



**ICV ANNUAL REPORT**  
**2011-12**



## WHO WE ARE

We are an independent charity that partners with Aboriginal and Torres Strait Islander communities.

We promote the community and human development of Australia's Aboriginal and Torres Strait Islander peoples.

Our purpose is to reduce Indigenous disadvantage in Australia. We do this with the support of volunteers who are trained and matched to community development projects.

## OUR PURPOSE

Indigenous Community Volunteers 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 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

## OUR TEN ACTION AREAS – DEVELOPMENT BUILDING BLOCKS

- Community and family safety
- Culture and country
- Early childhood development
- Health
- Education
- Healthy homes
- Gender
- Governance
- Reconciliation
- Economic development and employment

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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 contact the editor by email or call 02 6122 6444.

This and past reports can be accessed electronically from the ICV website at <http://www.icv.com.au/about-icv/publications>

### Indigenous Community Volunteers

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### Cover image:

ICV Volunteer Tess Godkin with children in the NT community of Warruwi on Goulburn Island.

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

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

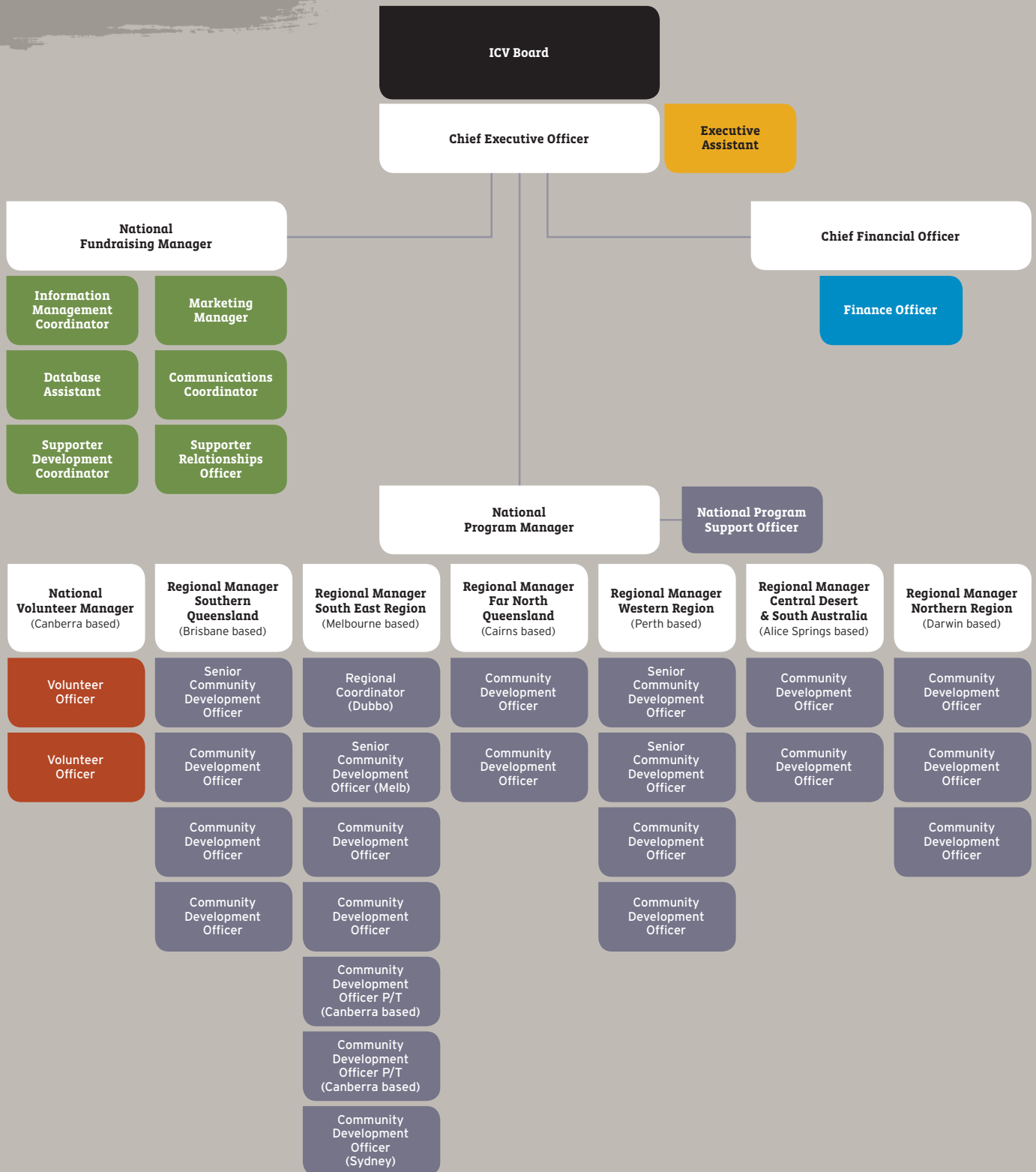


WORKING  
TO CLOSE  
THE GAP

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# Our staff



[www.facebook.com/IndigenousCommunityVolunteers](http://www.facebook.com/IndigenousCommunityVolunteers)  
 @IndigenousCV

# How we work

## **First, we are invited by community to listen to what people have and need**

ICV goes where there is community energy. We work with Indigenous communities that request support to raise their health, wellbeing and self sufficiency. Often requests come from word of mouth. We don't actively solicit for project work.

'Communities' is the broad umbrella word we use to cover Indigenous individuals, families, groups and organisations (including corporations, cooperatives, non-profits), businesses and communities of special interest or physical location. Above all, a community is a group of people who share a sense of belonging.

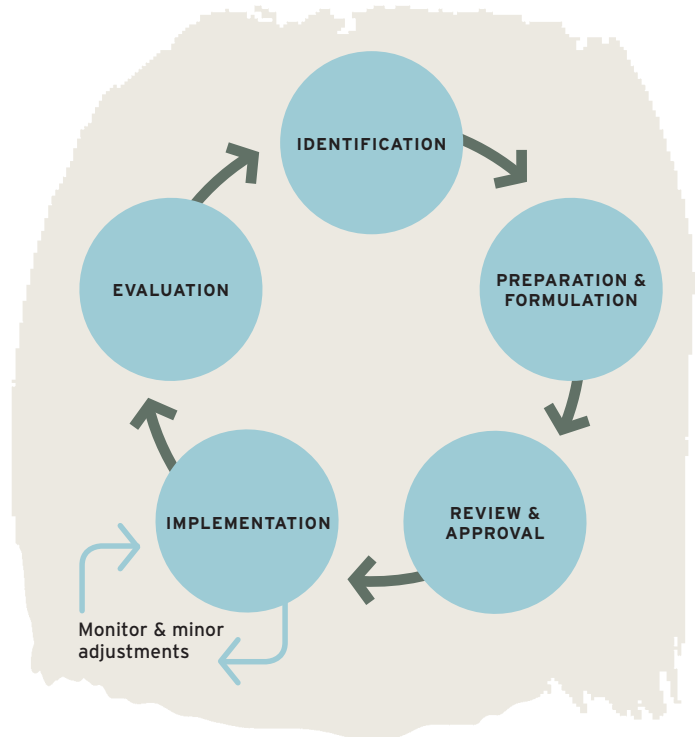
## **Then we involve the community in the process**

We explore a community's vision and assets through face to face engagement. ICV Community Development Officers work to understand the communities and their hopes.

We call this process community engagement. It involves trips made by staff to a community. ICV's experience and best practice has shown that involving community members in the design and monitoring of projects greatly increases the likelihood of successful and sustainable outcomes. Community engagement represents a great opportunity for ICV to build and strengthen relationships with community members. Communities have a sense of control and ownership over the information provided and how it will be used.

ICV decides if it can help by facilitating a volunteer project. That decision is based on the capacity of staff and how many communities ICV is already working with.

If a project is approved by a regional manager, the scope of the project; its aims and objectives are prepared with the community.



## **Next, we match a community with a volunteer who can meet the particular needs of a project**

There is a pool of active volunteers with a range of skills and experiences to pull on. ICV screens volunteers all year round. Screening involves standard medical and police checks and training to be cultural sensitive and flexible working with community. The best available volunteer for each project is chosen in consultation with the community.

## **The volunteer works with the community to find a solution that will achieve its goals**

The volunteer is supported with transport and accommodation needs by ICV and the hosting community. ICV provides a small allowance. The Community Development Officer monitors a project's progress from start to finish. Projects vary in length.

## **The project is monitored**

It is a continuous process of checking whether a project is being implemented as planned, has made progress, and is on track to meet the specified objectives. Depending on the length of the project and its complexity, community engagement is part of the process.

## **The project is evaluated**

Using standard evaluation questionnaires, ICV yarns with the volunteer and community to assess the outcomes and success of a project.

# Co-Chairs' message

## Message by Co-Chairs

**Bill Armstrong and Karen Milward**

**Bill Armstrong AO**  
Co-Chair



**Karen Milward**  
Co-Chair



### Pyramids are built from below

At ICV we recognise that development is a process of organised change encompassing social, economic, environmental and political life but that, fundamentally, it is about creating choices for individuals, families and communities.

With ICV, individuals and communities are not simply consumers of services, but are active participants in the design and delivery of projects. Together, we are creating community value. Each project is an exercise in communities owning their challenges and getting the support from ICV staff and volunteers to address them. It evolves from the ground up.

### Coming of age

ICV is coming of age. We are much clearer about what we do and where we are going.

2011–2012 was our first full year of whole of community development. That means projects are part of a broader capacity development approach, building on a community's own vision of the future. In the year we worked in 128 physical localities from Amangai in Northern Territory to Sydney and Yurmulan in remote Western Australia. In each place there may be multiple communities we have worked with – understanding and developing their whole of community plans. We are in no doubt that this will lead to improvements in the lives of Indigenous people where we work.

While we measure and evaluate what we do, collecting evidence of the positive changes, what grounds our success is a commitment to relationships. In the year we strengthened community engagement with new and existing communities. Community Development Officers (CDOs) spent more time visiting communities to understand them and the context of project work. Volunteers often return to the communities they have worked with on projects that are as diverse as Indigenous people and their aspirations.

We are going where people and their needs are. The organisation established a greater presence in Western Sydney with the recruitment of a CDO based in Penrith to develop projects across the city in conjunction with Indigenous communities. Sydney has the highest number of Indigenous people in the country.

We also recruited a CDO based in Melbourne for outreach in that city and regional Victoria.

**Communities are active participants in the design and delivery of projects.**

### Sustainability

What occupied the minds of Directors in 2011–12 was moving towards a sustainable future for ICV. Our challenge is continuing our strategy to grow and diversify three streams of revenue; private donors, corporate support and government funds from state and federal levels.

We are pleased to report that we are doing very well in attracting private donors. Our funding strategy launched in 2010 is on track. At the end of the 2011–12 year we had more than 15,000 active financial supporters, three times the number of donors just a year earlier.

The response from the public to our appeals has been overwhelming. There are so many people from all walks of life prepared to give. Feedback from supporters is that it is great to be able to give to a development cause in our own backyard. Improving the lives of Indigenous Australians is close to our supporters' hearts.

We extend a big thank you to all our donors and supporters for their generosity and faith in us, not least of all Shell Australia. Shell's significant social investment in community development has helped ICV to achieve real outcomes for Aboriginal and Torres Strait Islander people. Shell staff have also actively contributed time and resources to achieving these outcomes by volunteering and working with our staff and providing additional support for joint initiatives.

### Power of the positive

Many people we speak to are fed up with negative reporting about Indigenous issues and communities. ICV's contribution is positive. We offer supporters a practical way of backing an organisation that is working 'with', not doing things to Indigenous communities. The aim is to build capacity and reduce disadvantage.

While it is increasingly important we work to close the gap on Indigenous disadvantage, another goal for ICV is to close a different gap that is just as important: the gap of people's general understanding of issues affecting Aboriginal and Torres Strait Islander people. Projects increase volunteers' understanding of Indigenous culture. Understanding Indigenous peoples' challenges and hopes underpins any development. The more we appreciate and understand the culture and environments of Aboriginal and Torres Strait Islander communities, the greater the possibility of seeing real change as we close the life expectancy gap and increase health outcomes and education access and attainment.

ICV projects will increasingly focus on children in communities. That's because 65 percent of all Indigenous Australians are under the age of 25. We must work with children and young people, on their health and education needs, to provide hope for the future.

**ICV is coming of age. We are much clearer about what we do and where we are going.**



**ICV projects will increasingly focus on children in communities.**

### Accountability

Management streamlined internal processes in the year. That meant outsourcing some tasks to save money. Staff consolidated travel through the one provider to reduce costs and used a free voice-over internet service to connect with colleagues. Corporate services reviewed contracts with our service providers to make sure we are getting good market rates and securing pro-bono services where we can.

In the year we reviewed all our policies to ensure they are up to date with current legislation.

For the first time in many years, we were fully staffed. We also had the lowest turnover of staff since our inception. We put this down to better, more satisfying and productive connections with communities, better internal communications and offering exceptionally flexible working arrangements.

### Monitoring and evaluation

Monitoring and evaluation is an important part of ICV's program; it enables us to build an evidence base on the efficacy of the program, as well as helping to guide us in identifying and addressing areas for improvement.

To reflect our whole of community model, we rebuilt our data management system to better capture and analyse information about communities and their assets, community engagement visits and project inputs and outputs. By capturing baseline data and conducting robust monitoring and post project measurements, we can critically assess the effectiveness of the community development program as a whole, as well as the success and impact of each community led project. We also introduced monitoring and evaluation for the volunteer recruitment and training program to ensure the detailed objectives of each workshop, and community needs, are being met.

## Collaboration

ICV renewed its partnership with AusAID, Australia's international development agency. The agreement signed in May runs for a four year period and has a number of benefits for ICV including access to AusAID specialists in areas such as monitoring and evaluation. The collaboration is not about funding or making demands on the other but innovation; finding mutually beneficial and creative ways to advance community development.

We also acknowledge DLA Piper with whom we have been working with on its Reconciliation Action Plan. We thank DLA Piper for its enormous pro bono support. We also appreciate the ongoing support of The Human Resource Centre, for its strategic advice and pro bono assistance.

## Multimedia and new friends

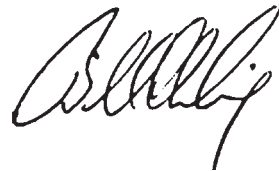
ICV built greater brand awareness in the year with a new marketing emphasis, so much so that businesses and individual donors are now making contact with us to initiate their support for us.

We went live with an ICV Facebook page – a great education tool for news of Aboriginal and Torres Strait Islander issues and ICV's work with Indigenous communities. We also created our own Twitter account to publish short news updates and link to our website – a powerful way to engage with prospective volunteers, donors and other stakeholders.

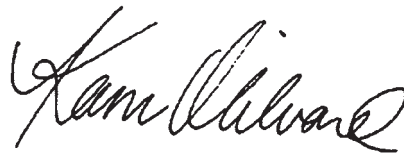
ICV's relationship with traditional media also progressed with our first cultural awareness workshop for the Special Broadcasting Service and National Indigenous Television. It was part of a rethink of our ICV volunteer training workshop and its potential for use by other businesses wanting to offer cross-cultural training for employees.

We would also like to acknowledge, recognise and thank ICV's CEO Stephanie Harvey, for her effective leadership and commitment to the implementation of the vision of ICV and leading the organisation to build its capacity and strengthen new and current relationships with ICV's partners, sponsors and donors to support and work effectively with the many Indigenous community projects across the country. We are grateful also to the senior management team and the unwavering efforts of staff, our inspiring volunteers and the strong contribution of our fellow Board members.

Thank you for joining us on this journey. We are inspired by your support to change the lives of Indigenous Australians for the better, and, to along the way, be a vehicle for reconciliation in action.



Bill Armstrong AO



Karen Milward  
October 2012

**A big thank you to our supporters for their generosity and faith in us.**







## ACTIVITY REPORT 2011-12

# ICV's contribution to Closing the Gap

Over the past year, we have re-focused our work to deliver quality projects, rather than focusing on the quantity of projects we began and delivered. There were 226 new projects initiated during 2011-12 and 521 volunteer placements (Any single project can have one or multiple volunteer placements). There were 178 volunteers used.

### New Projects

(Accumulative totals)	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
2009-10	62	124	218	286	369	459	543	627	765	863	972	1038
2010-11	64	157	242	310	395	438	490	535	548	553	567	584
2011-12	22	33	53	63	77	86	97	120	153	168	197	226

The good news is that we are working more efficiently with fewer withdrawn projects due to more discussion about the dimensions of communities' challenges and assets. Communities have greater buy-in and energy for projects to remain active and successful. Ten percent of projects were withdrawn in the year. That compares with 44% in 2010-11. Our target is a 5% rate of withdrawal.

Our staff are encouraged to spend greater lengths of time in the communities in which we work. Each community is unique and understanding the context and dynamics of each community will determine whether any given project is successful. The only way to better understand a community is to spend time in the community and build relationships with people in the governance structures (councils, elders, shire managers), service providers and other community members.

It takes time but we talk to community about their plans for the future, whether they are contained in a formal development plan or just in the minds of community members. This knowledge strengthens our project design, allowing us to align our projects to the community's goals and increase project quality. It allows us to identify what assets exist in the community and what we can build on. Incorporating the unique skills and talents and circumstances of each community increases the likelihood of success and maximises the impact of projects.

**We are working more efficiently with fewer withdrawn projects**

We have redesigned our processes around how we source, design, implement and monitor and evaluate projects to try to better capture the outcomes and impact that we are having in communities in which we work.

Despite this change, our core way of operating has not changed. Communities still own the projects. The communities still are responsible for implementing the projects. ICV's role in a community's development is to provide technical expertise through the placement of skilled volunteers to meet shortfalls in the community's talents. We simply provide support to communities to meet their goals.

This whole change in process was driven by a desire to better understand the impact that we were having in communities. In order to measure this impact we have developed a robust monitoring and evaluation system that over time will bring in more quality project related data.

## Project summary

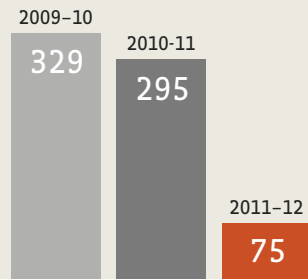
Reflecting our emphasis on quality, there were 75 completed projects in the year, down on the previous year for reasons earlier explained.

Of the 75 projects completed:

- 33% involved skills-training and mentoring in varied areas. There was training in retail, sewing, photography, personal hygiene, small engines maintenance, animal welfare, governance and web content management.
- 29% of the projects involved business support for communities—from corporations to land councils, community stores and other small businesses. It was provided by volunteers in the form of grant writing, financial literacy and accounting support. The projects advanced communities' self-management and economic self sufficiency.
- A further 28% of projects aimed to support organisations to design, research and develop their programs. There was administrative support for a remote Indigenous gardening network, architectural services for a media company, event planning and coordination for school holiday programs and policy development in the areas of native title and remote women and children's wellbeing.
- 9% of completed projects involved construction work as well as trade-related training.

Projects had one or more objective. Four out of every five projects either achieved all or some of their objectives.

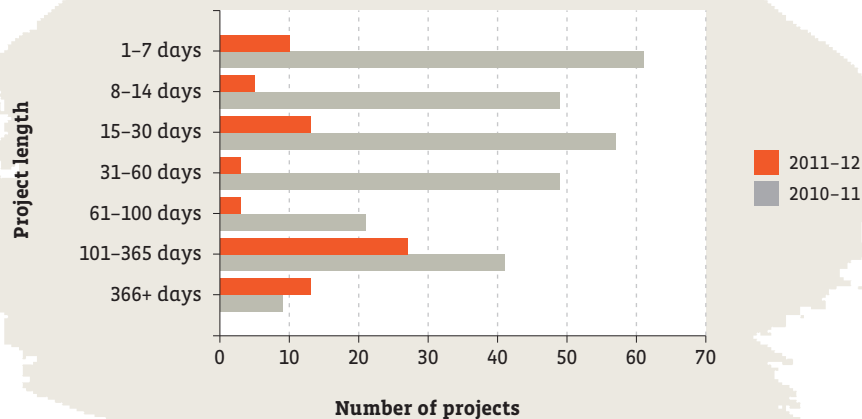
*Number of completed projects*



The average length of a project—from the received date to completion with an evaluation—was 164 days, up from 59 days the year before.

The average length of a project was 164 days.

*Completed project length*





We are doing fewer short and sharp, perhaps less ad hoc work, and more projects—better scoped—with longer term aims and timeframes.

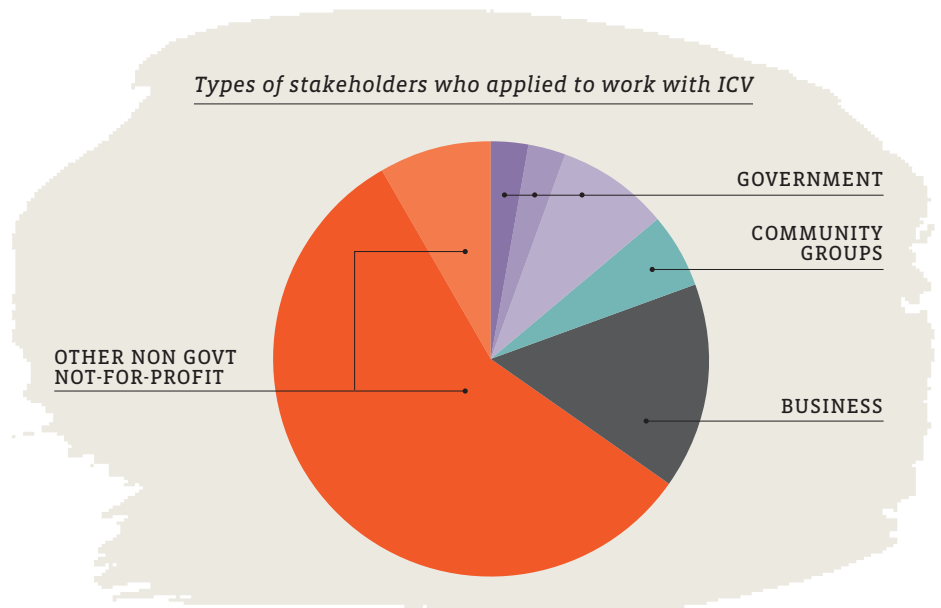
Project length (days)	2010-11	2011-12
<b>Min</b>	1	1
<b>Max</b>	731	596
<b>Average</b>	59	164

The longest project was 596 days supporting students at Dubbo College Delroy Campus design and develop an Indigenous garden and outdoor meeting place.

### Who applied to work with us

We worked in 128 physical localities the past year from Amangai in the Northern Territory to Victoria's capital Melbourne and Yurmulan in remote Western Australia. There were often multiple communities in each locality. For example, in Griffith NSW, we worked with five organisations.

An analysis of the 75 closed projects shows the types of stakeholders who applied to work with ICV. The vast majority were Aboriginal and Torres Strait Islander non-government/not-for-profit organisations.



#### GOVERNMENT

hospitals and health outreach (2 projects), Schools (2 projects), Local Council/Shires (6 projects)

#### Aboriginal and Torres Strait Islander COMMUNITY GROUPS

e.g. committees and men's groups as well as communities of physical and discreet location without formal title (4 projects)

#### Aboriginal and Torres Strait Islander BUSINESS

for profit organisations, including two art centres (11 projects)

#### Aboriginal and Torres Strait Islander OTHER NON-GOVERNMENT/NOT-FOR-PROFIT

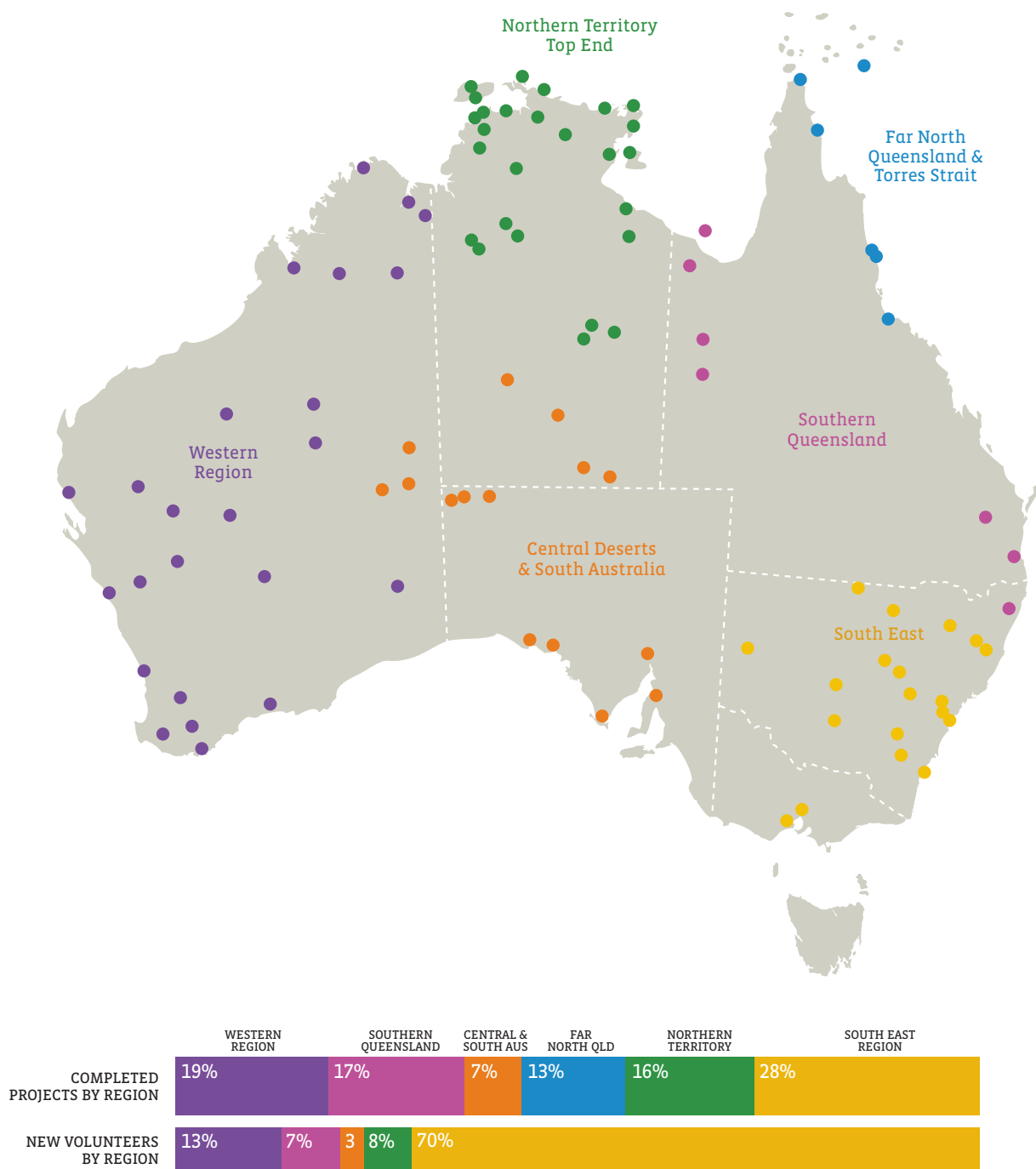
associations, foundations, corporations, a church group, two Aboriginal owned health or health research centres (41 projects), Land Councils (6 projects)

## Where we worked

Under a third of all completed projects were with communities in south east Australia (ICV's designated region that includes NSW, the ACT, Victoria and Tasmania). Roughly another third were in Queensland (Southern Queensland and far north Queensland regions including the Torres Strait). Nineteen percent of all complete projects were in Western Australia and a similar number were in the Northern Territory.

This reflects the latest available Australian Bureau of Statistics (ABS) census data that reveals that most Indigenous people live in New South Wales (29%), Queensland (28%), Western Australia (15%) and the Northern Territory (13%).

*Completed projects by region*

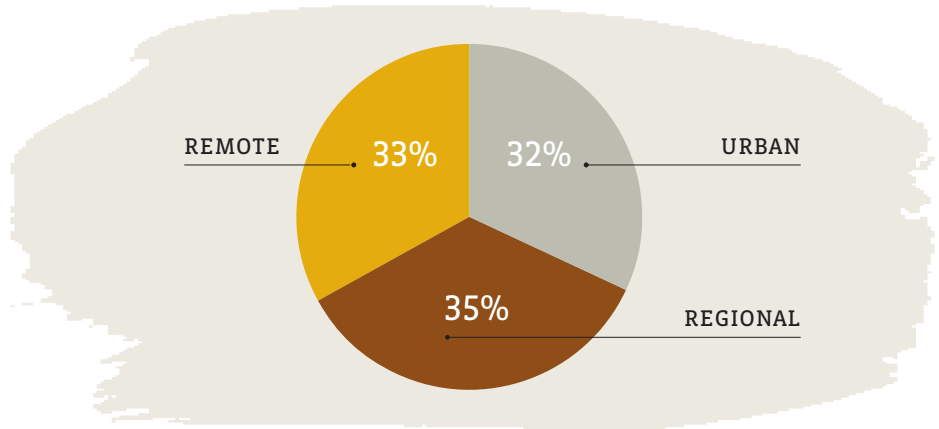




There was almost an even three-way split between projects in urban, regional and remote communities and settings.

Almost one third of the Indigenous population live in major cities. A further 40% of Indigenous people live in regional areas and 25% live in remote areas.

*Completed projects by location*



Our projects have objectives under ten defined building blocks: community and family safety, culture and country, early childhood development, economic development and employment, governance, education, gender, health, healthy homes and reconciliation.

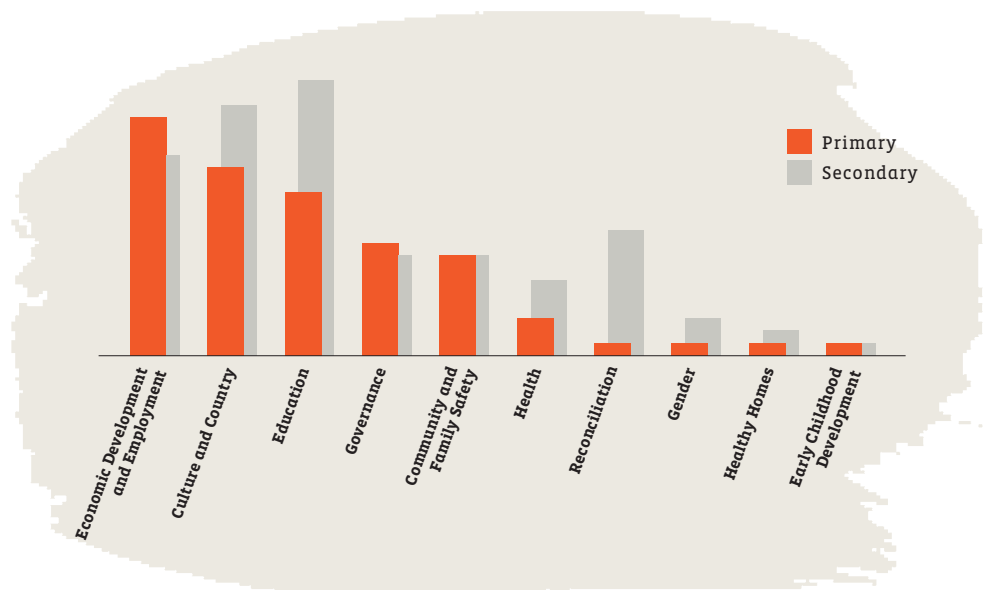
An analysis of projects by development building block (primary and multiple secondary) reveals that economic development and employment, culture and country and education were the three most common project building blocks.

Projects cut across multiple development areas. Our story (page 20) on a collaborative ranger base project in Far North Queensland is about supporting people to return to live on their country but also about generating employment over time.



Children in Yalgoo, WA where volunteers have supported local school holiday programs.

*Building Blocks for completed projects*



# Our cultural workshops

**ICV's cultural workshops are fun but have a serious side. Volunteers find the event—ICV's essential tool for training and screening—inspiring and enlightening.**

All ICV volunteers are required to attend a two-day cross cultural and community development workshop. It is a screening and training workshop that we call our ICVw. They are held in each state. Volunteer travel costs are met by ICV.

The workshop explores community development methods and ICV's processes and values. It covers cultural awareness; communication, respectful interaction and the history of issues facing Aboriginal and Torres Strait Islander people. It's also a chance for would-be-volunteers to explore their personal values and appreciation of Australian history.

The workshops are used as a screening tool and help staff assess each applicant's motivation for being a volunteer.

Volunteer applicants were from all around Australia but predominantly from the eastern states. New strategies were implemented to source volunteers in the west and north of Australia so that volunteers are closer to communities we partner with and to reduce our costs.

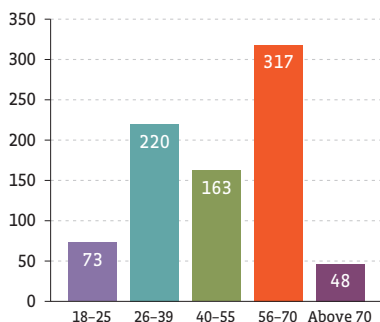
The majority of ICV volunteers learn about us through our website and apply online. ICV does not actively recruit volunteers with paid advertisements, however we have targeted the public at the occasional festival and distributed material in the Northern Territory and Western Australia where more volunteers are needed.

There were nine ICVws in 2011-12. On average sixteen people attended each one. Almost all the applicants were successfully recruited; completing their medical, police and working with children checks and being placed on the database for future deployment.

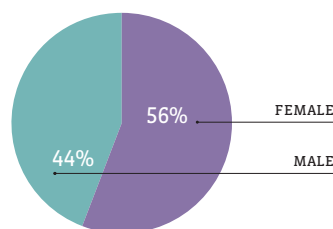
All up there were 144 volunteer applicants who attended cultural workshops in the 12 months to June. Staff and other stakeholders such as representatives of our service providers and peak bodies of which we are a member also attended.

**The majority of our volunteers are of retiring age and are female.**

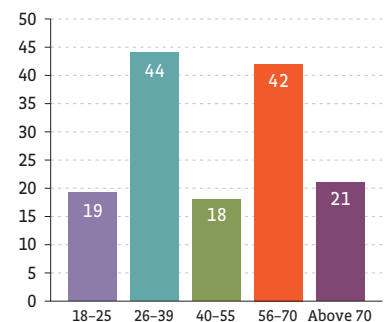
*Volunteers\* by age*



*Volunteers\* by gender*



*Volunteers\* attended an ICVw this year, by age*



\* active and being screened volunteers

A tailored one-day cultural workshop for SBS and NITV staff was also delivered during the year. It was a sign of the potential for ICV to market its cross cultural training program to other businesses.

We also provided informal cultural awareness training to seven National Australia Bank staff who were visiting Titjikala in Central Australia where we work.

Workshop attendees were glowing in their feedback: “Interactive”, “a positive and constructive few days” with “practical knowledge” about ICV’s way of working and Indigenous culture.



**“Great insight, very inspiring. It really makes me want to volunteer.”**  
*Sydney ICVw participant, February 2012*

**“The best couple of days learning that I have spent, ever. Thank you.”**  
*Melbourne ICVw participant, March 2012*





## Working together



ICV Community Development Officer  
Becky Bligh with Merle Cashman

*At the heart of our project work is community engagement. Here's an example.*

**Merle Cashman is the Aboriginal and Torres Strait Islander Student Support Officer at Mitchelton State High in Brisbane's northwest suburbs. ICV Community Development Officer Becky Bligh has worked with her to ensure the school's homework centre for Indigenous students is a success. They have also developed a friendship and talk here about being Aboriginal and the importance of education and culture.**

### **Merle:**

I first met Becky in November 2011. We have a spiritual connection. She cares.

We're definitely on the same page; Aboriginal women, strong women. We are polite and respectful. We know where we're from. That makes a lot of difference. When you come across a lot of students, they don't know where they are from.

Without ICV we could not have got the homework centre off the ground. It has grown in leaps and bounds. More kids are coming each week. It has increased general school attendance and the interest of students to apply themselves to study.

Becky has done numerous things including negotiating a partnership with Griffith University to get uni students to help out and make the holiday program successful in the long term. We've just put in a submission for another grant to continue. Becky helped with that.

We target kids in years eight to ten, the critical years; get them into a routine and taking responsibility for their own assignments.

I am one of 15 children. We are of the Quandamooka Nation (Ngugil/Noonuccal and Kunju Thipan clan). My mother is from north Queensland. My father is from Stradbroke Island where we grew up.

Even though I was told you couldn't speak openly in language, my brothers and sisters, aunts and uncles speak a kind of broken English. It makes us feel connected to each other.

I grew up poor. But I didn't know I was poor. I had the love of my family and that got me through lots of things. But I was the only one who went to year 11.

My thing is education. That gives you a freedom. It took me a long time to appreciate that because when I was at school, I didn't like school. It was beaten into me.

My mum always made sure we were immaculately dressed for school. She worked in a laundry in the war days.

We just celebrated NAIDOC at Mitchelton. Becky and her ICV colleagues came along. Students, their family and community members were there. That was significant given our Aboriginal and Torres Strait Islander history including Stolen Generations. Some community members do not feel comfortable stepping back onto school grounds. They had a hard time at school. That's why it was so great to see them attending and being involved in the event and celebration.

For Becky and me, the relationship is more than a work relationship. We talk and discuss issues happening in our communities and feel we are like family.



You forget how rare is it to be confident knowing where you're from.

**Becky:**

Merle and I just really gelled. It's been an easy partnership. We complement each other. We contribute to the North West Urban Participation Reference Group. ICV has the flexibility to attend meetings. We are not fly in, fly out.

The homework centre is open once a week and is getting results. The teachers say that the kids are handing in assignments. While it is not compulsory for Indigenous students, their parents are on board. We need that. They are now saying to their kids, we'll pick you up after homework club.

Potential funders wanted to see if the school had created any partnerships. The ICV partnership has strengthened the centre's funding chances.

I hear positive stories when I mention Merle's name out and about; a mover and shaker at Mitchelton. She is so busy but we catch up quite a lot. She has a really strong bond with the students. They see her as a relative. That's so important because they are accountable then. They are respectful.

You forget how rare is it to be confident knowing where you're from. Many students don't know.

In the homework room, Merle has the Aboriginal flag and the Koori News everywhere. It's one way to invite students in and help make them feel they belong. She sticks up some stories and it provides a forum for them to talk about things. 'Who's he and what's this about?' They'll ask, 'What does the Aboriginal Tent Embassy mean?'

Not all schools have an Indigenous support person like Merle at Mitchelton State High School. I had one when I was in high school and it was such an asset. I didn't realise it at the time.

Culture is about identity. There was a safe environment to be open and honest about what it means to be Murri. We could be comfortable. And, we didn't have as much homework then.

Wouldn't it be great if all schools had a Merle?

.....



Without ICV we could not have got the homework centre off the ground. It has grown in leaps and bounds.



## Strengthening culture in Western Sydney

Muru Mitigar's Culture Tourism Supervisor, Erin Wilkins

**It may come as a surprise to some that 30,000 Aboriginal people live in Greater Western Sydney. That population is growing and therefore our focus on its communities is also expanding.**

Western Sydney is home to the cultural and training centre Muru Mittigar with whom ICV has partnered.

Muru Mittigar, meaning 'Pathways to Friends', is a pioneering non-profit organisation that provides a range of services to the local Darug and wider Aboriginal community. It manages social enterprises including a nursery and land management business, traditional knowledge centre and tourism centre.

Since its establishment in 1996, the organisation—based at Penrith Lakes on Castlereagh Road, Castlereagh—has experienced rapid growth in all business areas, currently employing over 70 staff, of which 75 percent are Indigenous.

Muru Mittigar is working with the Penrith Lakes Development Corporation to rehabilitate over 1500 hectares of post-extraction sand and gravel quarry back into parkland. Penrith Lakes owns the land until 2015 when it will change hands and be managed exclusively by Muru Mittigar.

To keep up with Muru Mittigar's real and potential growth, the organisation asked for ICV's help to develop a master plan—concept designs and drawings to improve existing infrastructure and an architectural blueprint for future site construction. Muru Mittigar wants to develop a national skills centre and have an upgraded interactive tourism, knowledge and community hub on the site.

ICV matched and connected a volunteer with Sydney-based SJB Architects to develop a 'Master Plan' for the organisation; exploring Muru Mittigar's goals and vision and how to best utilise their existing infrastructure and expand over the long term.

"We have a cultural connection to this land. It has so much potential, and we needed the strategic expertise to review and revise our site practices," said Culture Tourism Supervisor, Erin Wilkins.

"The architect and his workplace team were instrumental in supporting us in our strategy to make the best use of the available space we had."

The professional work provided by volunteers was estimated to value in excess of \$20,000 and will potentially benefit hundreds if not thousands of people (and that does not include the 10,000 school students who visit Muru Mittigar each year). For every one hour the volunteers put in, Muru Mittigar estimates it provided ten hours of research and other work.

Muru Mittigar has already used the plans to consolidate its cultural and retail spaces—the art gallery and museum—into one main venue, which will be known as the 'Ngara Traditional Knowledge Centre' due to open in late 2012.

"Ngara will enable us to provide a central venue to educate thousands of expected visitors about Darug history, our land, our culture and our people. We are most grateful to ICV for supporting us in our quest to realise our vision for both Muru Mittigar and our community," said Erin.

Muru Mittigar General Manager Peter Chia praised volunteer Adam Haddow: “He is so well connected. SJB has in-house access to town planners and interior designers for advice. The way Adam operates in such a dynamic and ‘can-do approach’ works well with our work ethic and the industries in which Muru operates. Given his responsibility and staff, he always had time for us. He was fantastic, flexible and available.”

In the post-project evaluation with ICV, Peter noted the project provided an opportunity to consult with diverse Aboriginal groups in the Penrith Lakes district and that produced results:

“We value the need for Aboriginal community consultation about future use of the space and regional communities’ attitudes generally, but the project was a good excuse to pull people into the tent and correspond positively. It gave groups who might not talk to each other reason to come round the table.

“All that the project concept drawings propose will be rolled out, we hope, within one to three years. It is subject to regional planning and local government approval. It’s going in the right direction. We have the foundations for future consultation and action.”

This is the second project ICV has worked on with Muru Mittigar. The first completed project was aimed at developing an education program for visiting primary school students—that’s in line with national curriculum.

With good rapport between ICV and Muru Mittigar, ICV was invited to locate its new western Sydney office in the cultural centre’s community finance office at reduced cost to ICV.



Volunteer Adam Haddow



## ICV’s way of working

- > **With, not for and not to, communities**
- > **Respectful engagement**
- > **Led by communities**
- > **Building on strengths**
- > **Mobilising volunteers for projects valued by communities**
- > **Evaluating work**
- > **Acting on evidence**
- > **Building capacity**

FAIRBRIDGE, WA ©



## Giving prisoners a fair go

**Indigenous Australians are over-represented in the correctional system and on their release, typically experience complex, wide-ranging limitations to employment. There are multiple barriers and they are at high risk of repeated incarceration.**

To help address this, ICV teamed up with Bis Industries, a provider of logistical support to the resources sector, Fairbridge Western Australia, a training and employment charity and the state's Department of Corrective Services for an Indigenous-specific traineeship called the Fairbridge Bindjareb Project. It targets minimum security inmates at Karnet Prison.

It is a collaborative program because Indigenous recidivism is a complex problem beyond what any one organisation can respond to. The program supports trainees to get industry and life skills and the confidence to get and keep work in the mining sector on release.

"Retention of Aboriginal workers is one of the biggest challenges for the mining industry," says Larry Smith, Prison Employment Program Manager with the WA Department of Corrective Services.

Corrective Services issued permits to eligible and willing trainees, near the end of their sentence, to travel daily to Fairbridge Village near Pinjarra for training towards a Certificate II in Surface Extraction Operations, an industry recognised qualification. Over six months, Aboriginal prisoners learnt about mine site operations, industry culture and how to use heavy equipment. A computer simulator gave participants the opportunity to hone their skills in a safe environment.

Two experienced ICV volunteers, husband and wife teacher team from Victoria, Kevin Rennie and Heather Milton, tutored participants with the written and theory components of the course, focussing on language, numeracy and literacy (LLN). They were also involved in team building activities and incidentals such as helping learner drivers get on-road practice.

Prisoners also learnt communication skills, how to manage their physical, nutritional and financial wellbeing, and understand the discipline required to be fit for work and balance family responsibilities.

"Because so much is invested in the training and jobs are guaranteed on release, we want to ensure prisoners get the right tools and knowledge... If a prisoner can walk out of prison with a recognised qualification in a trade that has a demand for skilled employees, they are well on their way to a law-abiding lifestyle," says Larry.

A third ICV volunteer, Kate Hartig, helped evaluate the mentoring aspect of the program—"a very rewarding experience" she says, the aims of which "could not be faulted". She concluded that the students were eager to learn: "From first meeting the 'guys' at Karnet I have seen significant changes in their personalities and group behaviour. It was evident that all were very appreciative that they have been successfully selected for the program and given the opportunity to change their lives."

**The program supports trainees get industry and life skills and the confidence to get and keep work in the mining sector on release.**

Dr Hartig recommended more LLN training and greater links between program partners.

Her advice was taken up. There have been three intakes since the initial pilot with a greater emphasis on LLN. “The LLN support provided through ICV has been essential to the success of the project thus far. Intakes one and two were enhanced and we were able to get grant funds for a paid tutor for subsequent intakes. The LLN component has been improved to develop participants’ confidence and help them comprehend and retain information in an industry and workplace context,” said Stevie Cole with Fairbridge Western Australia.

From the pilot program, eight participants from the initial group of 10 graduated with a Certificate II in Surface Extraction Operations. Of the eight graduates, five have been employed by Bis Industries. Two of the three remaining graduates were awaiting release and one re-engaged in further training with another intake in 2012.

It’s success is such that the Fairbridge Bindjareb Project won an Aboriginal Corrections Achievement Award and support to continue for at least three years in an enhanced and better funded form.

While most ICV volunteer projects are community initiated and driven, the target group in this case—the prisoners—were not in a position to be applicants. ICV saw the potential of the program to benefit them. It was part of a strategic partnership that aimed to ‘close the gap’ on Indigenous disadvantage.

ICV Perth Manager, Doyen Radcliffe, says the program promises a fresh approach to lowering the number of Aboriginal offenders incarcerated. “We can’t say we are making worthwhile progress towards closing the gap until we address an over representation in our prisons.”



A prisoner undertaking a simulated assessment as part of the Fairbridge Bindjareb Project

Fairbridge WA is seeking to explore partnering opportunities with other companies in the mining industry, to broaden the employment options available to prisoners who successfully complete the program. A steering committee comprising senior executives from Bis Industries, Fairbridge and Corrective Services have been meeting bi-monthly to ensure the on-going project is achieving its aims and tracking the progress of participants.

Far top left: Working in confined spaces training  
Photos courtesy Dept of Corrective Services, WA.

**This was part of a strategic partnership that aimed to ‘close the gap’.**



Participants ready to take action on the machinery



## A healing patch of paradise

### **We hear far too many stories of Indigenous disadvantage and despair. This isn't one of them.**

This is a story about a couple's tenacity and homecoming; growing capacity and building a life 'on country' for themselves, rangers and their community.

In a corner of the thick tropical Daintree forest in remote north Queensland, is a patch of land Marilyn Wallace and her husband, Peter, now call home. "It was a long journey," says Marilyn. "It's paradise here."

Marilyn is a Nyungkal woman of Nyungkalwarra country in the Upper Annan catchment south of Cooktown. 'Warra' means 'belonging to'. Her family's dialect is Kuku (meaning talk) Nyungkal.

Her elders' experience has twists and turns. Tin mining began on Nyungkalwarra country in the 1880s. While Aboriginal peoples were under the Aboriginal Protection and Sales of Opium Act, the Nyungkalwarra were able to collaborate with the miners, withstand adverse health impacts and stay living on country right into the 1950's. Then there was an escalation of forced removals to Palm Island, Yarrabah and other Aboriginal reserves.

Marilyn's parents had traditional knowledge and happy memories of the forested and mountainous country, Kunawarra or Shipton's Flat that generations had enjoyed, but they too were pushed to one of those reserves, the Lutheran Bloomfield mission camp along with 600 others. Even after the reserve, gazetted by the State, was revoked the Nyungkal remained and became the Wujal Wujal Aboriginal Community.

As a child Marilyn would return to the Shipton's Flat estate; camp in the catchment, swim in the clear freshwater Annan River and imagine. The past was not lost.

In 2007, after years of legal wrangling, the Federal Court agreed that native title existed in Marilyn's ancestral homelands "My family were stolen generation. My parents told me go back to country. It's a dream my mum and dad couldn't live." When the title was transferred, much of the land became managed by the Queensland Government as national park but a 14 hectare parcel was signed over as Aboriginal freehold to be held in trust by Eastern Yalanji native title holders.

In 2009, the Wallaces' family organisation, Bana Yarralji Bubu Corporation received a Commonwealth grant to run a Working on Country program employing 11 Aboriginal rangers, "talented young people" to manage the land using traditional knowledge. 'Bana' means water, 'Yarralji' means cool and 'Bubu' country. "We are rainforest people who live by cool water," says Marilyn.

**"They were given opportunities to get things done and they did"**

An immediate job was clearing the scrubby plot— Lot 7—of the noxious weed lantana. Rangers are also employed to eradicate wild pigs. The Corporation, described as a cultural hosting enterprise, has a vision for a cultural healing place that incorporates a natural resource management program, a self-funded eco-tourism park, volunteer program and a drug and alcohol recovery service—for young people who want to get away from "booze, drugs and humbug". But the ranger program and long term plan required infrastructure. That's where ICV was able to assist.



ICV volunteers Bill and Matt with Marilyn Wallace after a hard day's yakka.

After four years of lobbying, consultation with multiple parties, survey work and jumping regulatory hoops, at times “confusing and frustrating”, the Wallaces got permission to build a ranger base station consisting of a small non-commercial caravan park, amenities block and demountable office. In a collaborative effort, Cairns consultants, the Centre for Appropriate Technology, architectural and engineering companies, and Indigenous Community Volunteers—plumber Bill Cox and electrician, Matt Doyle, all chipped in.

Bill, aged 73, spent 28 days at Shipton's Flat working with rangers on the amenities block—a basic shower, composting toilet, laundry and storage area connected to a water tank up a hill. With the team he installed and connected a solar hot water system and water to the block.

The rangers, usually four on site each day, gained “enormous experience” in occupational health and safety especially in the use and care of tools and helmets. They also learnt how to maintain the base.

Over some months, Lot 7 was transformed as engineers, tradesmen and planners worked alongside the rangers. “The project was full-on—working long days—but I thoroughly enjoyed it. I really admire Marilyn and Peter for their enthusiasm and drive, also Engineers Without Borders who were very helpful.” Bill says the project met every expectation and he was thrilled to see country “the average Australian never sees”.

Electrician Matt Doyle procured equipment before arriving at Shipton's Flat. Once there, he worked from sun-up to sun-down connecting the phone and electrical power from a main source to caravans and the amenities block. “It was a good experience. The rangers got in and enjoyed it. You hope you mentor them a bit; encourage them to think.”

Indeed he did. Since Matt and Bill's time at Shipton's the rangers have put in an outdoor kitchen sink and built a drop toilet in other campsites. “They were given opportunities to get things done and they did,” says Marilyn. “But there was also an exchange as the volunteers learnt from them.”

With three powered caravans now in place, Nyungkal elders have a place to stay in comfort where they can reconnect with country and do cultural business. “It's become a retreat space for Nyungkal. Some sleep on park benches [in town]. They can come. It helps our mob with the healing process,” says Marilyn. “We didn't have anything before. We have essential facilities now. We have progress.” There's a demountable office shared by any visiting government agency and department. “Bill [Cox of ICV] was great. We enjoyed his company. He was very outgoing. He had a lot of knowledge. He worked with our young fellas who learnt a lot. He was like one of the elders.”

CAT Manager, Andre Grant, says there's plenty more to do. “We were so impressed with the manner and quality of the two ICV volunteers who joined the four other volunteers [with Engineers Without Borders] we had during the project... it has benefitted at least 15 local people but hundreds more indirectly.”

**The Corporation has a vision for a cultural healing place... for young people who want to get away from “booze, drugs and humbug”.**



**Celebrating partnerships: the new Bana Yarralji Ranger Base at Shipton's Flat near Cooktown brought many players together including tradesmen with ICV. Top—Andre, Nick, Caitlin, Bill (ICV). Bottom—Hamish, Ruby, Peter Wallace, Marilyn Wallace, Steve, Charlene, Horace, Matt (ICV).**

The enterprise was not without friction among Aboriginal families to do with issues of inheritance. “There’s always conflict... we have had to raise our heads above some jealousy in the community. But nothing comes easy unless you really want it,” says Marilyn, a former Indigenous health officer. “What we want to do here is come back and regenerate where the old people left off. It’s about the survival of culture. We are taking back responsibility to return people to country and create jobs for them... Our rangers are caught up in two systems. This is about marrying the two.”

Anthropologist and Bana Yarralji Executive Assistant, Bruce White, has watched the development, involving the Jabalbina Land Trust, Cook Shire Council and the State Government, unfold. “This is a fluid story of ongoing tensions, oppositions, reconciliations and strengthening partnerships... A story of persistent determined visionaries making a living on country restoring language and lore against the odds.”

Marilyn is upbeat. “Here we have time out to enjoy life and learn about the seasons and spiritual connections... I’m happy out here... away from black politics. We do our own thing. We will run programs to teach young people the language and how to take responsibility; connect with their heritage and look after sacred sites.”

The next phase of development work, pending building approval, is accommodation for rangers and a more permanent structure for the Wallace family at Shipton’s Flat. “I live in an open shed with a dirt floor like in the old days,” says Marilyn. “It’s comfortable enough but we are waiting for approval to build a more permanent structure.”

The Jabalbina Land Trust is crafting an agreement for licences and leases for a cultural hosting service offering retreats, healing, cultural awareness and opportunities for bio-cultural diversity research with universities. Negotiations continue. “Researchers are already coming here from far and wide to learn things and the rangers will learn from them. It’s a good partnership,” says Marilyn. “Schools are also asking about camping here and learning about the program.”

In 2012 the participants of the Shipton’s Flat Ranger Base project won the Queensland Premier’s Indigenous Reconciliation Partnership Award—honouring the participants—The Centre for Appropriate Technology, Engineers without Borders Australia, Bana Yarralji Bubu and Aurecon and ICV. “This is a much sought after award and I believe ICV contributed, in a modest way, to building the capacity of local people,” says Peter Lenoy, ICV’s Far North Queensland Manager.



Marilyn Wallace during the ranger base Open Day which began with a smoking ceremony and welcome to country.



The Shipton’s Flat ranger base from the ground up.



Rangers who were empowered to get things done.



**INDIGENOUS COMMUNITY VOLUNTEERS LIMITED**  
**ABN 90 093 123 418**

# Financial Report

for the Year Ended 30 June 2012



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## Directors' Report

### Directors' Report

Your Directors submit their report for the year ended 30 June 2012.

### Directors

The names and details of the Company's Directors in office during the financial year and until the date of this report are as follows. Directors were in office for the entire period unless otherwise stated.

NAME	QUALIFICATIONS	EXPERIENCE	SPECIAL RESPONSIBILITIES
B Armstrong AO		Vice President ActionAid Australia. Chair Friends of Suai (City of Port Phillip) Director YCW (Holdings),	Co-Chair
Dr J Elu AO	PhD (Hon)	Mayor, Northern Peninsular Area Regional Council, & Chair Seisia Enterprises Pty Ltd, Seisia Community TSI Corporation, Cape York National Resource Management Pty Ltd, Director Cape York Sustainable Futures Pty Ltd	
S Kalinko	BCom LLB	Director, FSA Group Ltd, Hydro Tasmania, Seisia Enterprises Pty Ltd	Company Secretary, Member, Audit & Risk Management Committee
J Lang OAM		Director, Vasey Housing Assoc. of NSW, Chair Rotary Club of Brookvale Johnny Sussana Trust Ltd, Treasurer/Secretary/Trustee Harold Brissendon Memorial Foundation Trust	Chair, Audit & Risk Management Committee
K Milward	MBA	Chair Mullum Mullum Indigenous Gathering Place, Director Boorndawan Willam Aboriginal Healing Service	Co-Chair
Dr M Muth	BSc MBA PhD	Director HCA Philanthropy, Heartkids NSW, Streamwise Learning, Executive Director Institute of Food and Grocery Management	Member, Audit & Risk Management Committee
G Reynolds-Adamson		Director Indigenous Business Australia, Bay of Isles Aboriginal Corporation, South East Aboriginal Health Service	Director, Member Audit & Risk Management Committee
B Valadian		Executive Director, Aboriginal Development Foundation	Director

All directors held office from the beginning of the financial year to the date of this report.

### Meeting of the Board of Directors During The Year

The number of meetings of the company's Board of Directors and the Audit and Risk Management Committee during the year, and the directors' attendance at those meetings were:

NUMBER OF MEETINGS ATTENDED BY:	BOARD OF DIRECTORS		AUDIT AND RISK MANAGEMENT COMMITTEE	
	ELIGIBLE TO ATTEND	ATTENDED	ELIGIBLE TO ATTEND	ATTENDED
Dr J Elu	5	5	-	N/A
B Armstrong	5	5	-	N/A
B Valadian (Resigned from Board Nov. 2011)	2	2	-	N/A
J Lang (Resigned from Board Nov. 2011)	2	2	3	3
K Milward	5	5	4	4
S Kalinko	5	5	6	4
G Reynolds-Adamson	5	4	6	3
Dr M Muth	5	5	9	9

### Short and Long Term Objectives

The company's long term objective is to make a real and lasting contribution to reducing Indigenous disadvantage in Australia and to achieve this by working cost effectively while also increasing sustainable revenue streams through public fundraising.

Short term, the objective is to implement our evolving plans to maximise the chances of achieving the long term objective, in cooperation with others with a similar aim, and while being a responsible consumer of resources.

### Strategy for Achieving These Objectives

Our strategy for achieving these objectives continues to be

- (a) to offer screened volunteers and skilled community development professionals to work with those Indigenous individuals, organisations, and communities who requested help in their quest to raise their health, wellbeing, and self-sufficiency; and
- (b) to continue to take our processes and procedures closer to best practice, both in our head office and in the field.

## Directors' Report continued

### Principal Activities

Apart from continuing to place volunteers with communities, this year we:

- (a) Consolidated our community development model including a strengthened monitoring and evaluation framework;
- (b) Continued to invest in a major fundraising program;
- (c) Entered into a new financial partnership with Shell Australia focussed on a number of regions around Australia;
- (d) Developed a greater presence in two major urban regions;
- (e) Developed targeted cultural workshops for business audiences;
- (f) Reviewed all policies, procedures and manuals and strengthened workplace health and safety; and
- (g) Invested time and resources in the recruitment, training, and retention of our staff.

### Company Performance Measurement

During the financial year ICV;

- (a) Worked with more than 128 communities and generated 226 new projects;
- (b) Conducted nine cultural training workshops as part of the volunteer screening process;
- (c) Recruited 178 new regular givers;
- (d) Demonstrated with Staff Survey results that it has a stable, satisfying workplace and reduced staff turnover.

### Review and Results of Operations

The financial statements of the Company are set out from page 8 of this report.

For the financial year ended 30 June 2012, the company has an operating deficit of \$3,251,518 (2011: deficit of \$4,488,608) and total net assets of \$7,394,429 (2011: \$10,645,941).

### Likely Developments

The Directors are not aware of any likely developments in the operations of the Company that were not finalised at the date of this report.

### Significant changes in the State of Affairs

Since acquiring Deductible Gift Register status on 25 September 2009, the Company started actively seeking donations from the general public to assist in meeting the objectives of the Company. During the year \$1,566,105 (2011: \$427,809) was raised through donations.

### Employees

The company had 43 employees as at 30 June 2012 (2011: 43).

### **Benefits and Interests in contracts with the Members of the Board**

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

Indigenous Community Volunteers (ICV) Directors are covered by Director's Liability insurance.

The total amount of insurance contract premiums paid was \$5,917.

### **Member Contribution if the Company is Wound Up**

The company has only one class of member. A member of that class is liable to contribute an amount not exceeding \$20 if the company is wound up.

The total amount that members of the company are liable to contribute if the company is wound up is an amount not exceeding \$120.

### **Matters Subsequent to the End of the Financial Year**

No matters or circumstances have arisen since 30 June 2012 that has significantly affected, or may significantly affect:

- The Company's operations in future financial years;
- The results of those operations in future financial years; and
- The Company's state of affairs in future financial years.

### **Environmental Regulations**

The directors have not received notification nor are they aware of any breaches of environmental laws by the Company.

### **Auditor Independence**

The Board has received a declaration of independence by the auditor. A copy is included in the financial report on page 29.

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



Karen Millward  
Co-Chair  
Canberra  
5 October 2012



Bill Armstrong AO  
Co-Chair  
Canberra  
5 October 2012

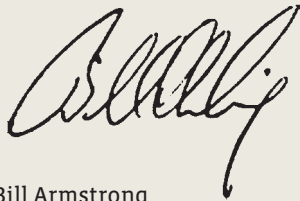
## Directors' Declaration

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*, including:
  - (i) giving a true and fair view of the Company's financial position as at 30 June 2012 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
- (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 Collections 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.

On behalf of the Board




Bill Armstrong  
Co-Chair  
Canberra  
5 October 2012



Karen Milward  
Co-Chair  
Canberra  
5 October 2012


## Auditor's Independence Declaration




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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 2012, to the best of my knowledge and belief, there have been no contraventions of the auditor independence requirements of the *Corporations Act 2001* or any applicable code of professional conduct.

  
Ernst & Young

  
Ben Tansley  
Partner  
5 October 2012

Liability limited by a scheme approved  
under Professional Standards Legislation

## Auditor's Independence Declaration continued



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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 2012, 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 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. 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*, including:

- i giving a true and fair view of the company's financial position as at 30 June 2012 and of its performance for the year ended on that date; and
- ii complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

Liability limited by a scheme approved  
under Professional Standards Legislation





**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 2012;
  - 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 2012 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 2012, 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 2012;
  - 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 2012 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.

A handwritten signature in black ink that reads "Ernst &amp; Young".

Ernst & Young

A handwritten signature in black ink that reads "Ben Tansley".

Ben Tansley  
Partner  
Canberra  
5 October 2012

## Statement of Comprehensive Income

For The Year Ended 30 June 2012

	Note	2012 \$	2011 \$
<b>REVENUES</b>			
Commonwealth funding		24,658	242,000
Interest income		79,461	190,668
Dividend income		614,317	991,168
Other income		3,978	1,187
Corporate donation income		1,350,000	80,000
State Government donation income		11,100	-
Donations income		1,566,105	427,809
Unrealised gains on investments		-	412,719
Net gain on disposal of motor vehicle		3,000	22,283
		<b>3,652,619</b>	<b>2,367,834</b>
<b>EXPENSES</b>			
Fundraising appeals expenses		(1,290,328)	(636,823)
Administration expenses		(3,477,126)	(3,146,153)
Consultancy expenses		(233,243)	(790,301)
Depreciation and amortisation expenses		(112,636)	(167,021)
Marketing expenses		(91,086)	(36,636)
Occupancy and facilities expenses		(230,357)	(346,188)
Realised losses on investments		(147,888)	-
Unrealised losses on investments		(241,059)	(93,700)
Travel and accommodation		(817,540)	(1,226,863)
Other expenses	4	(262,874)	(412,755)
		<b>(6,904,137)</b>	<b>(6,856,440)</b>
<b>NET OPERATING DEFICIT</b>		<b>(3,251,518)</b>	<b>(4,488,606)</b>
Other comprehensive income		-	-
<b>TOTAL COMPREHENSIVE INCOME</b>		<b>(3,251,518)</b>	<b>(4,488,606)</b>

The above Statement of Comprehensive Income should 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/about-icv/publications](http://www.icv.com.au/about-icv/publications)

## Statement of Financial Position

As at 30 June 2012

	Note	2012 \$	2011 \$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	10(b)	250,098	1,003,334
Trade and other receivables	5	477,435	457,180
Prepayments		21,521	29,807
Investments	7	6,017,396	8,511,631
<b>TOTAL CURRENT ASSETS</b>		<b>6,766,450</b>	<b>10,001,952</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	6(a)	116,973	212,023
Intangibles	6(b)	41,457	56,532
Investments	7	999,950	998,519
<b>TOTAL NON-CURRENT ASSETS</b>		<b>1,158,380</b>	<b>1,267,074</b>
<b>TOTAL ASSETS</b>		<b>7,924,830</b>	<b>11,269,026</b>
<b>CURRENT LIABILITIES</b>			
Trade and other payables	8	481,148	571,103
<b>TOTAL CURRENT LIABILITIES</b>		<b>481,148</b>	<b>571,103</b>
<b>NON-CURRENT LIABILITIES</b>			
Provisions	9	49,259	51,982
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>49,259</b>	<b>51,982</b>
<b>TOTAL LIABILITIES</b>		<b>530,407</b>	<b>623,085</b>
<b>NET ASSETS</b>		<b>7,394,423</b>	<b>10,645,941</b>
<b>EQUITY</b>			
Accumulated surplus		7,394,423	10,645,941
<b>TOTAL EQUITY</b>		<b>7,394,423</b>	<b>10,645,941</b>

The above Statement of Financial Position should 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/about-icv/publications](http://www.icv.com.au/about-icv/publications)

## Statement of Changes in Equity

For The Year Ended 30 June 2012

	<b>Accumulated Surplus</b>	<b>Total</b>
<b>For The Year Ended 30 June 2012</b>		
At 1 July 2011	10,645,941	10,645,941
Net deficit	(3,251,518)	(3,251,518)
Other comprehensive income	-	-
	<hr/>	<hr/>
<b>At 30 June 2012</b>	<b>7,394,423</b>	<b>7,394,423</b>
	<hr/> <hr/>	<hr/> <hr/>
<b>For The Year Ended 30 June 2011</b>		
At 1 July 2010	15,134,547	15,134,547
Net deficit	(4,488,606)	(4,488,606)
Other comprehensive income	-	-
	<hr/>	<hr/>
<b>At 30 June 2011</b>	<b>10,645,941</b>	<b>10,645,941</b>
	<hr/> <hr/>	<hr/> <hr/>

*The above Statement of Changes in Equity should 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/about-icv/publications](http://www.icv.com.au/about-icv/publications)*

## Statement of Cash Flows

For The Year Ended 30 June 2012

	Note	2012 \$	2011 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Receipts from customers and donors		2,955,841	539,728
Payments to suppliers and employees		(6,452,625)	(6,506,480)
Dividend received		594,129	991,168
Interest received		45,067	190,668
<b>NET CASH FLOWS USED IN OPERATING ACTIVITIES</b>	10(a)	<b>(2,857,588)</b>	<b>(4,784,916)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Purchase of property, plant and equipment		(7,393)	(89,082)
Sale of property, plant and equipment		1,500	22,283
Purchase of investments		(1,581,604)	(3,097,834)
Proceeds from sale of held for trading investments		3,658,739	5,352,566
Purchase of held to maturity investments		(1,000,000)	-
Proceeds from sale of held to maturity investments		1,033,110	1,275,996
<b>NET CASH FLOWS FROM INVESTING ACTIVITIES</b>		<b>2,104,352</b>	<b>3,463,929</b>
<b>NET DECREASE IN CASH HELD</b>		<b>(753,236)</b>	<b>(1,320,987)</b>
Cash and cash equivalents at beginning of year		1,003,334	2,324,321
<b>CASH AND CASH EQUIVALENTS AT END OF YEAR</b>	10(b)	<b>250,098</b>	<b>1,003,334</b>

The above Statement of Cash Flows should 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/about-icv/publications](http://www.icv.com.au/about-icv/publications)



## A thank you

In 2011-12 our supporters helped us raise more than one and a half million dollars through appeals, major gifts and workplace and regular giving. We thank them for their generosity, enthusiasm and commitment to improving the lives of Indigenous people.

### Meet Lisa Walsh

**Alignment with her own values and experience was an important consideration for Lisa Walsh to support ICV.**

She has seen first hand how hard it is getting resources to regional and remote communities. "The sheer cost is unbelievable. People have fewer choices."

Lisa is from country Victoria but pursued a life long dream to live and work in Alice Springs where she resides as a paramedic. "It's a helping profession and I get to meet people from all walks of life."

"I like the fact that ICV's work is community based. It's not political and bureaucrats are not deciding what projects happen. You're not telling people what to do. Local people have project ownership and take responsibility."

Lisa first heard about ICV on ABC Radio and was inspired to get involved in an ICV fundraising event to walk the Larapinta trail. "I had no idea how absolutely spectacular and rugged the country is."



**"You're not telling people what to do. Local people have project ownership and take responsibility."**

And, she's spreading the word about ICV. "I told my daughter about volunteer opportunities. ICV volunteer work can be such a great eye-opener, with opportunities to learn."

**For further information about supporting ICV call 1800 639 565 or email [donate@icv.com.au](mailto:donate@icv.com.au)**



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TO CLOSE  
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