Policy Implications

According to the Australian Institute of Health and Welfare and the Australian Institute of Family Studies, strengthening the organisational capacity of Indigenous organisations is "critical to raising the health, wellbeing and prosperity of Indigenous Australian communities." (Tsey et al., 2012, p.1).

The literature on what works in effective Indigenous community-managed organisations indicates that successful organisations have these common elements:

- the community has ownership of and control over decision-making;
- culture is central to the program, including an understanding of local context,
- history and community leaders;
- local Indigenous staff work on the program or in the organisation;
- good corporate governance exists;
- Indigenous staff are working on programs and existing capacity is harnessed;
- trusting relationships with partners are established;
- flexibility in implementation timelines. (Morley, 2015, p.2)

Kurrawang demonstrates all these elements of a successful organisation. The long term trusting partnership it has with ICV is one of the factors supporting the further development of the organisation. The community defines its own needs and designs and controls the response but also has a strong trusting relationship with ICV that it can call upon if and when required.

Kurrawang and ICV are not in a position to know if the successful outcomes of this project would have been achieved had the partnership or the element of control not been in situ, because these will always be essential components for any project that ICV is involved with. However, both organisations would be willing to address the lack of rigorous evaluations of Indigenous community-managed programs and organisations if there was an opportunity to work with researchers to compare community management against programs where communities are not given responsibility for management.

ACTIVITY STORIES



Healing culture, people, and Country with the knowledge of fire

With a culture at least 60,000 years old, Aboriginal people developed a sophisticated and complex understanding of how to care for Country. The first European settlers were impressed with how healthy the land was, with short grasslands, clearing between trees and rich green canopies overhead. The land was kept healthy with cool fires, burned in the right way at the right time.

Within the last 230 years, many of the traditional caretakers of Australia have been taken off Country, unable to practice cultural burning which is an integral part of their connection to the land.

The results have been devastating to plants, animals and people, with heavy fire loads prone to devastating bushfires and a sick Country that is often thick with invasive species. When the land is burnt, it is often done with the wrong fire at the wrong time. This fire is indiscriminately burned 'for hectares rather than for Country'.

Thankfully, these complex cultural fire practices are starting to be restored. A reconnection is occurring for Country and her peoples through the work of the Firesticks Alliance, the Mudjingaalbaraga Firesticks Team in Nowra NSW, and other cultural fire groups across Australia.

The National Indigenous Fire Workshop has evolved from the Awu-Laya Elders fire management project in Cape York that began in 2004. Their work has gone on to inspire communities all over Australia and led to bringing people together to learn about Aboriginal fire management.

Recently, the four-day 2018 *National Indigenous Fire Workshop* was held at Bundanon in Yuin Country on the New South Wales south coast. Bundanon is the estate of famous Australian artist Arthur Boyd, with Bundanon Trust inviting Firesticks Alliance to bring the good fire back to the south coast.

Running an event of this size for the first time and communicating it to the community is no easy feat. ICV community development officer Ruth Gilbert helped with the workshop's logistics, program, and promotion. The event was highly successful and was attended by around 400 people including local and interstate participants and Aboriginal Ranger groups from as far away as Cape Barren in Tasmania, Cape York and the APY lands in Central Australia. It was also well attended by fire services staff, academics and people working in the natural resource management sector.

Workshop participants learned first-hand how to read Country, animals, trees, seasons, and understand the cultural responsibility of looking after Country. During the workshop and for the next fourteen days, 150 hectares of surrounding Yuin country was treated with the 'good fire'. That is amazing when you consider there was only four community members walking alongside the fire and no fire trucks or fire suppression resources to assist.

Cultural fire knowledge benefits both people and landscapes

Workshop leader Jacob Morris is a young Yuin man who is part of the local Firesticks Men's Group. He explained the importance of cultural burning for the local community, which includes creating employment opportunities in land care, increased pride and self-confidence for young people, and benefits for both animals and the environment.

"The right fire will decide what the right plants are for Country – open it up so the grasses can come back. We are the first ones doing cultural burning here in more than 100 years – it's a generational job. We need to keep on teaching our young ones to be guardians and custodians. We are so happy to be getting back this knowledge."

The impact of the cultural burn at Bundanon is still being realised as grass and plant re-growth emerges and whole areas that were inaccessible due to dense lantana and other species are found. Unveiled through the landscape were fourteen previously unknown Aboriginal sites including grinding grooves, shelters, rock art, open sites, and marker trees that have been exposed by opening up Country, and the creation of travel corridors.

ICV supporting community identified needs

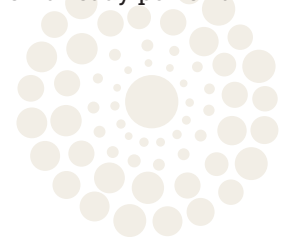
The Firesticks Alliance also sought support from ICV to create a report of the workshop to document the event and leverage support for future workshops, and to evaluate the success of the event. Although this year was the tenth National Indigenous Fire Workshop (and the first time ever held outside of Cape York), reporting on previous events was very minimal. This year was an ideal time to produce a detailed report highlighting the importance of cultural fire practices and was created to strengthen evidence, learning and to influence by sharing messages from the workshop.

ICV volunteer Rebecca has been working closely with the Firesticks Alliance to prepare a report of the 2018 Workshop, generously sharing her expertise in research and evaluation. Rebecca also worked with the Firesticks Alliance to strengthen their workshop evaluation forms and has been working with the group to ensure that the final report covers the event, while also ensuring that intellectual property over cultural fire knowledge is preserved.

The objectives of the National Indigenous Fire Workshop were to connect to Country and to connect to community through mentorship and shared understandings that improve fire management. Evaluation feedback from participants was overwhelmingly positive, with over 90% of respondents reflecting that the Workshop helped them connect to Country and community and increased their knowledge of Indigenous fire management practices. Over 60% of participants said they are likely to change their fire management practices because of the Workshop.

Next year's National Indigenous Fire Workshop will travel again to honour another host community. The Firesticks Alliance will move forward with strengthened knowledge of convening an event of this scale as well as increased capacity to ensure future workshops continue to build on their already powerful work in this space.

www.firesticks.org.au



Women have an important role in cultural burning, with over forty women gathering to share stories and fire knowledge

Workshop participant learning how to create healthy Country with the Good Fire



© Heidrun Lohr





Helping Communities to Help Themselves Through Music and the Arts

For thousands of years, music has played an important role in the culture of Australia's First Nations' peoples. Traditionally, music was used to share history, stories and social structures. Music was also a centrepiece of many sacred ceremonies.

Today, music still plays a vital role for many Aboriginal and Torres Strait Islander people, helping preserve culture, bringing people together and sharing modern experiences.

Midwest Yamaji Music Aboriginal Inc (MYMAI) had a vision to use music and the arts as a way to empower and provide opportunities for their community in Geraldton, WA. Their dream was to hold a First Nations Festival, where talented local musicians could showcase their music.

With Geraldton's high Indigenous and youth population, MYMAI also saw the festival as a way to connect with marginalised youth and bring the community together to share and celebrate their culture.

Since 2012 when ICV first met the team from MYMAI, what they have accomplished is nothing short of remarkable. It's been a privilege to collaborate with MYMAI every step of the way and see their vision come to fruition.



Craig Pickett performing at the First Nations Festival

Positioned for long-term impact

Our community development team and expert volunteers took an amazing, several year journey with MYMAI to:

- Develop an initial festival business plan
- Ensure all the legal and insurance bases were covered
- Secure funding for their first ever festival
- Develop the first festival event plan

After much belief, planning and hard work, the inaugural First Nations Festival was held in 2016 and was a tremendous success.

Many local artists had their first chance to stand proudly in front of a crowd, play music, sing and share their personal experiences as a First Nations person. New artists took to the stage for the first time to receive a standing ovation from the crowd. Performers got the opportunity to network with people from the music industry. Young people got to meet some of their musical idols and learn more about their culture.

It was a special moment to see the festival come to life. Buoyed by the success of the 2016 First Nations Festival, MYMAI could see real potential for the festival to become an annual event.

In 2017, MYMAI approached the First Nations Festival with new capabilities and confidence. They had real momentum from their success, as well as vital lessons on what worked and what could be improved. With a proven concept, they were also able to attract additional funding.

MYMAI turned these insights into their next event that was run more smoothly and gave performers and attendees an even greater experience. The expanded festival format included more artists, activities and stalls. Attendance grew from 500 people to well over a thousand in 2017, including more support from the local Aboriginal and Torres Strait Islander communities.

One of the goals of the festival has been to provide opportunities for young emerging artists to perform in front of an audience and potentially springboard their careers. The 2017 First Nations Festival attracted a lot more interest from young performers who were inspired by what they saw at the very first event, and wanted to get involved this time around.

Based on the success and community support for the First Nations Festival, MYMAI has secured funding for festivals through to the end of 2019. The team is now busy planning for their next festival, which will be held in October 2018.

Directors of MYMAI,
Glenis & Catherine



“I am absolutely over the moon about today, its heaps bigger than last year and it will keep on getting bigger and bigger and better, next year I want to see a lot more young kids out here showing their talent” -

- GLENIS LITTLE, DIRECTOR OF MYMAI



The First Nations Festival aims to inspire the next generation of artists

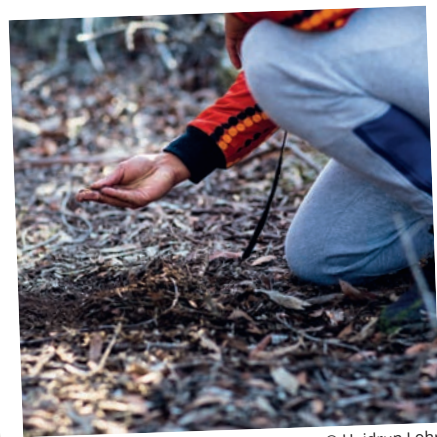
Good governance and sustainable outcomes

As we have engaged with MYMAI over the years, they have demonstrated many of the attributes of good governance.* They have, for example, shown clear and shared strategic direction in their planning processes, and used effective administrative processes and protocols to cover all legal bases, and source the necessary resources to run the event. They have successfully forged connections with relevant external people and organisations to secure funding. Their strong governance is an important foundation of their work, and has been key in supporting them to grow, continue to secure funding for future years, and advance towards their dreams.

Time was spent establishing these good governance practices early on to set MYMAI up to achieve long-term and sustainable impact.

1. Limerick, M. (2009) What makes an Aboriginal Council successful?
2. The Australian Indigenous Governance Institute, 1.1 The important parts of governance, Indigenous Governance Toolkit





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FINANCIAL REPORT

for the year ended 30 June 2018

Reduced Disclosure Requirements



Directors' Report

Your Directors present their report for the year ended 30 June 2018.

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

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 Chamber of Commerce Victoria Ltd

Chair - Boorndawan Willam Aboriginal Healing Service

Chair - Aboriginal Housing Victoria

Director - Ganbina Ltd

Co-Chair - Victorian Aboriginal Economic Board

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

Managing Director - Indigenous Projects Group Australia Pty Ltd

Managing Director - Waddi Spring Water

Director - Yarra Custom Wear

Dr Kerry Arabena PhD

Chair Governance Committee

Director - Kinaway Chamber of Commerce Victoria Ltd

Director - Victorian Aboriginal Economic Board

President - International Association of Ecology and Health

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 164 Aboriginal and Torres Strait Islander communities on 112 community development activities;
- conducted cultural awareness and training workshops for new volunteers as part of the volunteer screening process;
- fundraised financial support from our supporters who made financial contributions to ICV totalling over \$3.9 million;
- embedded ICV's Monitoring, Evaluation and Learning model into ICV's new data management system to enable ICV to collect evidence on the impact of the company's community development work; and
- implemented and provided staff training on ICV's Community Development framework.

ICV had an operating surplus for the year ended 30 June 2018 of \$824,709 (2017: \$397,195).

AUDITOR INDEPENDENCE

The Board has received a declaration of independence by the auditor. A copy is included in the full Financial Report available on the ICV website www.icv.com.au/publications.

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' meetings		Audit and Risk Management Committee		Governance Committee	
	A	B	A	B	A	B
Bill Armstrong	5	4	4	3	-	-
Karen Milward	5	5	-	-	4	4
Stan Kalinko	5	5	4	4	-	-
John Jeffery	5	4	-	-	-	-
Dr Kerry Arabena	5	4	-	-	4	4

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. In addition, a company in which a Board member has an interest, entered into a contract in the ordinary course of the company's business. ICV is covered by Directors and Officers Liability Insurance.

EVENTS SUBSEQUENT TO YEAR END

There were no significant events occurring after 30 June 2018.

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 2018 and of its performance for the year ended on the date; and
 - (i) 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 13th day of August 2018.



Bill Armstrong AO
Co-Chair



Karen Milward
Co-Chair

Independent Auditor's Report



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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 2018, 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 are derived from the audited financial report of Indigenous Community Volunteers Limited (the Company) for the year ended 30 June 2018.

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 20 September 2018. The audited financial report and the summary financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial report.

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
3 October 2018

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Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2018

	Notes	2018 \$	2017 \$
Revenue			
Donations from the public	4	3,947,268	3,789,603
Government funding		1,503,500	1,000,000
Corporate funding		-	24,188
Service revenue		-	30,455
Investment income	4	32,733	16,639
Other income		12,635	66,633
Net gain on disposal of non-current assets		-	500
Total revenue		5,496,136	4,928,018
Expenses			
Community development activities		(1,730,426)	(1,920,116)
Direct costs of fundraising appeals	4	(1,229,218)	(1,080,808)
Compliance and governance		(158,419)	(202,645)
Enabling services		(705,756)	(730,336)
Supporter engagement		(355,278)	(296,796)
Awareness and education program		(269,497)	(279,909)
Business development and innovation		(222,833)	(20,213)
Total expenses		(4,671,427)	(4,530,823)
Net operating surplus		824,709	397,195
Other comprehensive income		-	-
Total comprehensive income for the year		824,709	397,195

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 2018

	Notes	2018 \$	2017 \$
ASSETS			
Current assets			
Cash		3,082,005	2,289,635
Receivables	5	82,788	32,020
Prepayments		41,667	34,949
Total current assets		3,206,460	2,356,604
Non-current assets			
Plant and equipment	6	13,089	14,533
Intangible asset	7	54,298	89,942
Total non-current assets		67,387	104,475
Total assets		3,273,847	2,461,079
LIABILITIES			
Current liabilities			
Trade and other payables	8	271,895	250,065
Employee benefits	9	251,670	289,608
Total current liabilities		523,565	539,673
Non-current liabilities			
Employee benefits	9	93,015	88,848
Total non-current liabilities		93,015	88,848
Total liabilities		616,580	628,521
Net assets		2,657,267	1,832,558
FUNDS			
Accumulated funds		2,657,267	1,832,558
Total funds		2,657,267	1,832,558

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 2018

	Total Accumulated Funds \$
Opening balance at 1 July 2016	1,435,363
Operating surplus	397,195
Other comprehensive income	-
Balance at 30 June 2017	1,832,558
Opening balance at 1 July 2017	1,832,558
Operating surplus	824,709
Other comprehensive income	-
Balance at 30 June 2018	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 Cash Flows

For the year ended 30 June 2018

	Notes	2018 \$	2017 \$
Operating activities			
Receipts from donations and supporters		3,947,268	3,789,603
Government and corporate funding		1,653,850	1,429,107
Fee for service		-	33,500
Dividend income		-	3,925
Interest income		29,936	16,639
Net GST refunded/(paid)		(43,240)	75,613
Other revenue		23,542	55,726
Payments to employees		(2,440,479)	(2,547,225)
Payments to suppliers		(2,370,907)	(2,118,331)
Net cash from operating activities	10	799,970	738,557
Investing activities			
Payments for property, plant & equipment		(7,600)	(79,986)
Sale of property, plant & equipment		-	500
Net cash provided by/(used in) investing activities		(7,600)	(79,486)
Net Increase in Cash Held			
Cash at the Beginning of the Financial Year		2,289,635	1,630,564
Cash at the End of the Financial Year		3,082,005	2,289,635

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

We have 22,000 wonderful donors who support Aboriginal and Torres Strait Islander communities with great generosity. Their big-hearted gifts provide communities with access to the practical, hands-on support needed to achieve their dreams.

Every year ICV relies heavily on the support we receive from 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.





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 Arrernte
Community: Santa Teresa, NT
Title: Untitled
Year painted: 2009
Medium: Acrylic on linen
Dreaming: Honey ants**



1800 819 542
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