



*INDIGENOUS COMMUNITY VOLUNTEERS*  
ANNUAL REPORT 2016-17

## 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.

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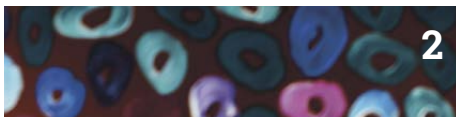
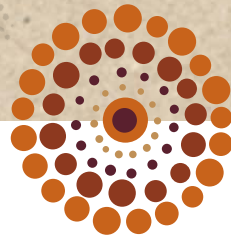
Aboriginal and Torres Strait Islander people should be aware that this publication could contain the names and images of people who may now be deceased.

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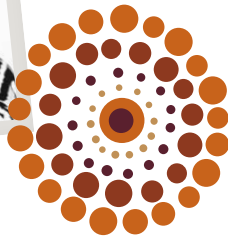
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**THANK YOU**

## CEO MESSAGE



**STEPHANIE HARVEY**  
CEO



**"With our funding now assured for the next two years, we will focus on achieving even greater impact in communities and engaging more actively with our current supporters and volunteers."**

**Last year was a great opportunity for all of us at ICV to demonstrate our passion for what we do and our resilience in the face of trying circumstances.**

While a lack of funding put a strain on the organisation, I am proud of the way we came through with our spirit still strong, our teams intact and supporting each other.

With our funding now assured for the next two years, we will focus on achieving even greater impact in communities and engaging more actively with our current supporters and volunteers.

### **Controlling our future**

A positive we take from our recent experiences is that it forced us to be courageous and look at what our future could hold. Going forward, we remain committed to operating with this same boldness because it has made us more innovative and resourceful as an organisation.

This mindset has led us to take control of our future by creating additional revenue streams. We are in the process of establishing a for-profit arm of ICV, which will have the sole purpose of supporting the community development work undertaken in partnership with Aboriginal and Torres Strait Islander people and communities.

We will embed the values of ICV into our business dealings, ensuring it is culturally respectful and empowering. We will have an Aboriginal and Torres Strait Islander presence in the business, in our supply chain and as our business partners. Where possible we will be creating employment and economic opportunities in partnership with our community partners.



## Strategic Planning

During the year we set an exciting course for ICV's future with the development of our new Strategic Plan.

The biggest highlight of our Strategic Plan for me was the way it was constructed. Being on Country in Alice Springs, literally sitting on the ground talking with community mob embodied the whole ethos of the way that ICV works.

We invited people from urban, regional and remote areas who had successfully used our services. We also invited people who had not yet had an opportunity to engage with ICV, because we need to learn from knowing what the gaps are in our program delivery.

Hearing about what the real needs are from people at the start of the planning process laid the groundwork for the leadership team, Board and Ambassadors to then have a strategic conversation about what's important.

The reason we designed it that way was because it is not up to us to determine what's important. ICV is here to be of service to people and communities so we cannot assume we know what other people are requiring from us; we need to ask the question.

**"ICV is here to be of service to people and communities so we cannot assume we know what other people are requiring from us; we need to ask the question."**

## Looking ahead

What I am delighted about in the coming year is having more of our people out in the field doing the work that we do at ICV with even greater quality and reach.

A pivotal development for us going forward is formally capturing the evidence base of impacts of all of ICV's field work.

We collect powerful information about what's working and, just as importantly, about what's not working for Aboriginal and Torres Strait Islander people.

It would be terrific to be in a position to share that information more widely and contribute to the social policy conversation on First Nations people in Australia, and potentially in other parts of the world.

**"We collect powerful information about what's working and, just as importantly, about what's not working for Aboriginal and Torres Strait Islander people."**

## Thank you

There are so many to thank for the past year – our staff for their passion, our community partners who keep believing in us, our volunteers who just keep putting their hands up and not least, our financial supporters for their generosity and our non-financial supporters who create opportunities for ICV.

Also, thank you to the Hon. Minister Nigel Scullion and the Department of Prime Minister and Cabinet for taking the time to understand why we work the way we do, and to provide their financial support.



## CO-CHAIR MESSAGE



**KAREN MILWARD**  
CO-CHAIR



**BILL ARMSTRONG**  
CO-CHAIR

**The past year has been a challenging one for ICV. Despite the funding difficulties ICV still achieved considerable impact, working with 160 communities across Australia.**

Together with our community partners, volunteers, donors and other supporters, we continue to contribute to successful outcomes in Aboriginal and Torres Strait Islander communities, in a meaningful and lasting way.

**"ICV is best positioned behind the scenes to enable communities to do the work themselves and to be recognised for their own successes."**

### Trust and belief

The way ICV works is the key reason why our relatively small organisation is having a significant impact on the communities with whom we partner.

ICV's unique community development approach is built upon the trust and belief that people have the ability to bring about positive change for themselves.

Aboriginal and Torres Strait Islander communities are often placed in a situation where other people come in and do things to them. Very rarely do other people come in and work with people and trust them to make the changes necessary.

However, when you do this, people stand up and say 'We did this. This is ours. We built this. We made this work'. This strengthens capacity within people and enables them to take responsibility for their own long-term success.

### Connecting the dots

ICV is best positioned behind the scenes to enable communities to do the work themselves and to be recognised for their own successes. Unfortunately, this position can cause confusion for those outside of the organisation on the importance of the role we play. At times this has been detrimental to ICV in the funding space.

We are not going to change our methodology. We know that truly working with people, supporting their agendas, and building relationships based on trust and high cultural competency is the strongest sustainable, empowered approach. At the same time, we need to ensure we have the funding to make sure that we can continue work this way.

We were pleased to spend quality time with Indigenous Affairs Minister Nigel Scullion in Alice Springs during the year. This meeting allowed us to connect the dots of the role ICV plays and demonstrate the considerable impacts we have made over the years. We believe this was the watershed moment in successfully gaining government funding for the next two years.



## Strengthening our resolve

The process of assuring our future placed a great deal of stress upon the organisation. Regretfully, it took away some of the focus from our important community development work as our staff completed the necessary engagement and reporting, evaluations and reviewing to back our funding applications. As a result, we have not worked in as many communities that we would have liked over the past year, and for this we are sorry.

With funding now secured, we can focus on the way forward, and we are excited to ramp up our community development activities over the next 12 months.

Moreover, this period has strengthened our resolve to become financially self-sustainable. We are in the process of establishing new avenues to diversify and increase our revenue streams through business development.

## Many voices, one direction

Over the past year, we undertook our strategic planning process, charting ICV's direction for the next three years. The planning process began with a bush meeting in Alice Springs with a wide representation of ICV stakeholders.

It was essential for us to gather and embed a range of voices from Aboriginal and Torres Strait Islander people and communities into our Strategic Plan. Listening to community members, it was a reminder that our communities and people are as diverse as the landscape, each with differing assets, needs and perspectives.

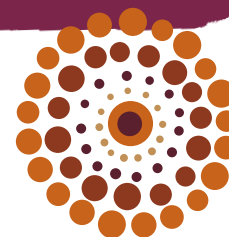
Receiving, and acting upon this feedback was vital in determining our future course. We are confident we have a Strategic Plan which will bring enormous benefits to the Aboriginal and Torres Strait Islander people and communities with whom we work.

## Thank you

We wish to extend our heartfelt thanks to each one of our supporters around Australia who have taken the time to understand our approach and who generously support Aboriginal and Torres Strait Islander communities to create a better future for themselves.

We would also to thank our fellow board members and ambassadors who bring expertise and commitment to their roles and ICV's CEO Stephanie Harvey and the leadership team for guiding the organisation through a challenging time. Heartfelt thanks also to the staff for their great work and hanging in there and believing we would come through and to our volunteers whose dedication and selflessness are inspiring to us all. Finally, we thank the Aboriginal and Torres Strait Islander community partners because they are the reason why we are here.

**"We are confident we have a Strategic Plan which will bring enormous benefits to the people and communities with whom we work."**



# ACTIVITY REPORT



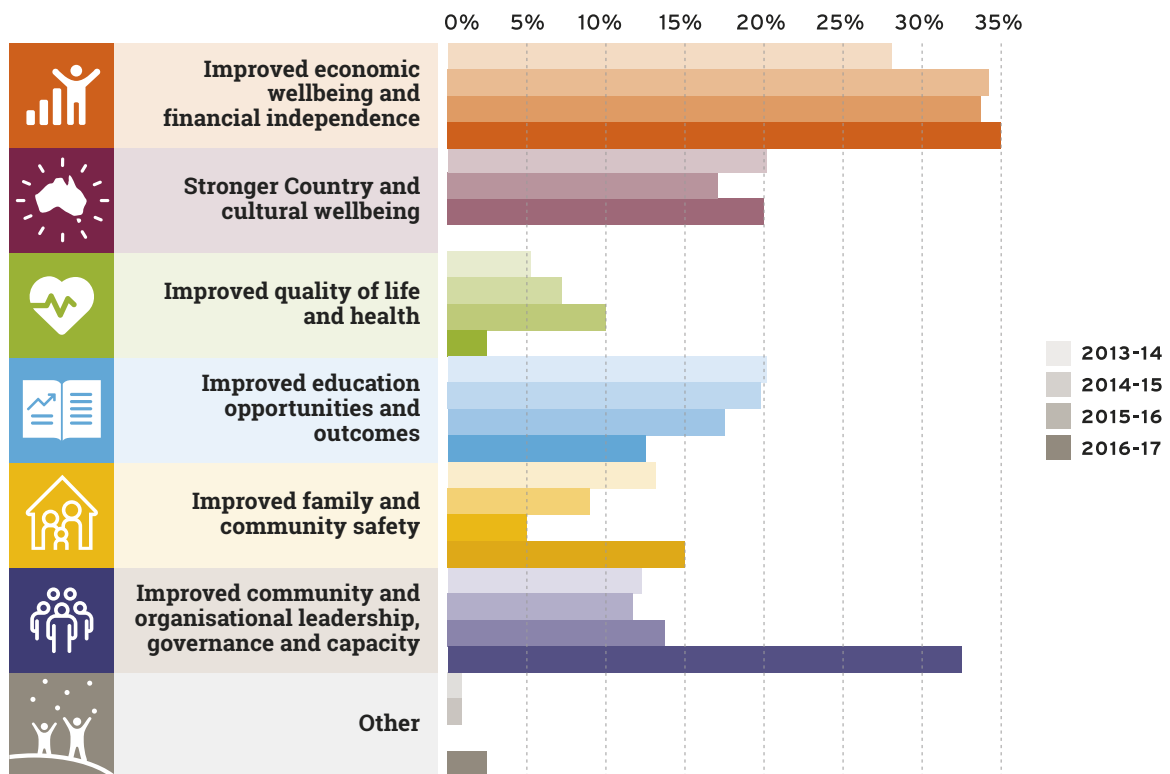
**In 2016-17, ICV engaged with 160 Aboriginal and Torres Strait Islander Communities on 133 community development activities. These projects directly benefited those communities and supported each to move confidently towards a broad range of goals.**

Previously ICV has described and categorised community development projects according to the Council of Australian Government's (COAG) seven pillars of development. Last year, ICV introduced refinements to the wording of these pillars as

part of our new Community Development Framework and Story of Change. The revised outcome areas (listed in the accompanying graph) allow for greater understanding of trends in community development activity as experienced by the communities we work with.

There continues to be consistency in the proportional representation of activities. Projects leading to 'improved economic wellbeing and financial independence' continue to be the most sought-after, followed closely by 'Stronger Country and cultural wellbeing' and 'Improved education opportunities and outcomes'. The only notable exception to historical figures is the rise of projects categorised as 'Improved community and organisational leadership, governance and capacity'.

**ICV pillars of community development**







## Where we work

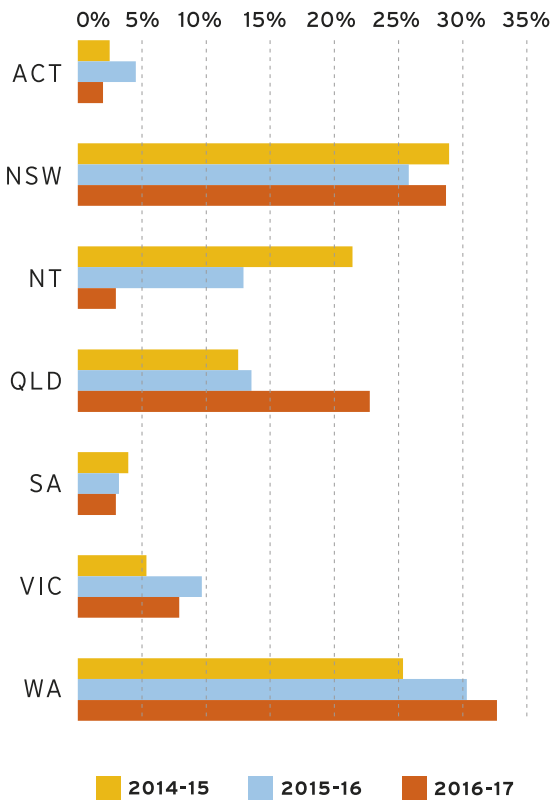
In 2016-17, ICV community development teams continued to offer support in project delivery to Aboriginal and Torres Strait Islander communities across Australia.

The distribution of activities across Australian states and territories continues to remain remarkably consistent. Western Australia and New South Wales continue to lead the way regarding project activity, while the trend for increasing activity in Queensland also continued.

ICV's reduced presence in northern parts of Australia is evident by the declining activity in the Northern Territory. This trend will likely reverse over the next few years as ICV utilises increased funding to resource this region.

**Projects leading to 'improved economic wellbeing and financial independence' continue to be the most sought-after...**

### Project location by state and territory

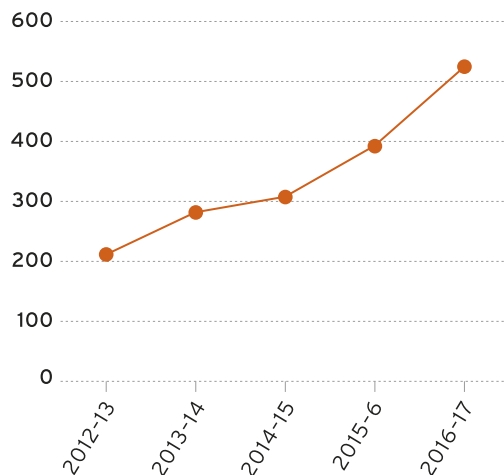


### Average Project Length

Our community development field staff continue to build trusting and lasting working relationships with communities. Since 2012-13, the average length of a project has increased significantly from 211 to 522 days up to the end of 2016-17.

The increase in project duration is a combination of an increased emphasis on long-term and sustainable goals, as well as the continuous improvements made in project management, including robust project monitoring and evaluation.

### Project length (days)



# MEASURING OUR IMPACT



**This year we formalised our approach to emphasising the voice of communities in the way we capture our data.**

Building from our partnership with Principal Scientist Emma Williams of the Evaluation and Knowledge Impact team, Northern Institute, Charles Darwin University, we have adopted a concept of using “thermometers” to measure (and assign numbers) to changes that are sometimes difficult to measure.

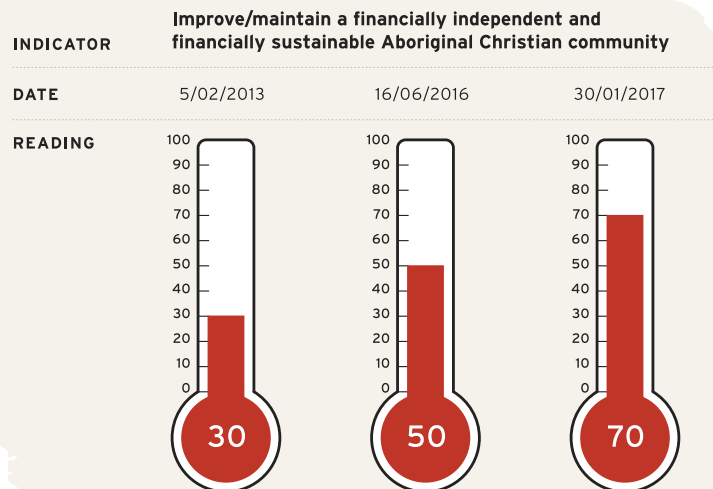
The example below illustrates the progress that has taken place on one aspect of a community’s long-term goal over four years. In this instance, the community has chosen to monitor their progress towards financial independence and sustainability.

The “thermometer reading” shown below is determined by combining qualitative data which combines monitoring comments made by ICV’s community development team, community members and volunteers.

We have now developed a monitoring and database system that:

- Allows communities to choose their own indicators of success which monitor short-term outcomes and their long-term dream.
- Generates a community’s own program logic that describes the successful outcome/s they desire, the strengths and assets they have to work with and the planned solution.
- Captures an aggregate picture of the impact trends in ICV’s community development activities across all regions using quantitative data. This is based on a collation of indicators chosen by communities (see table below).

## Changes to financial independence and sustainability in one community





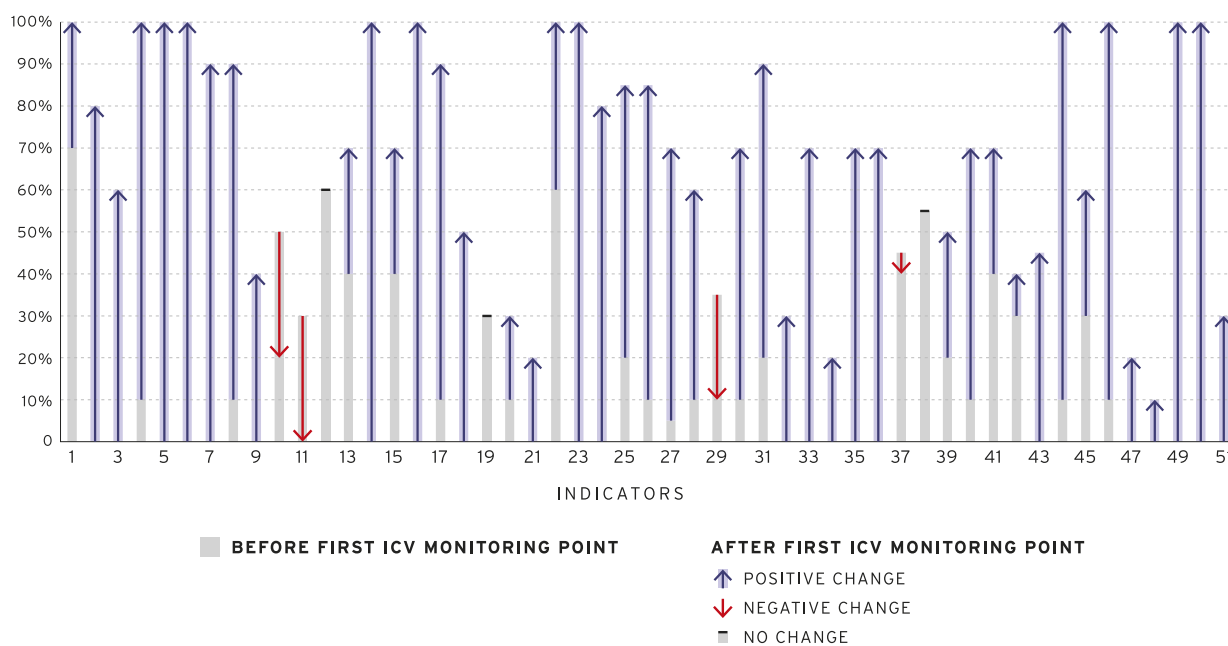
We are in the very early stages of capturing data. However, the illustrations on the following pages demonstrate the capability we now have to display impact trends for each outcome area.

In the chart below, each column represents a unique indicator of change as chosen by a community. Each indicator has a starting point (before first ICV monitoring point) and the arrows show the direction and amount of change.

i.e. at indicator 17, trends have moved positively 80 percentage points (the project began at 10 per cent and moved to 90 per cent).

Red arrows (negative readings) allow us to identify where projects are off track. Negative readings can indicate areas we need to modify our approach, or where a community has not received their grant funding for the desired goal or unanticipated community events have impacted on an activity.

**ILLUSTRATION OF NATIONAL TREND FOR PROJECT INDICATORS**  
**Outcome: Improved community and organisational leadership, governance and capacity**



<b>Sample size (no. of projects)</b>	27	
<b>Earliest project start date</b>	April 2014	
<b>Latest project finish date</b>	December 2017	
	<b>Point Change</b>	<b>% Change from baseline</b>
<b>Minimum</b>	-30	-100.00%
<b>Maximum</b>	100	1300.00%
<b>Mean Average</b>	49	193.48%

**PROJECTS BY COMMUNITY LOCATION**

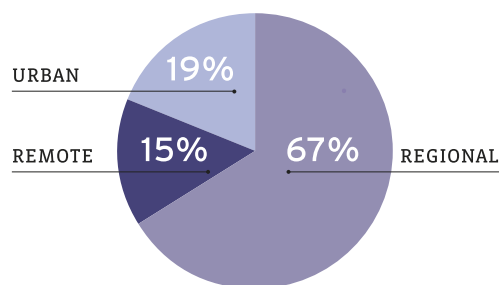
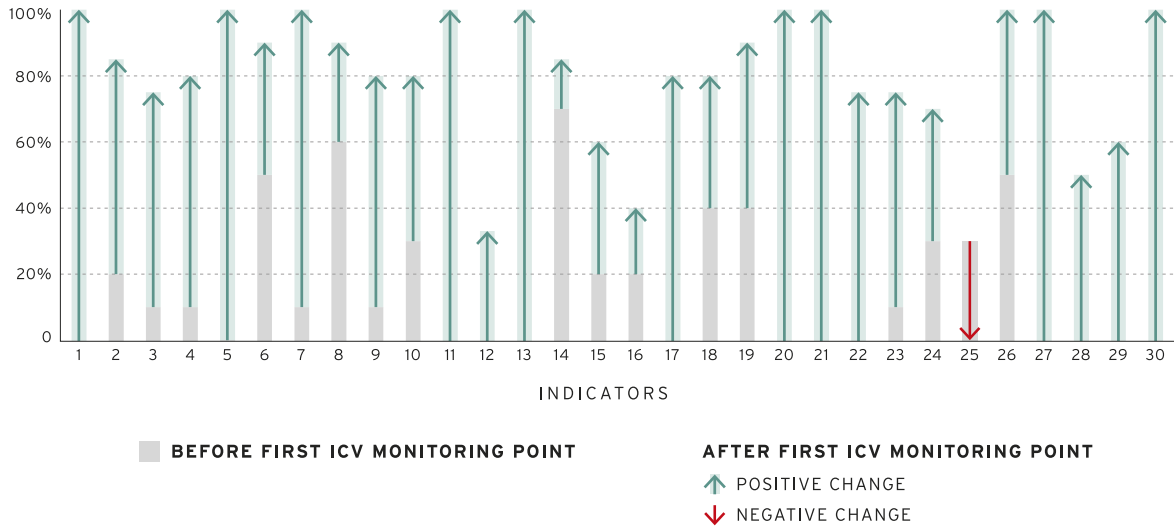


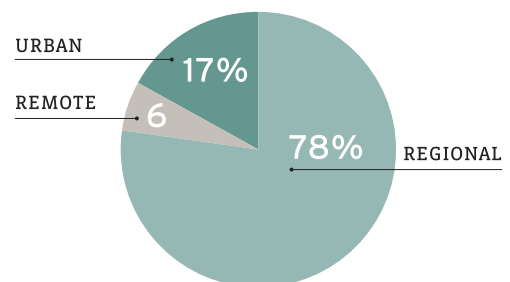


ILLUSTRATION OF NATIONAL TREND FOR PROJECT INDICATORS  
**Outcome: Improved community participation and partnership opportunities**



Sample size (no. of projects)	18	
Earliest project start date	April 2014	
Latest project finish date	October 2017	
	Point Change	% Change from baseline
Minimum	-30	-100.00%
Maximum	100	900.00%
Mean Average	62	197.31%

**PROJECTS BY COMMUNITY LOCATION**



This is an exciting time for ICV where we can begin to monitor and communicate impact trends taking place, not just through stories, but numbers too.

This new approach to capturing data allows us to identify specific impacts that are taking place in individual communities then analyse contributing factors.

We can understand more about trends in the time taken for outcomes and impacts to occur. This allows us to refine our community development practice and how we engage, design, deliver and celebrate with communities on the road to achieving their long-term aspirations.

**"This is an exciting time for ICV where we can begin to monitor and communicate impact trends taking place, not just through stories, but numbers too."**

# LEADERS IN COMMUNITY DEVELOPMENT

**Building on last year's successful establishment of our Community Development Framework, this year we launched five community development learning modules.**

The Framework is an interactive "living" document at ICV and positions us for ongoing learning and improvement in our community development practice.

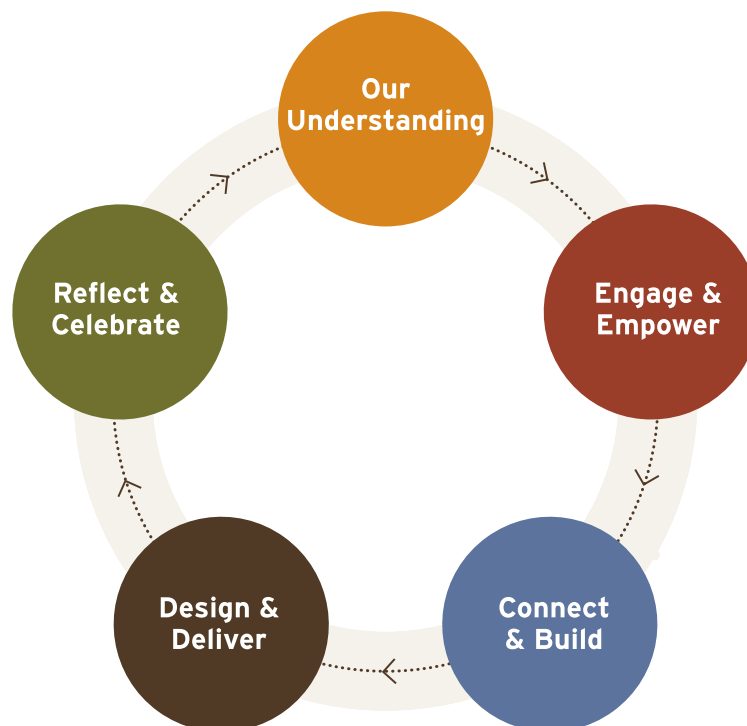
Divided into five interconnected areas of our community development practice, the Framework helps us conceptualise our work, build a common understanding and implement appropriate approaches.

The additional development of learning modules based on the Framework has further brought the resource to life.

The learning modules were developed by a small group of our community development team, then shared across ICV through a series of sessions in each region. These sessions proved an excellent forum for our community development team to take a deeper look at the way we work by sharing strengths, learnings and different methods of community engagement and development.

It has been a significant milestone and point of celebration for our teams to reflect on our practice and to have our approach documented. Furthermore, we are excited about the enhancements and possibilities these resources will bring to ICV going forward.

## ICV's Community Development Framework



## ALICE SPRINGS **STRATEGIC PLAN**



**One of the many highlights of the year was setting ICV's direction for the next three years through development of our 2017–2020 Strategic Plan. Excitingly, the plan was created using the empowering and collaborative values we live by as an organisation.**

Everybody had a voice in the planning process including community partners, staff, volunteers and supporters. This was essential because we needed the Strategic Plan to be a real, living document designed purely to ensure ICV will continue to be of service to our partner communities.

In developing the Plan, it was important for us to get away from our day-to-day lives, away from buildings, away from our offices, go out on Country and feel the spirit of the land to remember why it is that we do this work. It's why we began the planning process with a bush meeting just outside Alice Springs.

This central meeting point at Standley Chasm allowed us to engage in open and constructive dialogue with a wide variety of voices from across Australia. Afterwards, we were able to distil all of these conversations at a strategic level with our Board, our Ambassadors and the ICV leadership team to create the final document.

The reason we designed the plan this way, is because we recognise it is not up to us to determine what is important. We are here to be of service to other people, so we cannot assume we know what other people require from us. We need to ask the questions.



ICV's Board, Ambassadors and Leadership team on day two



One of the most exciting aspects of the new Plan will be the creation of additional revenue streams through a for-profit business to support the work of our important nonprofit community development work. This will be part of our own self-determination and our own empowerment to ensure ICV's future will be in our control. Our partner communities will also benefit from increased employment and economic opportunities through this initiative.

We are excited to be living our new Strategic Plan and confident it will bring enormous benefits to the Aboriginal and Torres Strait Islander communities with whom we partner, along with sustainable growth for ICV.



Strategic Planning ICV Board, leadership team, community and Ambassador representatives

Standley Chasm



**“We are excited to be living our new Strategic Plan and confident it will bring enormous benefits to the Aboriginal and Torres Strait Islander communities with whom we partner, along with sustainable growth for ICV.”**

# QUEENSLAND TRADITIONAL OWNER GOVERNANCE AND PROSPERITY PROGRAM



After a successful pilot program run last year, the Queensland Resources Council (QRC) with the involvement of ICV commenced a further governance and economic development program for Traditional Owner groups based in Queensland who have native title agreements with resource sector companies.

ICV invested in last year's pilot program with the understanding that future programs could lead to cost recovery and potential fee-for-service opportunities.

ICV invested in last year's pilot program with the understanding that future programs could lead to cost recovery and potential fee-for-service opportunities. This year, ICV made significant headway in this direction with the program covering ICV's costs of involvement.

The program was designed to focus on governance from an Indigenous perspective rather than just 'classroom training'. There was a strong emphasis on hearing stories of Traditional Owner groups who have built strong governance and made the most of opportunities from their native title agreements.

The program was designed to focus on governance from an Indigenous perspective rather than just 'classroom training'

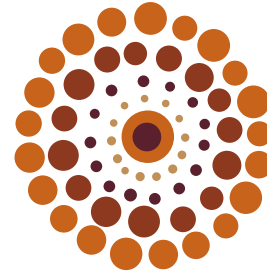
The program also included presentations from governance and prosperity experts and related 'breakout' workshops focusing on key areas for Aboriginal and Torres Strait Islander people in addressing native title based outcomes and opportunities. During the workshops, Traditional Owner groups looked at their situation and completed modules on:

- developing a shared vision and long-term strategy;
- structuring Traditional Owner corporations and governance arrangements to best manage diverse functions;
- resolving disputes within the membership;
- obtaining good advice and managing service providers;
- keeping agreements on track;
- making the most of employment and training opportunities;
- managing native title money for the group's benefit;
- good board governance; and
- developing social and cultural programs for the community.





**The volunteers played a vital role in assisting Traditional Owner groups to work through the various program modules and activities as well as provide advice and support to them over the period of the program.**



ICV was engaged to 'on board' and induct representatives from QRC member companies as ICV volunteers for roles as 'Governance Friends'. The volunteers played a vital role in assisting Traditional Owner groups to work through the various program modules and activities as well as provide advice and support to them over the period of the program.

Approximately 35 directors and executive office bearers from the Juru, Mandandanji, Birriah, Iman, Byellee, Gooreng Gooreng and Taribelang Bunda Traditional Owner groups participated in the May workshop.

The feedback was overwhelmingly positive as demonstrated by some of the written evaluation comments below:

*"The whole presentations worked well. We got a good overall view of a range of experiences, and the actual workbook was a great tool to guide us through the workshops."*

*"The use of facilitators and helpers from various places was good to support the groups – this resulted in two-way learning for them also."*

*"The open and safe discussion about key things to achieve and address and practical ways to approach this based on "hands-on" experience."*

*"I learnt a lot from the experts and other Traditional Owner groups about options for addressing our governance challenges."*

**"I learnt a lot from the experts and other Traditional Owner groups about options for addressing our governance challenges."**

# INDIGENOUS COMMUNITY VOLUNTEERS LARAPINTA CHALLENGE 2016

19–24 AUGUST 2016



LARAPINTA  
TRAIL, NT

**When global law firm and ICV pro-bono partner DLA Piper asked for an opportunity to involve their staff in ICV's work, Larapinta was the perfect fit.**

Located in Central Australia, the Larapinta Trail is one of the seven Great Walks of Australia and noted as one of the top ten walks in the world.

In August last year, ten women from DLA Piper set off on what would become a physical, emotional and spiritual journey for all of them.

With a desire to increase their cultural knowledge, the women from DLA Piper were accompanied by ICV staff member Nina Tsernjavski and Deanella 'Dee' Mack. Dee has a cultural awareness tourist business which ICV supported to get off the ground some years ago.

Dee led the group on a guided walk through Standley Chasm and joined them around the campfire to yarn. She gave the group a real insight into Arrente culture, from both traditional and contemporary perspectives.

The DLA Piper group also had an excellent opportunity to learn more about ICV and see first-hand the strength of our relationships with communities and the positive impact of projects we engage in.

Overall the group raised just under \$40,000 for ICV which was a fantastic effort! Congratulations to everyone who took part; we are delighted it was such a rewarding experience.



The group with Dee & Kia



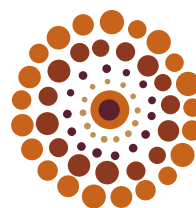
The DLA Piper group



Dee talking to the group at Standley Chasm



## Achieving potential through reading and speech



**Ngroo Education works to improve opportunities for Aboriginal children to achieve their potential by increasing their level of participation in mainstream early childhood education.**

Ngroo began in 2008 after a conversation between an Aboriginal mother and a preschool Director who wondered why there were very few Aboriginal children in the preschool in Western Sydney, when there was a large surrounding population of Aboriginal families.

The preschool Director discovered that parents in the area had been deeply scarred from their families being decimated through the removal of children now known as the 'Stolen Generations'.

This began a long journey of the development of the 'Walking Together' program. Ngroo state the program has improved engagement of Aboriginal children in early childhood education across NSW by 50 percent in participating services.

Recently, Ngroo has been focusing on improving speech in Aboriginal children, after observing that many of the children were functioning below the normal levels for their age group.

This work identified a number of barriers excluding Aboriginal children from accessing existing speech therapy and developmental services, including cost, transport, general understanding of the systems available and limited access to therapists.

Numerous studies have shown enhanced learning occurs in participants when they use resources they can easily relate to. With this knowledge in mind, Ngroo is aiming to supplement speech therapy services with culturally appropriate resources.

ICV connected Ngroo with skilled graphic designer Antonia who is working with a local speech therapist to illustrate a children's book that will use imagery and wording taken from the local Aboriginal language and culture.

Teaching staff will then use the book to enhance the children's language skills, self-esteem and pride in their culture and to motivate children to talk, speak and read.



(Left-right) Ngroo Education's Jan Wright, ICV's Renee, speech pathologist Diana Wolf



PILBARA

## Supporting healing in the Pilbara

### The Aboriginal Family Law Services has found Aboriginal

women are 34 times more likely to be hospitalised due to family violence when compared to other Australian women. And the rate is even higher in WA's Pilbara region.

The long-term vision of the Pilbara community is to ensure that all Aboriginal people live safe and healthy lives, free of family and domestic violence. Community members led by Devon Cuimara, have been taking steps towards achieving their dream since 2011, establishing the Aboriginal Men's Healing Centre (AMHC).

*"Violence against women and their children is everybody's business. If we don't make it our business, then generations shall suffer in silence,"* Mr Cuimara said.

The planned 28-bed centre will provide a holistic healing program consistent with clinical and cultural best practice specifically designed to support the treatment and healing of men involved with family violence. Using Aboriginal Culture & Lore as the key healing element, the program aims to heal the underlying issues of domestic violence.

AMHC will offer the opportunity for domestic violence perpetrators to remain on Country and reconnect with their culture. Healing programs will be delivered by local Elders who will work with men for up to 12 months. At the end of the program, they will have improved life skills, a sense of responsibility, meaningful employment, good physical health and be emotionally and spiritually strong.

ICV volunteer Kayla worked with Devon and Pilbara community members exploring funding that would help move AMHC from idea to reality. In some exciting news, they were recently successful in gaining a significant grant which will allow plans to move ahead to secure the land and develop the building which will house the program.

*"Kayla and (ICV Regional Manager) Doyen are two inspirational people,"* Mr Cuimara said.

*"Without their support and that of ICV, many more Aboriginal women, their children and the males who use violence in the Pilbara Region shall suffer in silence,"*

*"There would be very few Australians that don't know of a loved one, a friend, a work colleague, or a neighbour that suffers in silence from violence. AMHC shall assist those who suffer in silence from violence. AMHC is humbled by the gracious efforts of Kayla, Doyen and ICV. Thank you."*

- \* Over the past year, ICV has worked with AMHC on securing funding for programs and delivery, website development and land surveying.
- \* As a result of the land surveying and support of the Pro bono architects, AMHC has secured 13 hectares of land from the East Pilbara Shire. The architects have also begun developing the concept building design to establish building and construction cost readiness for a funding submission to be carried out by ICV with AMHC.
- \* The next steps for AMHC are to secure further funding for the construction phase and developing its governance, finance structure.



ICV volunteer Kayla (left) talks to Pilbara community members

## ACTIVITY STORIES



### Toys change lives

**Keeping our Freedom Youth Indigenous Corporation (KFYIC) aims to support**

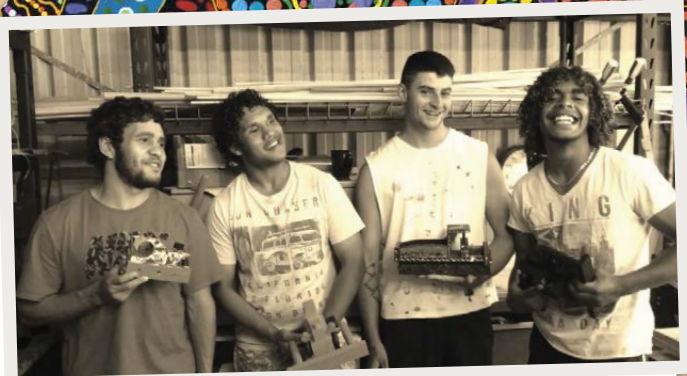
**young Aboriginal and Torres Strait Islander people through employment and training pathways.**

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.

Participants are taught the basics of woodwork then supported and encouraged to create wooden toys and furniture.

TCL has already proven successful in preventing reoffending and providing employment opportunities for its participants.

Pastor Pete Boughey runs the program out of his backyard shed using a similar ethos to how ICV works. He explained to ABC News that collaboration and empowerment have been vital to TCL's 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.

With more young men being referred through the judicial system, TCL is fast outgrowing its current workspace. 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 our own marketing guru Justin.

Justin worked with TCL to create a website, swing tags, and branding. The development of these marketing materials will support TCL in achieving its goal of expanding its workspace and becoming self-sustainable.

\*If you would like to purchase a TCL toy visit: [www.tcl.org.au](http://www.tcl.org.au)



- \* TCL participants owned and drove the project, working with ICV volunteer Justin to direct each outcome.
- \* The website and video have generated interest in TCL and increased potential funding opportunities.
- \* TCL has moved from the backyard shed to a shop situated on the main street of Casino. In their new workspace, up to nine young men can receive valuable job training.

## ACTIVITY STORIES

CAIRNS



### enVizioning a brighter future in Cairns

**Located in Cairns QLD, enVizion is the only Aboriginal and Torres Strait Islander training provider in the region. The aim of the group is to break the generational unemployment cycle with specialised pre-employment, mentoring and training programs.**

enVizion's culturally tailored approach and creative use of technology have allowed the organisation to break down many of the employment barriers faced by their community.

Some of their clever ideas include a virtual reality bus which drives to remote communities to offer a 'real view' of potential job opportunities; a literacy and numeracy program that incorporates images of the learner's own interests; and a therapeutic program that works through a person's issues long-term, ensuring they are better prepared for the future.

Recently, enVizion was looking to grow and develop so they could help more people with their programs. To achieve their goal they needed assistance accessing further funding. enVizion approached ICV for help, and we were delighted to continue our partnership which had started back in 2013.

ICV volunteer Marybeth worked with the enVizion team on writing grant submissions. And by training staff in the process, she's passed on valuable skills which will allow them to write their own submissions in the future.



enVizion's Vikki, Julie Ann & Christina with ICV's Peter and Eddie.

Already enVizion has been awarded a major grant, allowing the organisation to recruit six new staff members. The flow-on effect of enVizion's growth will be training and employment opportunities for thousands of Aboriginal and Torres Strait Islander people.

"Marybeth has been invaluable. Our organisation is growing in capacity, including staff members and program delivery for people," said enVizion CEO Julie-Ann Lambourne.

**"We thank you very much."**

- \* ICV has partnered with enVizion since 2013 on business and strategic planning, accounting and submission writing.
- \* enVizion has grown to become a leading training and employment organisation for Aboriginal and Torres Strait Islander and non-Indigenous people.
- \* enVizion can use ICV volunteer Marybeth's submission writing support for future funding applications.



enVizion's virtual reality bus

## ACTIVITY STORIES



### Mosaics bring a school and community together in remote Wiluna

**ICV and Wiluna Remote Community School (WRCS) have a long-term relationship dating back to 2010, partnering on a number of activities over the years.**

The school fosters a close relationship with its family and community members who enjoy engaging with the children to help them learn.

*"It's very important we have not only community days where families come in but community activities where they can be a part of the learning, where they can be part of the engaging process to get students excited about learning,"* WRCS Principal Adriano Truscott said.

WRCS identified a mosaic project as an activity to bring the community together and teach the students about the local Martu language and culture. And when it invited ICV to assist we were thrilled to team-up again.

ICV volunteer Jane returned to Wiluna and reacquainted herself with some old friends from her time volunteering at the school four years prior. She consulted with local Elders on how the project should proceed and on the design of the mosaics.

*"A lot of the Elders were here for Community Day and we gained their input and collaboration on the project as to the imagery that went into the mosaics,"* Jane said.

It was decided the mosaic tiles would reflect the different periods of the local Martu calendar, which the school uses as the basis of their curriculum. The calendar explains what is happening during the year with animals, plants, weather and people. For example, it describes the story of how a parnka (goanna) lives, when it hibernates, lays eggs and comes out to eat.

Jane initially taught the mosaic process but it wasn't long before students and community members were independently creating mosaic tiles and designs from start to finish.



*"This project is a symbol of what learning is like in Wiluna. It's very exciting because never before have we had so much community input into this project. Every step of the process has had community involvement,"* Mr Truscott said.

The finished mosaics will decorate accessible areas around the community as an educational resource.

- \* **ICV has partnered with Wiluna Remote Community School (WRCS) since 2010 enhancing their kitchen garden program, making their library a more engaging learning environment and increasing their cultural learning resources.**
- \* **ICV activities have supported community involvement in school activities, strengthening the relationship between school and community.**
- \* *"It's very important we have not only community days where families come in but community activities where they can be a part of the learning, where they can be part of the engaging process to get students excited about learning,"* WRCS Principal Adriano Truscott said.

Working together to create the mosaics





LITTLEWELL

## Big news for Littlewell

**On the outskirts of Mingenew, a small town 100km south east of Geraldton in WA lies a significant Aboriginal Reserve called Littlewell.**

Established in 1898, the now abandoned Littlewell Reserve has a rich history and significance to the local Aboriginal people who lived there until the early 1970s.

Former residents have a real passion for sharing their story and a drive to ensure their future generations have a sense of belonging, so they created a working group to establish a heritage precinct on the Reserve.

The Littlewell Working Group's goal was to develop a heritage trail with accompanying audio visual tour to commemorate the lives of the people who once called Littlewell home.

ICV connected the group with skilled volunteer Peter who provided support by recording the stories of former Littlewell residents to be used for the tour.

Peter also worked with the group on a funding submission to Lotterywest. Excitingly, the submission was recently approved, and with the stories of Littlewell recorded, construction of the trail will soon begin.

*"I'm excited and emotional to achieve a successful outcome in regards to finance for our heritage, culture, identity and place of belonging." – Thomas, Littlewell Working Group member and former resident.*

Thomas sharing his memories of Littlewell Reserve with ICV volunteer Peter



*"I'm excited and emotional to achieve a successful outcome in regards to finance for our heritage, culture, identity and place of belonging."*

THOMAS, LITTLEWELL WORKING GROUP MEMBER AND FORMER RESIDENT

- \* **ICV has worked with the Littlewell Working Group since 2014 to preserve the Littlewell Reserve and its history through funding submissions and development of online educational resources.**
- \* **The next step is designing the heritage trail, complete the associated roadworks, develop the content for the interpretive signage and create an online link for the video footage.**
- \* **"We wouldn't have come this far without the relationship with ICV and the Shire," says Littlewell Working Group member and former resident Thomas Cameron.**



## ACTIVITY STORIES



### Gudjuda showing their capability for the Commonwealth Games

With the Gold Coast Commonwealth Games set to commence in April 2018, the Qld State Government has been on the lookout for cultural tourism programs as part of its regional events initiative.

The progressive Gudjuda Reference Group Aboriginal Corporation was approached to express interest in delivering cultural events to the influx of tourists when the Games are held.

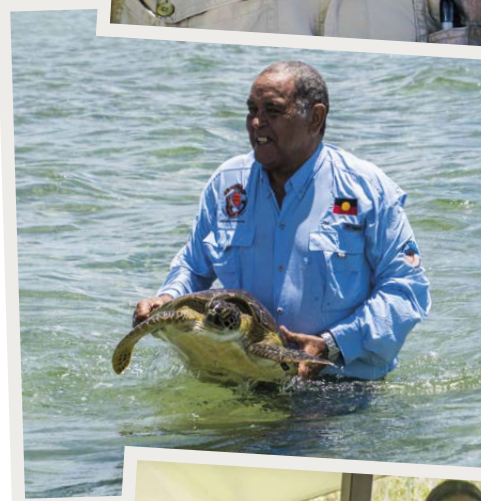
Gudjuda meaning "Saltwater People", represents the interests of the Bindal, Juru, Gia, Birriah, Jangga and Ngaro Traditional Owner groups. They support local Aboriginal and Torres Strait Islander people through a range of employment and training programs, including caravan operations, a café, cultural centre and market garden.

This includes the Gudjuda Land and Sea Rangers who are integral in maintaining their picturesque Country spanning the Whitsunday Islands up to Townsville, working in the national parks, beaches and forests to conserve natural flora and fauna.

Some of the exciting cultural tourism activities Gudjuda is proposing for the Commonwealth Games are turtle tagging expeditions, cultural gallery tours, a smoking ceremony, rock art tours and a bush tucker program. Gudjuda will also hold a traditional Indigenous Cultural Market with live performances of dance, music, storytelling and boomerang and woomera throwing.

Experienced ICV volunteer Paul has been working with Gudjuda, formally documenting the cultural events it can provide in a capability statement which will be submitted to the Qld State Government for approval.

When he visited Gudjuda, Paul was able to experience many of the cultural activities for himself and indulge his passion for photography (taking the beautiful images accompanying this story).



# ACTIVITY STORIES



ALICE SPRINGS

## Blokes on Track

**Blokes on Track Aboriginal Corporation (BOTAC)** is a group of men

**who have big ambitions. BOTAC plans to play a role in addressing some of the significant challenges facing Aboriginal communities in Central Australia and contribute to a more positive future.**

Some of the major issues BOTAC is aiming to address are low life expectancy, homelessness, incarceration, domestic violence and suicide.

BOTAC will tackle these issues by working closely with men who have been struggling for an extended period, to get their lives back on track. These men will be provided with ongoing education and support from outstanding male role models in a physical and psychological environment where they can feel secure and connected to Country.

**"These men will be provided with ongoing education and support from outstanding male role models in a physical and psychological environment where they can feel secure and connected to Country."**

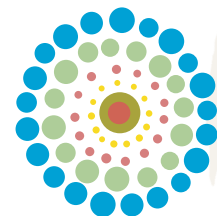
Land BOTAC is aiming to secure for their program



Experienced ICV volunteer Stephen travelled to Alice Springs to work with BOTAC members on a concept plan which will consolidate the group's aims, objectives and proposed direction.

Stephen struck up a great rapport with the BOTAC members, and together they created a plan that sets short-term goals and a path to their overall dream.

BOTAC will present the concept plan to the Lands Trust to secure the lease of land to run the program and to form a partnership between the two parties.



ICV volunteer Stephen (right) working with BOTAC members

## ACTIVITY STORIES



### Engaging and Inspiring young people to achieve in Wreck Bay

Located on the south coast of New South Wales, Wreck Bay is beautiful to behold. It is surrounded by white-sands, clear blue waters, diverse marine life and Booderee National Park.

The area has a rich cultural heritage, being home to the Yuin people and is held as a place of great significance due to its abundant resources and location.

The local community members are committed to improving educational and career outcomes for Aboriginal students. Guramaa Global Indigenous Corporation (GGIC) was formed to explore different ways to engage and inspire young people to achieve their potential through activities that are relevant, interesting and fun.

GGIC has developed unique learning programs that will embed into the curriculum of the local schools to encourage students to aspire, and focus on a career of their choice.

The programs will include the use of natural and cultural environments as learning spaces; creating stories in English and Dhurga language using symbols students develop, and teaching values associated with the natural, cultural and surfing environments.

*"We provide a different type of support using an individualised approach clearly identifying what the students' interests are to support their educational processes while they are at school," GGIC CEO Leon Brown said.*



The goals of these programs are to:

- Promote better educational and career outcomes;
- Promote the integration of Aboriginal culture and perspectives in education;
- Improve school engagement and attendance of Aboriginal students;
- Improve and maintain the transfer of Koori knowledge to Aboriginal students;
- Increase awareness and appreciation of cultural diversity for all students; and
- Increase the opportunity for educational activities on Country for all students.



Leon Brown (left) with Wreck Bay students

ICV volunteer Ken has worked with the GGIC team and key stakeholders to complete a number of projects, including partnership agreements and a business plan.

*"ICV has a significant role through people like (Community Development Officer) Michelle and Ken. It has enabled the corporation to develop proficiently," Mr Brown said. "We have worked really well as a team."*



## ACTIVITY STORIES



SUNSHINE  
COAST

### Murri's moving on up in QLD

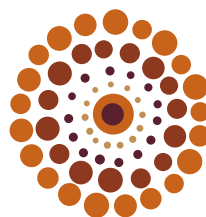
**Murri's on the Move Driving School supports Aboriginal and Torres Strait Islander people to gain independence and improve employment opportunities through driver training.**

Murri's helps overcome barriers to gaining a driver's license such as vehicle access, instructor access and lack of funds, by travelling to communities and offering subsidised lessons.

Murri's approached ICV to find a skilled volunteer who could help access funding opportunities. We connected them with volunteer David, who worked with Murri's developing a funding submission for the Department of Education.

Recently, the submission was approved and the funding will assist Murri's to cover costs which is crucial to offering subsidised lessons.

*"The support from volunteer David was exceptional. He was easy to communicate with and understood our funding needs,"* – Kerry Turner, Director of Murri's on the Move.



Murri's Kerry Turner (right) with new learner drivers

# FINANCIAL REPORT

## for the year ended 30 June 2017



## Directors' Report

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Your Directors present their report for the year ended 30 June 2017.

### 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**

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 Chamber of Commerce Victoria Ltd  
Chair - Boorndawan Willam Aboriginal Healing Service  
Director - 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  
Director - Seisia Enterprises Pty Ltd  
Director - Central Synagogue

#### **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  
Director - Ozchild  
President - International Association of Ecology and Health

## Directors' Report

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### 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 160 Aboriginal and Torres Strait Islander communities on 133 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 almost \$3.8million;
- 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 2017 of \$397,195 (2016: deficit \$1,161,079).

### AUDITOR INDEPENDENCE

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

### MEMBER CONTRIBUTION IF ICV IS WOUND UP

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

## Directors' Report

### DIRECTORS' MEETINGS

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

Number of meetings attended by:	Directors' meetings		Audit and Risk Management Committee		Governance Committee	
	A	B	A	B	A	B
Bill Armstrong	5	5	5	5	-	-
Karen Milward	5	5	-	-	1	1
Stan Kalinko	5	3	5	5	-	-
John Jeffery	5	5	-	-	-	-
Dr Kerry Arabena	5	4	-	-	1	1

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

B - Number of meetings attended

### BENEFITS AND INTERESTS IN CONTRACTS WITH BOARD MEMBERS

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

In July 2017 ICV implemented organisational change. The change includes the recruitment of additional staff, as well as some positions becoming redundant. Staff in redundant positions were offered redeployment, however three staff chose to take a redundancy. The redundancy costs associated with this are estimated to be approximately \$36,000.

In August 2017 ICV received a bequest for a total sum of \$950,000.

There were no other significant events occurring after 30 June 2017.

## Directors' Declaration

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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 2017 and of its performance for the year ended on the date; and
  - (ii) Complying with Accounting Standards - Reduced Disclosure Requirements (including the Australian Accounting Interpretations) and the *Australian Charities and Not-for-Profits Commission Regulation 2013*;
- (b) There are reasonable grounds to believe that ICV will be able to pay its debts as and when they become due and payable;
- (c) The provisions of the *Charitable Fundraising Act 1946 (Western Australia)* and the regulations under the Act and the conditions attached to the authority have been complied with;
- (d) The provisions of the *Charitable Fundraising Act 1991 (New South Wales)* and the regulations under the Act and the conditions attached to the authority have been complied with;
- (e) The statement of profit and loss and the statement of financial position give a true and fair view of the state of affairs of the organisation with respect to fundraising appeals; and
- (f) The internal controls exercised by the company are appropriate and effective in accounting for all income received and applied by the company from any of its fundraising appeals.

Signed on behalf of the Board this 20th day of September 2017.



Bill Armstrong AO  
Co-Chair



Karen Milward  
Co-Chair



## Independent Auditor's Report



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Canberra ACT 2600 Australia  
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### 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 2017, the summary statement of profit or loss and other comprehensive income, summary statement of changes in equity and summary statement of cash flows for the year then ended, and related notes, are derived from the audited financial report of Indigenous Community Volunteers Limited (the Company) for the year ended 30 June 2017.

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 (AASB - RDR).

#### 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 2017.

#### 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 (AASB - RDR).

#### 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  
20 September 2017

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## Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2017

	Notes	2017 \$	2016 \$
<b>Revenue</b>			
Donations from the public	4	3,789,603	3,428,605
Government funding		1,000,000	500,000
Corporate funding		24,188	36,000
Service revenue		30,455	-
Investment income	4	16,639	69,282
Other income		66,633	57,809
Net gain on disposal of non-current assets		500	10,896
<b>Total revenue</b>		<b>4,928,018</b>	<b>4,102,592</b>
<b>Expenses</b>			
Community development activities		(1,920,116)	(2,348,931)
Direct costs of fundraising appeals	4	(1,080,808)	(1,307,720)
Compliance and governance		(202,645)	(143,789)
Enabling services		(730,336)	(798,418)
Supporter engagement		(296,796)	(296,125)
Awareness and education program		(279,909)	(349,223)
Business development and innovation		(20,213)	-
Realised loss on sale of investments		-	(19,465)
<b>Total expenses</b>		<b>(4,530,823)</b>	<b>(5,263,671)</b>
<b>Net operating surplus/(deficit)</b>		<b>397,195</b>	<b>(1,161,079)</b>
<b>Other comprehensive income</b>		-	-
<b>Total comprehensive income/(loss) for the year</b>		<b>397,195</b>	<b>(1,161,079)</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 2017

	Notes	2017 \$	2016 \$
<b>ASSETS</b>			
<b>Current assets</b>			
Cash		2,289,635	1,630,564
Receivables	5	32,020	300,038
Prepayments		34,949	28,604
<b>Total current assets</b>		<b>2,356,604</b>	<b>1,959,206</b>
<b>Non-current assets</b>			
Plant and equipment	6	14,533	9,856
Intangible asset	7	89,942	40,488
<b>Total non-current assets</b>		<b>104,475</b>	<b>50,344</b>
<b>Total assets</b>		<b>2,461,079</b>	<b>2,009,550</b>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Trade and other payables	8	250,065	212,888
Employee benefits	9	289,608	246,938
<b>Total current liabilities</b>		<b>539,673</b>	<b>459,826</b>
<b>Non-current liabilities</b>			
Employee benefits	9	88,848	114,361
<b>Total non-current liabilities</b>		<b>88,848</b>	<b>114,361</b>
<b>Total liabilities</b>		<b>628,521</b>	<b>574,187</b>
<b>Net assets</b>		<b>1,832,558</b>	<b>1,435,363</b>
<b>FUNDS</b>			
Accumulated funds		1,832,558	1,435,363
<b>Total funds</b>		<b>1,832,558</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 Changes in Equity

For the year ended 30 June 2017

	<b>Total Accumulated Funds \$</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>
Opening balance at 1 July 2016	1,435,363
Operating surplus	397,195
Other comprehensive income	-
<b>Balance at 30 June 2017</b>	<b>1,832,558</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 2017

	Notes	2017 \$	2016 \$
<b>Operating activities</b>			
Receipts from donations and supporters		3,789,603	3,428,605
Government and corporate funding		1,429,107	275,000
Fee for service		33,500	-
Dividend income		3,925	25,979
Interest income		16,639	43,303
Net GST refunded		75,613	261,655
Other revenue		55,726	113,356
Payments to employees		(2,547,225)	(2,798,319)
Payments to suppliers		(2,118,331)	(2,780,810)
<b>Net cash (used in) operating activities</b>	10	<b>738,557</b>	<b>(1,431,231)</b>
<b>Investing Activities</b>			
Payments for property, plant & equipment		(79,986)	(40,488)
Proceeds from sale of plant and equipment		500	18,905
Proceeds from sale of investments		-	2,363,339
<b>Net cash provided by investing activities</b>		<b>(79,486)</b>	<b>2,341,756</b>
<b>Net Increase/(Decrease) in Cash Held</b>		<b>659,071</b>	<b>910,525</b>
Cash at the Beginning of the Financial Year		1,630,564	720,039
<b>Cash at the End of the Financial Year</b>		<b>2,289,635</b>	<b>1,630,564</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).

# 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.

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



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