



ICV ANNUAL REPORT

2014-15



OUR PURPOSE

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



OUR VISION

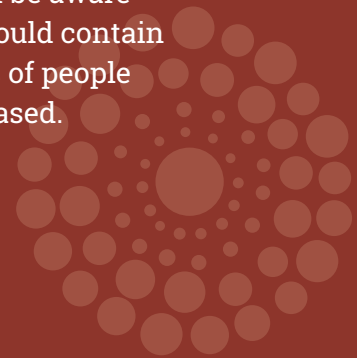
An Australia where all Australians live in harmony and where Aboriginal and Torres Strait Islander people share the same rights, respect and access to opportunities and rewards, and where their culture is valued and recognised as an asset to Australian society.

OUR CORE VALUES

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

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

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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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

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Title: Untitled
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Medium: Acrylic on linen
Dreaming: Honey ants



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WHERE WE WORK





CEO'S MESSAGE

Welcome to our latest Annual Report. It has been a busy and exciting year on all fronts, and I am delighted to show you what Aboriginal and Torres Strait Islander communities across Australia are achieving with ICV's support.

This year's annual report is full of stories from communities and volunteers who have been on life-changing journeys together. Their lives are richer from having spent time with each other, sharing, learning and healing.

Aboriginal and Torres Strait Islander people have a profound understanding of the interconnectedness of everyone and everything. And deeply instilled in their culture is the idea and practice of everyone contributing. Ngapartji Ngapartji means 'I give you something, you give me something' in Pitjantjatjara.

Giving Back

Ngapartji Ngapartji is also the foundation of ICV's activities. ICV is many things, a community development organisation, a non profit, a charity... but above all we're in the people business. We are simply people working with people.

Volunteers give, communities give, donors give... and I'm excited about how new partnerships we are forming with social enterprise and joint ventures are joining the circle. Partnerships with companies like Waddi Springs, an Aboriginal business which sources spring water from the Bilambil Spring on Bundjalung country in Northern NSW.

Our partnership means that Waddi Springs is donating to ICV to support greater work in Aboriginal and Torres Strait Islander communities. You see, we are all connected, and to think this circle continues including an Aboriginal enterprise success story is inspiring.

Giving more

As an organisation ICV is under resourced, and as the CEO I'm really conscious that I'm continually asking more of people. Even in the straightened times we're living in, people are still committed to doing the very best quality of work, and embracing a continual improvement working culture. That's an enormous achievement by our people.

Likewise, it never ceases to amaze me how generous the Australian public is. Responses to our appeals for help have been heart-warming. We now have more than 25,000 donors who support our work in many different ways. From regular monthly gifts and donations to our appeals to gifts in memory of a loved one and gifts in Wills, every donation counts and helps us reach out to more communities in need.

Looking forward

At ICV we're being as lean as we can be, and moving forward it's about how we step up on a broader stage, to make bigger impacts through influencing and leveraging the information and relationships we have.

Recently KPMG studied the social impacts of ICV's activities, and the final report highlights the strengths and advantages of ICV's genuine community development approach. It provides evidence of the efficacy of our program, of community development in general and ICV in particular. It shows we are innovating and moving ever closer to our strategic priority of delivering global best practice and influencing social policy.

Our new team of Ambassadors are using their networks to spread the stories of success from Aboriginal and Torres Strait Islander communities too. And we're working with other partners like community sector banking to improve outcomes for our Indigenous communities.

Thank you

Regardless of everything we do, it all comes down to relationships, to Ngapartji Ngapartji, to our donors, volunteers, communities, staff, Board and partners. I extend my heartfelt thanks to everyone who is involved in making ICV's vision of a more just society for all Australians a reality.

Stephanie Harvey
Chief Executive Officer

CO-CHAIRS' MESSAGE



BILL ARMSTRONG
CO-CHAIR



KAREN MILWARD
CO-CHAIR



"ICV continues to show results with our community development model, working alongside communities and enabling them to decide what it is they really need. This year we engaged with 201 communities around Australia, and this could be many more if we had extra resources."

Co-Chair Bill Armstrong

Community responsibility and self-determination

A highlight of the past year has been the development and release of our social impact report. KPMG's analysis of our activities endorses the value of ICV's community development model of working by invitation, and the importance of local empowerment to achieve long-term social and economic impacts.

It is therefore important to continue to emphasise and put in to practice the increasing urgency for Aboriginal and Torres Strait Islander communities to decide for themselves their own direction, and to be empowered and enabled to take responsibility for their own development.

Sustainable development for meaningful, lasting change

Sustainability is at the heart of all development work. It is a well known fact that short term aid and welfare does not bring about the lasting change required in many communities. Almost everything our government funds in Indigenous communities is service provision, like legal, health, police and welfare services. And while services must be provided, of course, there is a marked need for a parallel program of sustainable development.

This is where ICV comes in. What we do is different. While we provide a service, we do it in a way that enables communities to build capacity and sustainability. We enable communities to take responsibility for their own long term development. We are facilitators of change.





Greater internal efficiencies bring positive impacts

Over the past year we have made significant changes to raise our income towards our future sustainability and we have taken risks with rewards. Staff have taken on a greater role working towards that sustainability through a collective and collaborative approach.

We have also worked hard on our learning and development strategy, around having a more targeted and effective workforce. And with our Monitoring, Evaluation and Learning (ME&L) review, we have been able to measure outcomes for ICV like never before. Likewise, we began our own internal database redevelopment, which is critical in terms of identifying who we need to focus on to do the work we do in the most effective and efficient way possible.

Public support for long term viability

We would like to thank our 25,000+ supporters not just for their financial support but for understanding the importance of what we do and how we do it, and for caring enough to stand up for Aboriginal and Torres Strait Islander communities. We are humbled by how much people are willing to give, and make a commitment to helping Aboriginal and Torres Strait Islander communities, especially through regular monthly gifts.

We realise, like many other organisations in the community development field, that governments are reluctant to fund this sort of work so we need to double the number of people supporting us to allow us to build our own long term sustainability, and support Aboriginal and Torres Strait Islander communities well in to the future.

Partnerships to build a brighter future

Over the past year, ICV's Board and staff have been instrumental in building our stakeholder engagement strategy. This includes our existing partnerships with BHP and Shell, and our new partners including Waddi Springs and InTravel Group, which are a perfect fit with ICV's human and community development and volunteering model. Our Ambassador program is now in full flight and we look forward to the opportunities this will afford us in terms of spreading our message farther and wider in the Australian community.

Thank you

We would like to thank our fellow members of the Board for their commitment and support, ICV's CEO Stephanie Harvey and her staff for their hard work and dedication, our talented volunteers for offering their time and skills to communities, and to the communities themselves who inspire us every day to help them build a brighter future, for generations to come.

We need to double the number of people supporting us to allow us to build our own long term sustainability, and help Aboriginal and Torres Strait Islander communities well in to the future.



ACTIVITY REPORT

2014-15

In 2014-15, ICV was engaged with 201 Aboriginal and Torres Strait Islander communities on 419 community development projects, including multi-year projects. Each project helps each community move confidently towards their goals of improving quality of life, wellbeing and economic inclusion.

Closing the gap

ICV's vision and purpose continues to centre on Aboriginal and Torres Strait Islander cultures being recognised as an asset to Australian society. ICV's strength based community and human development is modelled on the Council of Australian Governments (COAG) seven pillars of development:

- Community and family safety
- Early childhood and development
- Health
- Education
- Healthy homes
- Governance
- Economic development and employment

We underpin these pillars with the foundations of gender, reconciliation, and preservation of culture. As we move to implement the Story of Change (see page 9), ICV will begin to evaluate and report against a different set of outcomes.

ICV has achieved significant positive impacts with Aboriginal and Torres Strait Islander people throughout 2014-15 by:

- Working by invitation with communities to deliver flexible projects which address locally identified needs
- Engaging communities and working in partnership with them in the development and delivery of projects
- Building trusting, lasting, culturally respectful relationships
- Working with communities to improve governance
- Developing a robust monitoring, evaluation and learning program to deliver best practice community development

ICV's key building blocks





How we work



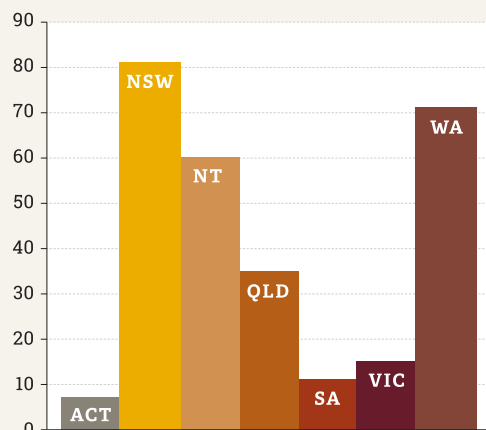
The greatest demand for development activities in the past year has been in NSW, WA and the NT.

Where we work

Throughout 2014-15, our committed regional teams across Australia have continued to offer consistent support to Aboriginal and Torres Strait Islander communities to achieve sustained and improved outcomes in community development.

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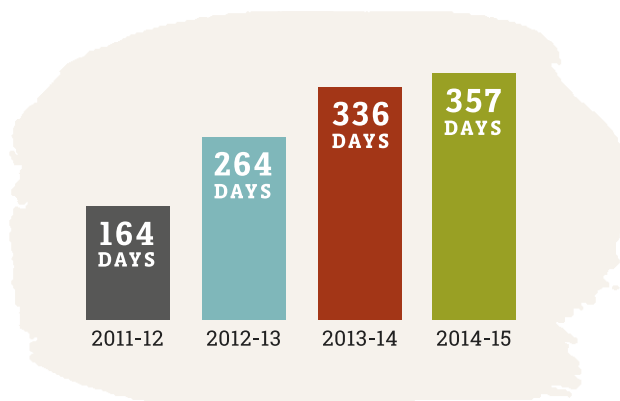
Project delivery by state



Average project length

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

Our Community Development Officers build trusting and lasting working relationships with communities. Since the year 2011-12, the average length of a project has increased by 117% to 357 days, indicating an increased emphasis on building projects with long-term and sustainable goals.



ICV volunteer program

ICV has continued to consolidate our volunteer program to ensure the highest quality and most suitable volunteers are matched to projects. As at 30 June 2015, ICV has 831 registered volunteers from backgrounds as diverse as childcare, technology, manufacturing, law and medicine.

During 2014-15, ICV introduced a new volunteer recruitment process which gives volunteers more meaningful engagement with ICV's work. We are now able to identify volunteers and link their skills and experience more effectively with community and partnership needs.

Our Volunteer Induction Program (VIP), formerly known as the ICV workshop, is the final stage of the application process. In 2014-15 we reviewed and further developed this program to better prepare volunteers. The VIP provides volunteers with important cultural information and readies them for placement in the field.

In 2014-15, the highest number of volunteers continued to be in the 56-70 years age bracket, bringing a wealth of skills and experience in a variety of sectors.

Volunteers are an invaluable asset to ICV and to the Aboriginal and Torres Strait Islander communities with whom we work, contributing 3,002 days of service in 2014-15. Volunteers play a vital part out in communities, and also contribute to ICV's corporate projects.

Monitoring, Evaluation and Learning

2014-2015 was a year of developing and testing new and improved methodologies to support our community development teams. The work is targeting continual improvement and learning from what we do. It also aims to build an evidence base to be better able to demonstrate the impact of our unique community development model.

ICV's Monitoring Evaluation and Learning review has had two key focuses this year.



Our Story of Change

The first has been developing our Story of Change. It outlines short, medium and long term outcomes that are key objectives for all ICV community development activity. It outlines intended changes in the social and cultural lives, the economic and financial wellbeing and the quality of life and health of the communities with which we partner. **Every aspect of our work is ultimately about positive change.**

ICV's Story of Change provides a set of outcomes against which we can evaluate our work to constantly test our effectiveness. It provides a lens through which we look at our work, so we can understand just how much change we have been able to achieve with communities, since we first started working together.

Community level participatory monitoring

Enabled through support from Shell, we have also trialled a range of tools and techniques in community level participatory monitoring. These tools are appropriate to the contexts in which we work, and effective in generating as much participation, transparency and information as possible in each development project we work on. Importantly, they are tools which allow us to test our progress, both against the communities' targeted outcomes and our Story of Change.

2014-2015 was a year of developing and testing new and improved methodologies to support our community development teams.

A new Community Development Framework

We are at a point now where all of this work, including the Story of Change and participatory monitoring tools, is able to be integrated in a new Community Development Framework.

The new framework divides our work into 5 key areas of community development practice. Each are interconnected. It:

1. Provides an understanding of ICV's community development approach and context to social justice and human rights;
2. Describes how we engage with and enable communities to fulfil their potential;
3. Connects people and resources and build relationships with key stakeholders;
4. Provides tools to work with communities in the design of community development activities and to mobilise resources to support community aspirations: and
5. Provides a framework to reflect, evaluate and learn from what we do, improve on and celebrate each success with the community, volunteers, our donors and sponsors.

This is an exciting time in our development. It's a time during which we are able to put in place tools and resources that take into account everything we have learnt over the last 14 years, about how to achieve change which is desired, designed and owned by Aboriginal and Torres Strait Islander communities.



ECONOMIC & SOCIAL IMPACT STATEMENT

KPMG Report – July 2015

ICV's community development model provides an opportunity to empower communities to design and implement their own clearly defined social and economic development projects, with long-term outcomes.

In 2015, ICV engaged KPMG to measure the impact of its activities in two communities, Ali Curung in remote NT and Pinjarra in WA. KPMG's assessment of ICV activities in these communities found that community members felt empowered through ICV's support and that it had a significant impact in their communities.

KPMG's analysis endorses the value of the ICV model of invitation and local empowerment to achieve long-term social and economic impacts. The report highlights the strengths and advantages of ICV's genuine community development approach.

KPMG found that ICV successfully:

- worked to the principles of local invitation and partnerships
- implemented positive asset based work
- built from existing work in communities
- developed well-defined projects
- worked effectively towards sustainable (long-term) outcomes.

**A full copy of the report is available at:
www.icv.com.au/socialimpact**

"KPMG's analysis endorses the value of the ICV model of invitation and local empowerment to achieve long-term social and economic impacts."

**COMMUNITY MEMBERS
FELT EMPOWERED
THROUGH ICV'S SUPPORT**



Ali Curung



ICV's development activities in **Ali Curung** consisted of community education around the connection between dog health and human health over a two year period. KPMG found the impacts of the activities have the potential to contribute to the following ongoing economic and social impacts within the community:

- improved animal health and management
- reduced dog-related illness among the community population (particularly children)
- improved school attendance and performance
- improved community pride and wellbeing; and
- strengthened community connectedness.



ICV volunteer Brooke working with Ali Curung community on its dog health education program

KPMG stated "A reduction in dog-related illnesses has the potential to improve children's school attendance and performance. Implementation of the ICV activities through education also has the potential to improve connectedness with education programs generally."



Pinjarra



ICV community development activities in **Pinjarra** are ongoing. The study assessed activities that occurred over a number of years that centre on rebuilding a community organisation through the renovation of a cultural community centre with the Murray Districts Aboriginal Association (MDAA).

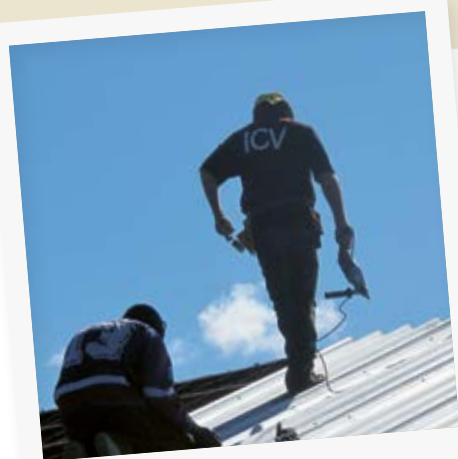
KPMG found the outcomes in Pinjarra have the potential to contribute to ongoing economic and social impacts within the community, including:

- community resilience and empowerment
- improved nutrition.

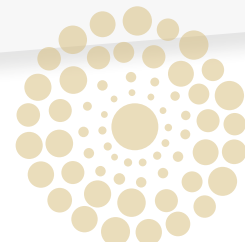
The programs now running at the centre provide the following key outcomes:

- community belonging and enhanced participation
- improved nutrition and health
- cultural pride, leadership and governance.

KPMG stated "Participants reported trusting and committed relationships are fundamental to understanding the challenges and developing solutions to overcome issues in an Indigenous community."



Repairing a roof in Pinjarra



PROJECT STORIES WESTERN AUSTRALIA



LITTLEWELL ABORIGINAL RESERVE

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

Littlewell Reserve was established in 1898 and ran until the early 1970s when it was closed down after its residents moved to town-based accommodation in Mingenew.

Littlewell has a rich history of connection, belonging and hardship for many local Aboriginal families. Former residents of the Reserve have a real passion for sharing their story, so they created a working group with the goal of establishing a heritage precinct to commemorate the lives of the families who lived there.

The working group asked ICV for help with writing submissions to secure funding to build a heritage trail. They hope the trail will be used by visitors and tourists, and be an important educational tool in telling the history of Aboriginal reserves in the Midwest.

ICV volunteer Peter has been working closely with Thomas, a member of the working group, and the Mingenew Shire to develop the application.

Another important part of this project is the former residents' desire to record the stories of Elders and other people who used to live at Littlewell.

The community now wants to create an audio tour so that visitors will be able to download and listen to it while walking around the site.

Thomas says, *"During my time in Littlewell in the 50s we were told stories by my grandfather about our culture including bush tucker, yumbies and singing around the camp fire."*

Thomas has identified seven other former residents to interview. ICV volunteer Peter used to be a lecturer in media studies, so he is helping make the audio tour a reality. Interviews are now underway and we look forward to hearing the stories about life in Littlewell Reserve.



ONE ARM POINT



New office space and renovation skills in the Kimberley

The Bardi Jawi Rangers at One Arm Point in the Kimberley were keen to expand their office to improve functionality and provide a meeting space for community engagement. Experienced ICV volunteer Ton helped design and build the extension using recycled and locally salvaged materials. Now at lock-up stage, local rangers and labourers have the skills and confidence to complete the remaining renovation tasks themselves.



JARLMADANGAH



Jarlmadangah Ranger Base open for business

When Nyikina Mangala Rangers asked ICV for help to complete their base at Jarlmadangah, ICV volunteer Ian jumped at the chance. He spent a month in the remote community teaching the Rangers valuable construction skills. Together they installed two storage containers and built a huge shed to protect them from the harsh WA sun. Ian says, "The Rangers are entitled to be very proud of what they achieved, and they will be able to enjoy the benefits of their hard work for a long time."

GERALDTON



A hub for much needed community services in Geraldton

Geraldton Aboriginal Men's Association (GAMA) grew out of the desire of local Aboriginal men to establish a safe and culturally appropriate space for Aboriginal men to gather. In 2011, ICV volunteer Matt helped them develop a business plan. More recently, ICV volunteer Brian has been helping GAMA apply for funding to build a 'Men's Shed'. They hope it will become a hub for the delivery of much-needed community services.



PROJECT STORIES NORTHERN TERRITORY



NUMBULWAR



BRIGHTENING UP A REMOTE COMMUNITY BRINGS BETTER JOB PROSPECTS

Numbulwar is a small, primarily Aboriginal community on the Gulf of Carpentaria in the Northern Territory of Australia.

Permanent settlement began in 1952 with the founding of the Rose River Mission by local Aboriginal communities and the Church Missionary Society.

The Mission operated until the 1970s when community control passed to the Numbulwar Numburindi Community Council.

Numbulwar is now a thriving community of around 800 residents. It has two general stores, a health clinic, a police station, a community school, a mechanical workshop, and a post office.

Its remoteness means the community has to rely heavily on its own resourcefulness and resilience. The Numbulwar community and Roper Gulf Regional Council are always seeking opportunities to build skills and job opportunities.

Veteran ICV volunteer Allen has been sharing his skills and experience helping Numbulwar locals build infrastructure and restore important sites in the community. Together they have built sturdy fences around the basketball court which has improved safety for local children, and around the mechanical workshop which has greatly improved security.

Local residents also wanted to freshen up the aged care building, to provide a more inviting respite centre and comfortable home for its elderly residents.

The community members are delighted with the results, and are hoping the new skills they have learned will improve their job prospects. They are so delighted that they have invited Allen back to Numbulwar to help on future projects.



KALTUKATJARA



Softball competition improves social connectedness

ICV was recently invited by Kaltukatjara community to address women’s health and wellbeing issues and provide opportunities to increase social connectedness and confidence through softball coaching. ICV volunteer Dahlia coached young women from around the region to compete for the first time on full size fields and by NT rules. The winning team from the regional round-robin travelled to Darwin to compete in a state-wide community softball competition.



MINYERRI



Mechanical skills help remote community

Residents in Minyerri community, 270km east of Katherine, spend a considerable amount of money each year on fixing and replacing vehicles and machinery. So Alawa Aboriginal Corporation, which provides a range of services to the community, asked ICV volunteer Kenneth to work with local men on vehicle and engine maintenance skills. Their on-the-job learning involved servicing cars and repairing mowers and other machinery. Locals are delighted to have learned new skills, extended the life of their vehicles and reduced the cost of motoring in this remote community.

ROPER RIVER



Community play gives local youth a voice

The youth of Jilkminggan, a small town on the Roper River, are keen to raise awareness of the impact of alcohol on their community. Showing great initiative, they wrote and produced a play with the help of ICV volunteers Nadi and Shai. The opening night was a huge success and their plan is to take the show on the road to neighbouring towns. *“The play is community to community and across the generations, showing the effects of alcohol on their own mob...it was a great way to deliver a message”*, said Holly Gosden, Roper Gulf Regional Council’s Jilkminggan Sport and Recreation Coordinator.

Photo reproduced with permission from Stephen Roper and Roper Gulf Regional Council



PROJECT STORIES QUEENSLAND



NORTHERN
PENINSULA
AREA

CREATING TRANSPORT LINKS CONNECTS COMMUNITIES

Living in a remote area can have its challenges, particularly when good local transport options are hard to come by. With a bold vision and desire to help their community, John and Kitty Tabuai took matters in to their own hands, and a thriving local business was born.

The Northern Peninsula Area in Far North Queensland covers a wide expanse of the northwestern coast of Cape York Peninsula. It is accessible all year round by air or sea, but there are no regional bus services on the Cape York Peninsula.

Husband and wife team John and Kitty Tabuai, based in Bamaga, saw the need for an affordable and personal transport solution for the local community and surrounding regions. Their idea was to offer a number of different passenger and freight options for local people and inbound tourists arriving via Cairns, Thursday Island and Weipa.

ICV volunteers David and Marella travelled to Bamaga and helped John and Kitty get started. Together they developed a sound business plan and built bookkeeping and accounting skills.

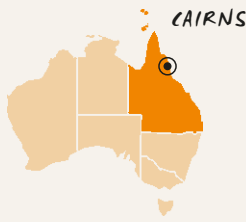
Northern Peninsula Area Freights, Transport & Hire now services the five communities in the Northern Peninsula Area – their own community of Bamaga, plus Seisia, Umagico, Injinoo and New Mapoon, as well as the Thursday Island ferry terminal at Seisia and Bamaga Airport.

Locals and tourists now benefit from a regular bus service and an affordable long distance bus service connecting Cairns and Bamaga, some 950km one way. Charter bus services are also available to regional communities including Lockhart River, Weipa, Mapoon and Aurukun.

David and Marella even helped John and Kitty set up a snack bar to provide “good for you take away foods”. So the local community now benefits from fresh food cooked by Kitty and her family too.

John and Kitty’s vision and resourcefulness has boosted local employment and the buses are already operating at 80-100% capacity.

Their journey is an inspiring one, and highlights how, with support and encouragement, dreams really can come true.



Lending a hand keeps vital community services going

EnVizion Group provides training services to local disadvantaged Indigenous people with multiple extreme learning barriers. It is the only Indigenous training provider in the Cairns regional district. So when EnVizion staff approached ICV for help, volunteer and chartered accountant Michael was more than happy to lend a hand. Michael helped EnVizion staff finalise their audit, and review current practices to develop guidelines and procedures for managing future audits.



Yester Year Bridal Parade showcases hospitality skills

A downturn in the mining industry has increased unemployment among local families in the Mackay & District Aboriginal, Torres Strait and South Sea Islander community. So when a resourceful group of local women asked ICV to help them build valuable skills in hospitality and retail, Mackay born volunteer Alex was happy to help. Fifteen young women were able to showcase their new skills at a successful inaugural Yester Year Bridal Parade, which is now set to become an annual event in the community's social calendar.



Looking back helps Bowen community plan for the future

The Girudala Community Co-Operative Society Limited (Girudala) delivers much-needed services to Indigenous people in Bowen and surrounding areas in northern QLD. It grew from humble beginnings as a housing cooperative, and today offers a wide range of services to the local community. ICV volunteer Ross was invited to help review the effectiveness of its services, and Girudala is now looking forward to using Ross's report in planning the future direction of its services, and applying for funds for the organisation.



PROJECT STORIES NSW · ACT · VICTORIA



BUILDING SKILLS AND CAPACITY FOR LONG TERM SUCCESS

Wellington Local Aboriginal Lands Council (LALC) has a big vision: to liberate and empower Aboriginal people in NSW through economic and social independence. But facing tough times and in receivership for more than six years, its very survival was in doubt. Then in 2012, the local Wellington community was given another opportunity to handle its own affairs.

When Leanne Stanley was appointed as CEO in early 2013, she quickly identified that to meet community needs in the long term, Wellington LALC needed more staff. But such a big vision on a tight budget meant they needed to attract investment and other much needed support.

ICV volunteer Ian stepped in to help Leanne develop a new Community, Land and Business Plan. Their aim was to set out Wellington LALC's goals and how they could achieve them.

Thanks to Leanne's commitment, Ian's support and a sound plan for its future, Wellington LALC has now secured funding and will stay open, providing vital services to the local community.

Importantly, working with Ian has given Leanne and the Wellington LALC Board the tools they need to fulfil their reporting commitments and retain funding in the longer term.

First on their 'to do' list is to restore and refurbish Nanima Village, which comprises 22 dwellings and has been home to many Aboriginal people for a very long time. The longer term goal for Nanima Village is to make it economically productive. Some other goals include:

- The provision of a children's park and BBQ
- Resurfacing the basketball court
- Restoring the old office, Dinga shop, and two machinery sheds to working condition; and
- Obtaining ownership of the old school, asbestos free, to be used as a community facility.

Other future economic development opportunities for the local community include a market garden, a nursery, cattle agistment, and arts and crafts.

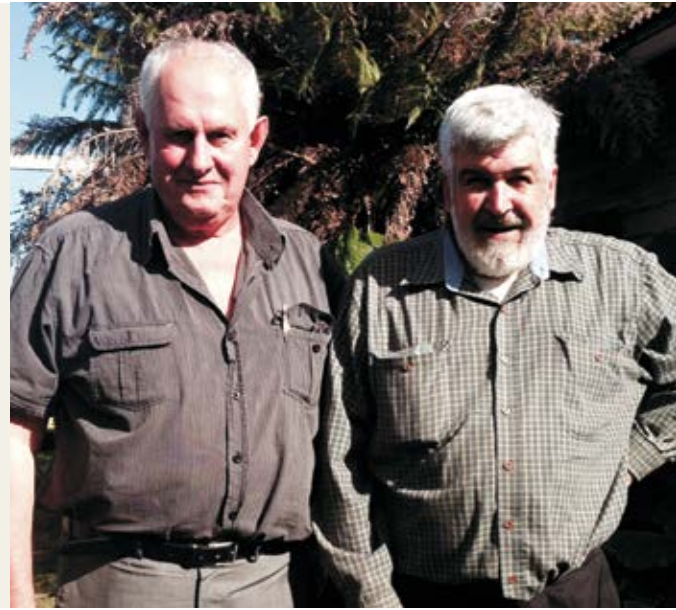
The Wellington Aboriginal community is very grateful for its new five year plan and a positive way forward after years of being in receivership.



DORRIGO

Improving employment opportunities in Dorrigo

Dorrigo Plateau Local Aboriginal Land Council (DPLALC) is working hard to address Indigenous disadvantage. Since 2013 ICV volunteer Ian has been working on a number of community and human development projects. Beginning with updating the Community Land and Business Plan, Ian has since helped with preparing applications, proposals and discussion papers all with the aim of improving employment and social enterprise opportunities for local Aboriginal people.



GRIFFITH

Building resilience and self-esteem in Griffith

Tirkandi Inaburra Cultural and Development Centre is an Aboriginal community centre offering Aboriginal boys a culturally-based residential program aimed at reducing future contact with the criminal justice system. The goal is to strengthen the boys' cultural identity, self-esteem and resilience. The Centre has asked ICV for support with updating its business plan and strengthening business procedures to ensure its success for years to come.

Partnering for Success in Victoria

Woor-Dungin is a coalition of Aboriginal community-controlled organisations, philanthropy and pro bono service providers, working together to enable Aboriginal organisations access the resources and support they need to achieve self-determination. Woor-Dungin and ICV have similar values and goals, as well as a shared understanding of the importance of reconciliation. ICV looks forward to a fruitful partnership which will benefit Indigenous communities in Victoria.



VICTORIA

PROJECT STORIES SOUTH AUSTRALIA



CELEBRATING STRONG AND RESILIENT COMMUNITY SPIRIT BRINGS GENERATIONS TOGETHER

Yalata is an Aboriginal community 220km from Ceduna on the Far West coast of South Australia. It is home to some 300 Anangu people.

2015 is a very important year for the Yalata community. It marks the 60th anniversary of the granting of land to the Lutheran Church to form the settlement of Yalata for the Anangu people who were displaced from their tribal lands by the nuclear testing at nearby Maralinga. It also marks the 40th anniversary of Yalata Community Inc., an Anangu elected governing council formed by the Anangu community to assume control from the Lutheran Church.

To acknowledge and celebrate these significant anniversaries, community members worked closely with volunteers, staff and service providers to hold a three day festival on an important site within the Yalata community. ICV volunteers Bev and Les from NSW and ICV staff member Sarah

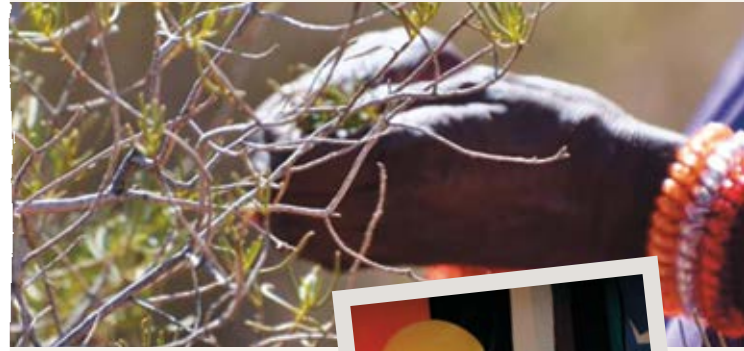
were invited to help with the event management, which has resulted in a close and strong relationship between ICV and Yalata community.

Sarah says "It was a real honour to be involved in such an important event for the Yalata community and to see the Anangu people celebrate their rich history. To see our volunteers Bev and Les work closely alongside key community people who were keen to learn new skills was wonderful. It demonstrated how ICV's strength based approach to community development really enables people and benefits the whole community."

The festival showcased how strong and resilient the community has been over different generations. It featured art, crafts and bush medicine workshops. Discussions were held around campfires about the future of the community, and traditional food included roo tail stew and steak, wombat and damper.

A kid's disco on the first night was a great success, and the finale concert involved local and national artists. The icing on the cake was a singing performance by Yalata children.

YALATA FESTIVAL



WOMEN'S HEALING CAMP IN APY LANDS

Anangu Tjutaku Tjukurpa Aboriginal Corporation (ATT) is a newly established organisation of the Anangu people who aim to share their culture and promote reconciliation through language, art, and healing programs. This year ICV volunteers have been working closely with ATT to develop a business plan and address technology barriers.

In October 2014, ATT held its first women's healing camp on the traditional country of the APY Lands in northern South Australia. The camp offered women a unique opportunity to visit traditional Anangu lands and experience the culture and traditions of Ngangkari spiritual healing practices which have been in use for over 60,000 years.

ICV's South Australian based staff member Kate attended the camp as a volunteer. It was a unique opportunity for Kate to be able to give back to the community while building stronger relationships with ATT and learning more about Anangu culture.

Activities on the camp included painting, weaving, dancing 'inma', collecting bush medicine, visiting sacred sites, learning stories about country, doing group healings, and experiencing individual healings (inma is a Pitjantjatjara word that loosely translates to stories sung and danced or ceremony).

For ICV, taking part in the camp means that we now have an even better understanding of ATT and the work they undertake. We have stronger relationships and a mutual trust which means we are well placed to support future projects.



The festival was such a success, plans are now underway for next year's event and ICV looks forward to being involved again.



FINANCIAL REPORT



for the year ended 30 June 2015
Reduced Disclosure Requirements

Directors' Report

Your Directors present their report for the year ended 30 June 2015.

DIRECTORS

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

Bill Armstrong AO

Co-Chair, Member Governance Committee, Member Audit and Risk Management Committee (from 9 September 2014), Member Stakeholder Engagement Working Group

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

Karen Milward MBA

Co-Chair, Member Governance Committee

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

Stan Kalinko BCom LLB

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

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

Dr Melinda Muth BSc MBA PhD (Resigned 8 September 2014)

Chair Audit and Risk Management Committee (up to date of resignation)

Director - Streamwise Learning, Executive Director - Institute of Food and Grocery Management, Director - HCA Philanthropy

John Jeffrey

Member Stakeholder Engagement Working Group

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

Dr Kerry Arabena PhD

Member Governance Committee

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

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	4	4	2	2	1	1
Stan Kalinko	4	4	3	3	-	-
Karen Milward	4	4	-	-	1	1
Dr Melinda Muth (resigned 8 Sep '14)	-	-	1	1	-	-
John Jeffrey	4	4	-	-	-	-
Dr Kerry Arabena	4	4	-	-	1	1

A - Number of meetings attended

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

OBJECTIVES

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

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

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

STRATEGY FOR ACHIEVING OBJECTIVES

ICV has six strategic priorities. These were developed during a strategic planning exercise in March 2013, when the company developed the Strategic Plan 2013-2018. This plan remains relevant and is reviewed regularly. The strategic priorities, listed below, focus on ensuring ICV's own sustainability as a best practice community development organisation:

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

PRINCIPAL ACTIVITIES DURING THE YEAR AND KEY PERFORMANCE INDICATORS

ICV's principal activities during the year were to:

- engage with 201 Aboriginal and Torres Strait Islander communities and develop working relationships
- partner with 128 Aboriginal and Torres Strait Islander communities on 280 community development activities, for a total of 438 volunteer placements.
- conduct regional cultural awareness and training workshops for 37 new volunteers as part of the volunteer screening process
- fundraised financial support from 26,212 supporters who made financial contributions to ICV.
- tested and developed a Monitoring, Evaluation and Learning model to enable ICV to evaluate the impact of the company's community development work.

ICV had an operating deficit for the year ended 30 June 2015 of \$2,617,718 (2014: \$747,233). This was \$262,742 less than the budgeted deficit as a result of a focus on expense reductions and savings.

OPERATIONAL HIGHLIGHTS

During the year ICV made significant progress towards developing a Monitoring, Evaluation and Learning model. The model was trialled in a sample of Community Development activities across Australia and found to be successful. The next phase of the project will be to develop further these procedures in order to facilitate full implementation across all activities.

In addition, enabling a better understanding and evaluation of the impact of the activities, this will improve the ability to reliably and consistently measure the return on investment.

ICV engaged KPMG to measure the social and economic impact of its activities in two specific communities in order to articulate the value of these activities to stakeholders. The completed details of KPMG's findings can be found in their report entitled "Economic and Social Impact of Indigenous Community Volunteers (ICV) Activities, Case Study - Communities of Ali Curung and Pinjarra" located at www.icv.com.au/socialimpact.

The report recommended that ICV continues to endorse its model and partnership approach to community development, as the findings of the assessment highlight the strengths and advantages of a genuine community development approach.

This report provided ICV with assurance that the company had a strong link between the activities it carried out and ensuring it achieved its objectives, namely that the community development activities were having a positive impact on both Aboriginal and Torres Strait Islander people and their communities.

During the year ICV launched the Ambassador program. This program is designed to increase ICV's public profile and gain knowledge and support from the wide and extensive experience of the Ambassadors.

The ambassadors are: Dion Devow, Brain Gleeson, Lauren Ganley, Terry Grose, Richard Alston AO, Karyn Freeman and John Sanderson AC.

BENEFITS AND INTERESTS IN CONTRACTS WITH BOARD MEMBERS

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

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

MEMBER CONTRIBUTION IF ICV IS WOUND UP

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

AUDITOR INDEPENDENCE

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

EVENTS SUBSEQUENT TO YEAR END

In August 2015 ICV offered a voluntary redundancy option to staff in order to facilitate savings in expenditure. Six staff members applied for a voluntary redundancy and all were accepted. The redundancy costs associated with this are estimated to be approximately \$78,000, with estimated savings in employee expenses estimated to be \$450,000 per annum. There are additional savings in associated expenditure, including work related travel, office rent and utilities, and other on-costs which have been included in the cash flow forecast described at Note 3.

ICV has secured an agreement with Waddi Springs Water to donate a portion of its sales from 1 July 2015 to ICV. There were no other significant events occurring after 30 June 2015.

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



Karen Milward, Co-chair
25 September 2015



Bill Armstrong AO, Co-Chair
25 September 2015

Directors' Declaration

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

- (a) the financial statements and notes of the company are in accordance with the *Corporations Act 2001* and the *Australian Charities and Not-for-Profits Commission Act 2012*, including:
 - (i) giving a true and fair view of the Company's financial position as at 30 June 2015 and of its performance for the year ended on the date; and
 - (ii) complying with Accounting Standards (including the Australian Accounting Interpretations) and *Corporations Regulations 2001* and the *Australian Charities and Not-for-Profits Commission Regulation 2013*;
- (b) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable;
- (c) the provisions of the *Charitable Fundraising Act 1991 (New South Wales)* and the regulations under the Act and the conditions attached to the authority have been complied with;
- (d) the provisions of the *Charitable Fundraising Act 1946 (Western Australia)* and the regulations under the Act and the conditions attached to the authority have been complied with; and
- (e) the internal controls exercised by the Company are appropriate and effective in accounting for all income received and applied by the Company from any of its fundraising appeals.

Signed on behalf of the Board this 25 day of September 2015.



Bill Armstrong
Co-Chair



Karen Milward
Co-Chair

Independent auditor's report



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680 George Street
Sydney NSW 2000 Australia
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Fax: +61 2 9248 5959
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Auditor's Independence Declaration to the Directors of Indigenous Community Volunteers Limited

In relation to our audit of the financial report of Indigenous Community Volunteers Limited for the financial year ended 30 June 2015, and in accordance with the requirements of the *Corporations Act 2001* and Subdivision 60-C of the *Australian Charities and Not-for profits Commission Act 2012*, to the best of my knowledge and belief, there have been no contraventions of the auditor independence requirements of the *Corporations Act 2001* and the *Australian Charities and Not-for profits Commission Act 2012* or any applicable code of professional conduct.

A handwritten signature in black ink that reads 'Ernst & Young'.

Ernst & Young

A handwritten signature in black ink that reads 'Meredith Scott'.

Meredith Scott
Partner
25 September 2015

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

Report on the financial report

We have audited the accompanying financial report of Indigenous Community Volunteers, which comprises the statement of financial position as at 30 June 2015, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

Directors' responsibility for the financial report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and the *Australian Charities and Not-for-Profits Commission Act 2012* and for such internal controls as the directors determine are necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's responsibility

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

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

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

Independence

In conducting our audit we have complied with the independence requirements of the *Corporations Act 2001* and the *Australian Charities and Not-for-Profits Commission Act 2012*. We have given to the directors of the company a written Auditor's Independence Declaration.

Opinion

In our opinion the financial report of Indigenous Community Volunteers Limited is in accordance with the *Corporations Act 2001* and the *Australian Charities and Not-for-Profits Commission Act 2012*, including:

- i giving a true and fair view of the company's financial position as at 30 June 2015 and of its performance for the year ended on that date; and
- ii complying with Australian Accounting Standards, the *Corporations Regulations 2001* and the *Australian Charities and Not-for-Profits Commission Regulation 2013*.



Emphasis of Matter for Material Uncertainty Regarding Continuation as a Going Concern

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

Reporting on Other Legal and Regulatory Requirements

In our opinion, the financial report of Indigenous Community Volunteers Limited is in accordance with:

1. the *Charitable Fundraising Act 1991 (NSW)* including:
 - i. the financial report of Indigenous Community Volunteers Limited shows a true and fair view of the financial results of fundraising appeals for the year ended 30 June 2015;
 - ii. the financial report has been properly drawn up, and associated records of Indigenous Community Volunteers Limited have been properly kept during the year ended 30 June 2015 in accordance with the *Charitable Fundraising Act 1991 (NSW)*;
 - iii. money received as a result of fundraising appeals conducted during the year ended 30 June 2015, has been properly accounted for and applied in accordance with the *Charitable Fundraising Act 1991 (NSW)* ; and
 - iv. there are reasonable grounds to believe that Indigenous Community Volunteers Limited will be able to pay its debts as and when they fall due.
2. the *Charitable Collections Act 1946 (WA)* including:
 - i. the financial report of the Indigenous Community Volunteers Limited shows a true and fair view of the financial results of fundraising appeals for the year ended 30 June 2015;
 - ii. the financial report and associated records of Indigenous Community Volunteers Limited have been properly kept during the year in accordance with the Act and Regulations;
 - iii. money received as a result of fundraising appeals conducted during the year ended 30 June 2015 has been properly accounted for and applied in accordance with the Act and Regulations;
 - iv. as at the date of this statement there are reasonable grounds to believe that Indigenous Community Volunteers Limited will be able to pay its debts as and when they fall due; and
 - v. based on our audit, we have not become aware of any matter that makes us believe that Indigenous Community Volunteers Limited has not complied with the obligations imposed by the Act and Regulations.

Ernst & Young

Meredith Scott
Partner
Sydney
25 September 2015

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Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2015

	Notes	2015 \$	2014 \$
Revenue			
Donations from the public	5	3,393,673	2,699,271
Government funding		-	1,352,137
Corporate funding		164,000	466,500
Investment income	5	246,597	368,280
Realised gain on sale of investments		58,410	145,264
Unrealised gain on investments		-	323,603
Other income		62,336	10,412
Net gain on disposal of motor vehicle		-	5,000
Total revenue		3,925,016	5,370,467
Expenses			
Community development activities		(3,249,364)	(3,129,244)
Direct costs of fundraising appeals	5	(1,418,114)	(1,017,237)
Compliance and governance		(172,259)	(170,487)
Enabling services		(816,258)	(898,459)
Supporter engagement		(400,849)	(421,767)
Awareness and education program		(459,812)	(480,506)
Unrealised loss on investments		(26,078)	-
Total expenses		(6,542,734)	(6,117,700)
Net operating (deficit)		(2,617,718)	(747,233)
Other comprehensive income		-	-
Total comprehensive income/(loss) for the year		(2,617,718)	(747,233)

The above Statement of Profit or Loss and Other Comprehensive Income 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

For the year ended 30 June 2015

	Notes	2015 \$	2014 \$
ASSETS			
Current assets			
Cash		720,039	1,564,747
Trade and other receivables	6	143,949	119,881
Investments	7	2,363,339	4,055,163
Prepayments		36,923	18,139
Total current assets		3,264,250	5,757,930
Non-current assets			
Plant and equipment	8	25,602	27,548
Intangible asset	9	-	11,308
		25,602	38,856
Total assets		3,289,852	5,796,786
LIABILITIES			
Current liabilities			
Trade creditors and other payables	10	376,482	334,813
Employee benefits	11	192,976	153,401
Deferred income	12	36,000	-
Total current liabilities		605,458	488,214
Non-current liabilities			
Employee benefits	11	87,952	94,412
Total non-current liabilities		87,952	94,412
Total liabilities		693,410	582,626
Net assets		2,596,442	5,214,160
FUNDS			
Accumulated funds		2,596,442	5,214,160
Total funds		2,596,442	5,214,160

The above Statement of Financial Position 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 2015

	Total Accumulated Funds
	\$
Opening balance at 1 July 2013	5,961,393
Operating (deficit)	(747,233)
Other comprehensive income	-
Balance at 30 June 2014	5,214,160
Opening balance at 1 July 2014	5,214,160
Operating (deficit)	(2,617,718)
Other comprehensive income	-
Balance at 30 June 2015	2,596,442

Statement of Cash Flows

For the year ended 30 June 2015

	Notes	2015	2014
		\$	\$
Operating activities			
Receipts from donations and supporters		3,405,605	2,913,426
Government and corporate funding		164,000	1,818,637
Dividend income		212,619	326,614
Interest income		33,978	41,666
GST refunds received		-	-
Other revenue		62,336	10,412
Payments to employees		(3,395,539)	(3,304,253)
Payments to suppliers		(3,033,258)	(2,780,914)
Net cash (used in) operating activities	13	(2,550,259)	(974,412)
Investing Activities			
Payments for property, plant & equipment		(18,605)	(17,355)
Proceeds from sale of plant and equipment		-	5,000
Purchase of assets held for sale		-	(315,000)
Proceeds from sale of assets held for sale		1,724,156	2,611,565
Net cash provided by investing activities		1,705,551	2,284,210
Net Increase/(Decrease) in Cash Held		(844,708)	1,309,798
Cash at the Beginning of the Financial Year		1,564,747	254,949
Cash at the End of the Financial Year		720,039	1,564,747

The above Statement of Changes in Equity and Statement of Cash Flows are 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

WHEN
ACTION
meets
COMPASSION
LIVES
CHANGE

OUR VOLUNTEERS

Being invited to live and work alongside Aboriginal and Torres Strait Islander people is a rare privilege and a unique opportunity to make a personal contribution to practical reconciliation. ICV volunteers generously offer their time and skills reflecting their commitment to helping Indigenous communities create a brighter future, for generations to come.



JONATHON POLKE

Jonathon Polke is a Darwin based aid-worker and has been a committed ICV volunteer for many years. His volunteering has seen him work with many Indigenous communities on a wide range of projects.

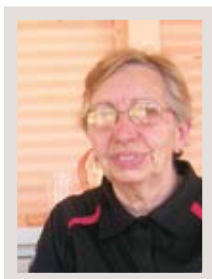
Jonathan says one of his most fulfilling placements was to the Kimberley Aboriginal Law and Cultural Centre (KALACC) festival, where he supported the festival in a logistical capacity. The festival draws together tribal groups from a region twice the size of Victoria to hold their AGM and discuss matters of police and justice, youth suicide, the education of their children, culture, lore and language.

During the day, across a sprawling campsite at the Nyumban community outside of Fitzroy Crossing, WA, community members, leaders and Elders debated issues concerning their people. And at night time, the festival really came alive.

"Every night at corroboree, dancers of all ages took to the stage to kick up clouds of red dust and tell their stories. These scenes were spectacular, and lasted an hour or more."

Jonathan's time at the KALACC festival gave him the opportunity to speak with local Elders and leaders and learn more about the issues affecting Aboriginal people. The support of ICV volunteers at the festival has contributed to the positive impact the festival makes to Indigenous culture.

"This was a rich and rewarding experience that I will always treasure," says Jonathan.



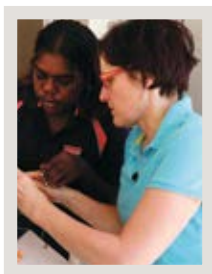
ROSEMARY KING

Rosemary King is a Darug woman and a qualified teacher and tutor from the Hawkesbury region at the foot of the Blue Mountains in NSW. Volunteering with ICV gives her the opportunity to lend her skills and experience to the Aboriginal and Torres Strait Islander community in different ways.

Most recently she returned to Punmu in remote WA to help build literacy and numeracy skills, and revisit friendships she made on her first project there in 2013.

Punmu is on the north eastern shore of Lake Dora, and is reached from either Port Hedland or Newman by unsealed roads. Or, as Rosemary did, by mail plane, a four hour flight with stops at Jigalong, Parnngurr (Cotton Creek) and Kunawarritji (Well 33) on the Canning Stock Route.

"During my first stay in Punmu I came to know some members of the community quite well. I was invited by an Elder woman to paint with her, and it was a very moving experience and a privilege that I'll treasure forever. I also had the opportunity to accompany her and other women into the desert, to collect bush tomatoes and go hunting. They showed me how to use some plants for traditional medicine. The sharing of knowledge is inherent in Aboriginal culture and, although thousands of kilometres from my own Country, I found I had much in common with these women."



KERRIE ANDERSON

Kerrie Anderson is a Visual Arts school teacher from the Gold Coast QLD. She is also a keen supporter of ICV, so much so that she recently decided to get involved in a more hands-on way.

Her first experience as an ICV volunteer took her thousands of kilometres from home, to Yanyuwa Country and the community of Borroloola, on the eastern coast of the Top End of the NT.

The community asked her for help at Waralungku Arts Centre on an art and cultural heritage project.

Kerrie also worked with locals as part of a team making props for the upcoming dance festival, which was one of the highlights of her time in Borroloola.

"Being a thousand kilometres from the nearest city in a location which is host to the saltwater croc sets the scene for adventure! I was there in the lead up to the annual dance festival which was preceded by daily dance workshops for the local kids on school holidays. They were bussed in from surrounding areas each day for a week. The atmosphere was electric!"

Kerrie's first volunteer project with ICV also taught her more about life in Indigenous communities. "The partnership of ICV volunteers and community is a two way process, with things to be learnt and gained for both. The positive and all encompassing involvement of the Elder women in the lives of their extended families is both inspirational and extraordinary," Kerrie says.

OUR DONORS

At ICV we dream of an Australia where everyone shares the same rights, opportunities and respect. As a registered charity and non-profit community development organisation, we rely on donations from caring, compassionate people to keep our life-changing programs running, and reach out to communities in need.



BILL SHERWIN

Bill Sherwin lives in eastern Sydney and is a lecturer in genetics and conservation biology at University of New South Wales. Bill is one of ICV's growing family of Community Friends, making regular monthly donations to help ensure every community in need has a chance to build a brighter future.

"When I was young I had a book called "Walkabout" about a couple of Indigenous kids in the Top End somewhere. Later on, in my

fieldwork on wildlife, I have come across some really nice Indigenous people," says Bill.

"In conservation biology, some people say "We should just hand it all back to the Indigenous people and let them fix it". That makes me very uneasy, the idea of saying, "Here, we have messed this place up for 200 years, now you take it back and fix it" – we have to do better than that I think."

Bill supports ICV because he believes in taking a collaborative approach to helping Aboriginal and Torres Strait Islander people. "I actually do not usually get involved in anything that targets a particular race or religion," says Bill. "I like to just treat each person on their own merits. But I think that what has happened to Australia's Indigenous people in the last 200 years needs some action."



HELEN WHEELDON

Helen Wheeldon grew up on a farm in the Forbes/Parkes area of country NSW. From her early years she had a strong connection to the land yet without a sense of ownership, because she knew that many generations of people had been there before her, and others would follow.

Helen has always been fascinated by the connection Aboriginal people have to the land. Along the road to her family's farm she could see the trees where the bark had been cut away to make things. And her father would

plough the fields and turn up old axe heads. On display in their farm house, the axe heads were a constant reminder of the Aboriginal people who had been on the land before them.

A practical person herself, Helen loves the idea of empowering people by giving them the skills and expertise that they want and need to determine their own future. Equally, she recognises education is a key to changing opinions, and to Aboriginal people being treated with the same respect and dignity that most non-Indigenous people enjoy.

"I really like ICV's model of being invited by communities to help them reach their own goals, and lending them the expertise which they then pass on to others in their community, and to future generations," says Helen.

A THOUGHTFUL
GESTURE TODAY
CAN MAKE
A WORLD OF
DIFFERENCE
TOMORROW



BRIAN GAULL
ICV VOLUNTEER

"Anyone with a basic understanding of Australian history will realise that our Indigenous people have been treated unjustly. As a non-Indigenous person, I feel great pain and empathy for them, and I support any organisation which is trying to reconcile this tragic past.

As a volunteer of ICV for many years, I have got to know the people involved and I have not yet found a more dedicated group. I believe they deliver the best outcomes for Australia's Indigenous people. Consequently I have gifted part of my will to ICV, to help them carry on their good work into the future. It's an action I recommend others consider taking too."

For more information on how to include a gift to ICV in your Will, please visit www.icv.com.au/how-you-can-help/wills-and-bequests/ or call 1800 639 565.

ICV AMBASSADORS

ICV partnerships with community, corporate and government leaders Australia-wide strengthened and grew in 2014-15. Key to this achievement was the creation of ICV's first national Ambassador program to raise awareness of, and support for, ICV.

ICV ambassadors are thought leaders recognised nationally across business, government and community.

They contribute vital experience, insight, and links to the Indigenous community, general community, industry and government:



LAUREN GANLEY

Lauren Ganley is a descendant of the Kamilaroi people and General Manager of Telstra's National Indigenous Directorate. She has worked with Telstra for more than thirty

years. In 2014, Lauren was recognised as one of Australia's most influential women winning a place in The Australian Financial Review and Westpac 100 Women of Influence Awards.

Lauren believes in ICV's philosophy of making a difference in the right way, every day.

"ICV truly works in partnership with communities on development projects that are 100% community-driven. This is what achieves long-term results and I'm really proud to be a part of this as an ICV Ambassador"



THE HON. RICHARD ALSTON, AO

The Hon. Richard Alston, AO is currently a company director and has served on a range of public and private companies in Australia, the UK and China.

He has held various parliamentary positions including the Minister for Communications, Information Technology and the Arts in the Australian Government. He then served as the Australian High Commissioner in the UK from 2005-08.

Richard has visited many remote Aboriginal communities and pursued policies to improve opportunities for people struggling to survive under enormous cultural and economic burdens.

"Being an ICV Ambassador is a great opportunity to raise awareness of how every Australian can contribute and make a meaningful difference to the lives of Aboriginal and Torres Strait Islander people"



KARYN FREEMAN

Karyn Freeman is currently Corporate Affairs Executive Manager for EnergyAustralia. She joined EnergyAustralia after 32 years with global energy company Shell where she worked in public and government affairs roles.

Karyn first supported ICV through her role as General Manager External Affairs at Shell Australia. ICV was one of only five national partners in the Shell Social Investment Program from 2011-14. In 2013 Karyn worked alongside local women on-country in the Northern Territory as an ICV volunteer and experienced first-hand the value of local people working to achieve local goals.

"Empowering local people to achieve local outcomes which are long-term is what makes ICV so unique. I'm honoured to be part of an organisation that's genuinely committed to actively achieving this goal"



TERRY GROSE

Business leader Terry Grose has a strong commercial background as a merchant banker, senior executive and business consultant in Australia and overseas.

Terry joined ICV as a volunteer in 2011 and his first assignment involved spending two months as acting/CEO of a remote community in Western Australia.

He is currently Chairman of Central Desert Native Title Services, and a Director of Arafura Resources Ltd, and Yirra Yaakin Theatre Company.

"I am thrilled to be an ICV Ambassador. I have seen first hand what a difference ICV makes in communities around Australia. We need more people to become involved as donors, volunteers and stakeholders and I look forward to helping tell the ICV story and getting more people involved with this great organisation."



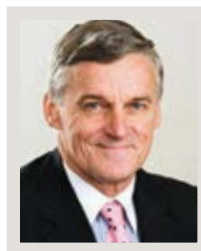
LIEUTENANT GENERAL JOHN SANDERSON, AC (RETD)

The distinguished career of Lieutenant General John Sanderson, AC (Retd) includes more than 40 years of operational command

and Australian strategic defence and security planning. He was Chief of the Australian Army until 1998, and Governor of Western Australia for five years to retirement in 2005.

General Sanderson has lectured extensively on peace building and is a strong advocate of human rights as the basis of national and international reconciliation. He has advised successive Western Australian governments on their relationship with Aboriginal people, including as Chair of the Indigenous Implementation Board up to February 2011.

"Aboriginal and Torres Strait Islander communities have achieved so much over the years. I'm honoured to be invited to work alongside Indigenous Community Volunteers to achieve their vision for a brighter future".



BRIAN GLEESON

Brian Gleeson is a senior executive leader with over 40 years experience in executive leadership roles and capacity development within both the Australian Public Service and the United Nations.

He recently completed his four year statutory role as the Coordinator General for Indigenous Services which provided oversight of all Government (State and Federal) activities relating to the delivery of services to 29 Indigenous communities.

"I've seen for myself the long-term benefits of how ICV works in community which is why 'partnership and working by invitation' is absolutely best practice. Community leaders and Elders identify what their community needs to be stronger safer places and ICV works alongside them to help make that happen".



DION DEVOW

In 2011 Dion Devow launched his clothing label Darkies Design and by doing so opened up a whole new future for this rising entrepreneur and his young family.

IMAGE COURTESY OF INDIGENOUS BUSINESS AUSTRALIA

An ICV volunteer worked with Dion on the business start-up to help develop the first Darkies Design website,

and Dion has been an ICV champion ever since. Four years later and winner of the 2014 ACT NAIDOC Indigenous Business of the Year Award, Dion's thriving business works collaboratively with artists and designers to produce a modern Aboriginal-themed clothing range, apparel and promotional materials.

Born and raised in Darwin, Dion now calls Canberra home. His family heritage and connections reach from Palm Island in Northern Queensland to Darnley Island in the Torres Strait.

"I am so honoured to represent ICV because I know from my own experience working with ICV that it's a real partnership and all about long-term results and development that changes people's lives".



ICV PARTNERS

The continued support of our government and corporate partners makes ICV's work with Aboriginal and Torres Strait Islander people possible.

In 2014-15, ICV gratefully received the invaluable financial support of many people, organisations and businesses. Our work is only possible because of private donations, corporate sponsorship, philanthropic trusts and foundations grants, and federal and state government funding.

We also receive much-needed in-kind support from a wide range of organisations, all committed to creating a brighter future for Aboriginal and Torres Strait Islander people and communities.

IN PARTICULAR WE WOULD LIKE TO THANK:



Australian Government



The Australian Government, in particular
Prime Minister and Cabinet (PM&C) and the
Department of Foreign Affairs and Trade (DFAT).



WORKING TOGETHER TO
BUILD A BRIGHTER FUTURE



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