



ICV ANNUAL REPORT

2013-14



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.

Graphic Design: Sabka Design

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 <http://www.icv.com.au/about-icv/publications>

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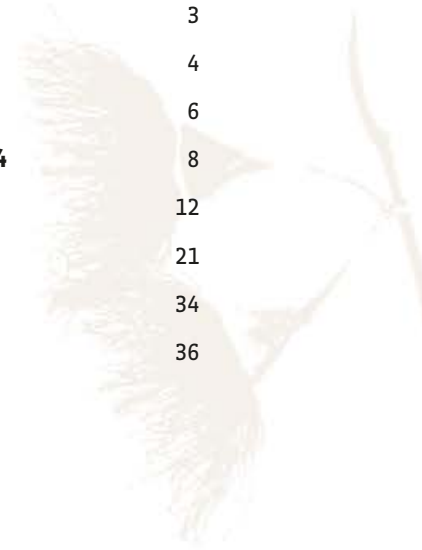
Artist: Rowena Lynch, born 1975
Skin name: Pengarrte
Language: Eastern Arrernte
Community: Santa Teresa, NT
Title: Untitled
Year painted: 2009
Medium: Acrylic on linen
Dreaming: Honey ants





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CEO'S MESSAGE

Welcome to our latest Annual Report. As an Aboriginal woman and CEO of Indigenous Community Volunteers, nothing gives me greater pleasure than to share with you some amazing success stories from the Aboriginal and Torres Strait Islander communities with whom we work, side by side.

I sense a real groundswell of change happening within Indigenous communities. People recognise the power they have to build their own futures. and they come to ICV for advice and practical hands-on-help to turn their vision in to reality.

Communities come to ICV knowing that they can trust and rely on us to be there for them. Yet these are difficult times right now where we all have to be more resourceful. People are definitely rising to the challenge; they aren't prepared to dilute their dreams, hopes or aspirations. They won't let go of opportunities, instead they are being more resourceful and innovative to make great things happen.

From the stories in this year's Annual Report, you'll see that there's a deep belief in what we're doing together and the results speak for themselves. The more communities achieve, the more they want to achieve. Success is driving success.

The community development we support is part of communities' own overall plans to improve their lives and make positive, lasting change. It's like a big jigsaw puzzle. We might be working on individual parts of the puzzle, but communities hold the whole picture in their heads and hearts.

This jigsaw has many pieces that all fit together, all equally as important. ICV's pieces are our staff, volunteers, partners and supporters. And community's pieces are the ideas, hopes and aspirations that turn their toil into real opportunity. I know I can speak on behalf of all ICV staff and volunteers when I say that we feel truly privileged to be a part of it.

Connecting people with resources

I've had the opportunity to travel to more communities this year, to see first hand the incredible work they're doing. The feeling I get when driving across this country is that I'm a daughter of this land, a daughter of this Earth. And when we meet and talk on Country, that connection is really important.

Connectedness starts with family to family, then community to community, and then at a greater level of awareness, it's a feeling that we are all connected.

At ICV connection and relationships are the cornerstone of all our work. It's about better connection between resources, helping communities become aware of and make the most of what's available to them, and building relationships and working together.

Recognising culture as an asset

If you look at ICV's vision and purpose, our work centres on Aboriginal and Torres Strait Islander cultures being recognised as an asset.

For me as an Aboriginal woman and for our communities, we are not a small part of something, we are a whole part of everything. We're not just sportspeople and artists. Aboriginal and Torres Strait Islander people contribute year round to a wide range of matters such as medical research, leadership, health outcomes and economic development and growth.

It's recognising that we have strong healthy communities, that our children are learning and accessing greater opportunities, and that we're contributing to the wider Australian economic and cultural space. We punch above our weight when given the opportunity!

Looking forward to the year ahead

For ICV this coming year, we will focus on internal growth to make sure we have an even stronger framework and governance.

We're excited about launching our Ambassador program which will see Indigenous and non-Indigenous community leaders publicly helping ICV raise awareness. We will work hard to improve our monitoring, learning and evaluation processes and I'm looking forward to seeing the evidence-based results on the impacts and efficacy of the development programs we implement. We're also really excited to have a strong focus on education this year. ICV is looking forward to working with communities to support our young people being learning-ready.

None of ICV's work would be possible, of course, without you by our side. Thank you for sharing our vision. I look forward to keeping in touch throughout the year and sharing more successes from Aboriginal and Torres Strait Island communities across Australia.

Stephanie Harvey
Chief Executive Officer



THANK YOU

As much as we'd all like to, not everyone can travel to the four corners of this great wide land to give our time and skills to communities. ICV is a connecting bridge, via which ordinary Australians can contribute positively to the future of Aboriginal and Torres Strait Islander people across Australia.

With your support, we connect you to some of the remotest communities and certainly some with the greatest need, through our regional staff and dedicated volunteers, so that you can have a direct impact on their lives. In turn, you give us greater reach and capacity.

In 2013-14, ICV counted on the invaluable support of many people, organisations and business. In particular we would like to thank:

- DLA Piper, our RAP partner, including panel discussions and interaction with community
- Shell Australia, with which we have a long term partnership
- EY, our Auditors, which also included us in a panel discussion on Women in Leadership
- The Human Resource Centre
- BHP Billiton for its in kind support
- The Australian Government, in particular DFAT, for providing skilled volunteers
- KPMG, for its targeted financial services support and strategic advice
- JB Were, for its sound advice and support to achieve long term financial independence

Our skilled volunteers come from backgrounds as diverse as child care, IT, manufacturing, law and medicine. Thank you to all our volunteers who work in partnership with communities to strengthen their own efforts to create a brighter future.

ICV would also like to thank **our generous individual donors**, now numbering more than 20,000 around the country. Money is energy, and the energy you provide through your donations to ICV is being used to support the hopes and dreams of Aboriginal and Torres Strait Islander people.

And to **our visionary, resourceful and resilient communities** with whom we work, side by side, thank you for being a daily inspiration to everyone at ICV.

“We are not a small part of something, we are a whole part of everything”



“My mother battled for most of her life against the ill treatment and discrimination of Indigenous Australians. When she died earlier this year aged 99, in her loving memory I included a bequest to ICV in my will. It feels good and I would urge everyone to consider helping ICV continue its amazingly beneficial work in restoring dignity and hope to Aboriginal people, by including a gift to ICV in your will.”

Katherine Lane

CO-CHAIRS' MESSAGE

In the past year, ICV worked with 169 Aboriginal and Torres Strait Islander communities across Australia. Together we've built dreams and laid solid foundations for a brighter future, for generations to come.

Building trust and long term relationships

The consolidation of our program and the relationships we have built in communities over the past twelve months have been really important and will enable us to further develop and deepen our programs in the future.

In all the communities ICV is invited to work with, there's now a feeling that ICV is a friend, part of an extended family, and that we're trustworthy and reliable. Communities understand and appreciate that we're not here to do things to them, but to support their own goals and aspirations with skills they wouldn't otherwise have access to.

Building dreams together

What we do at ICV isn't just about developing community capacity in a physical sense, like youth recreation spaces, community centre renovations and establishing kitchen gardens. It is also about developing leadership and governance foundations for long term success.

When a community has leadership from within, and takes control of its situation, that's when things really change for the better.

Communities often seek advice from our staff and they value our guidance, which is just as important to us as being able to provide hands-on help. It's a reflection of the strong, respectful relationships we have with them.

Communities own and drive their own development

There are lots of organisations that do things for Aboriginal communities and of course there are some that do things to them. ICV's model of community-owned development is unique. Working side by side with Aboriginal and Torres Strait Islander people helps them to develop their own ideas, and that's the real secret of our success in the field.



*Bill Armstrong
Co-Chair*



*Karen Milward
Co-Chair*

Hand in hand with this is the strengthening and deepening of the professionalism of our staff. We now have 43 Indigenous and non-Indigenous staff across urban, rural, regional and remote areas. They are deeply committed to ICV's approach; they understand and embrace it, and they are on the front line building respectful, long-term relationships with communities.

Effective community development requires patience and persistence. It requires ICV to be in the background, and not in the limelight. This is very positive because it enables communities to do the work themselves and be recognised for their own success.

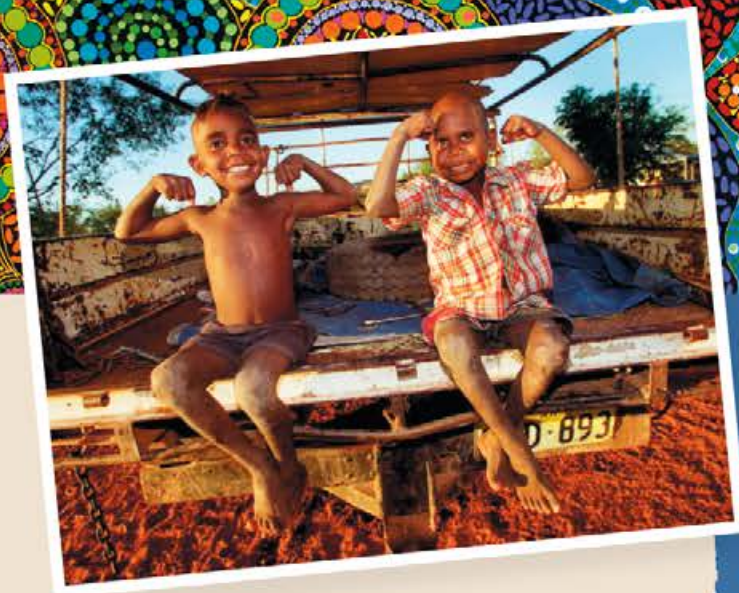
Having had the opportunity to travel and visit a number of communities over the past twelve months, ICV Board members have been very impressed with their drive and enthusiasm to succeed. We have found that communities appreciate very much the way we work, they all know of us and they have overwhelmingly positive reactions to the way we work and the support we give them to achieve their own goals. This is what real community development is about.

Raising awareness for future sustainability

On the other hand, as a registered charity and non-profit organisation, we also recognise that ICV needs a strong public profile and greater awareness among people who could provide the resources to make it all possible in the longer term.

Our challenge for the year ahead is to ensure that governments and corporates understand and support the way we work, and that they embrace the opportunity to make a profound difference to the very fabric of Australian society by supporting ICV's work in community development.

On that note, we're excited to have begun building a team of Aboriginal and Torres Strait Islander community leaders who, together with some key non-Indigenous community leaders, both understand and support what we do. We look forward to launching our Ambassador program and having their public support.



“ICV’s new Melbourne office is a great example of how ICV is a partnership organisation on every level. It’s co-located with my local Aboriginal organisation and brings many resources together across the Mallee region. We’ve been able to get key people together to talk about local issues and help communities advocate for funding.

Sometimes that’s all community needs, someone in the background pushing things along until they get to a point where they can take it on themselves. That’s what I like about the work we do.”

Karen Milward

Measuring long term impacts

Over the next twelve months, we are putting a greater emphasis on measuring the longer term impacts of what we do. ICV is in a process of continuous improvement, so the next step is to ensure our Monitoring, Evaluation and Learning (ME&L) is evidence-based and gives us much deeper insight in to what’s working and what’s not working.

We know how important it is that the work our volunteers, staff and communities are doing is sustainable in to the future, and that it has a positive, lasting impact across the whole of community.

Education for life

The year ahead will also see us further our commitment to helping Aboriginal and Torres Strait Islander people improve their education opportunities.

Seeing education in a broader context is vital. Aboriginal language and culture must be an integral part of any education if it is to be effective. Understanding that conventional classroom learning may not be culturally appropriate or effective is important. ICV’s approach to education, therefore, is to take time to understand cultural influences and issues, like shame and avoidance.

“ICV offers incredible opportunities for building mutual understanding and respect. Our job is as much to change attitudes of non-Aboriginal people as it is to work with Aboriginal and Torres Strait Islander people. This is only achieved when people spend time together, learning from each other.

That’s why ICV is a partnership organisation, not an Aboriginal or a non-Aboriginal organisation, it’s a healthy mix of both. We can all learn from each other.”

Bill Armstrong

Over the years we have learned that literacy and numeracy projects, for example, need to embody ICV’s ‘whole of community approach’. That is, the value of learning and attending school or further education opportunities has to be understood and supported by family and by the wider community.

Thank you

The Board would like to thank everyone who has contributed to another successful year at ICV.

Our thanks go to ICV’s CEO, Stephanie Harvey, and staff for their commitment and hard work, and to our partners, supporters, volunteers and to the Aboriginal and Torres Strait Islander people and communities with whom we are privileged to work side by side, year after year.

Thank you to all the Aboriginal community controlled organisations for working in partnership with us, and for providing the connections, cultural knowledge, experience and support to our staff and volunteers.

Our special thank you to Aputula community for hosting the Board Members in July and for sharing their knowledge and Country with us.

Finally, thank you to all our fellow Directors for their commitment, support and contributions to making this a very special year for ICV.

We look forward to 2014/15 being another successful year.

Bike projects on track for success

DOCKER RIVER AND APUTULA, CENTRAL AUSTRALIA



As part of their plans for a community bike track, Docker River and Aputula communities in central Australia asked ICV to help local people build skills in bike assembly, repair, maintenance and safety. Volunteer Andrew ran workshops in both communities where youths applied their new-found skills to restore over 30 bikes for use by local children. They now have the confidence, skills and experience to maintain them.

WHERE WE WORK

Active kids, happier communities

YALGOO, WA



Since 2011, ICV has been working with the remote WA community of Yalgoo on different projects for youth and the wider community. Now in its third run, the school holiday program is going from strength to strength. In July, ICV volunteers Emma and Nick helped run structured activities for children including sports, arts and crafts. The wider community also gets involved by helping run some of the activities.

Youth hub funding support

CEDUNA, SA



Ceduna Youth Hub engages local people from 12 to 25 years old with support for training, education, employment, health and wellbeing. The Hub's programs include organised recreation, learning and life skills programs, support, advocacy and information on issues such as drugs and alcohol, mental health, suicide and depression. ICV has been invited to work with Youth Hub staff to enhance operations and ensure the Hub's ongoing financial viability.

A Forum for change

ROBINVALE, VIC



The community of Robinvale is taking positive action to address the serious issue of drug and alcohol abuse. ICV volunteer Barry was called upon recently to facilitate a community meeting to design a community forum titled "Good Choice - Bad Choice". Concerned parents and community Elders enthusiastically took responsibility for planning the forum. It was a great success with over 100 attendees, mainly local Aboriginal people.

New commercial kitchen

PALM ISLAND, QLD



ICV is working with Palm Island community on a new commercial kitchen enterprise to provide meals for the community and visitors to the island. ICV volunteers are helping with a business plan, budget and stock control, menus and establishing partnerships with suppliers. The community's long term goal is to build a sustainable business creating employment opportunities for locals and promoting grass roots economic growth.

Elder promoting health awareness

CUNNAMULLA, QLD



Cunnamulla community is fortunate to have a visionary Indigenous Elder in Ms Glenda Rose, aka Aunty Missy. A breast cancer survivor, one of Aunty Missy's goals is to promote the early detection and prevention of breast cancer amongst Indigenous women in South West Queensland. She was a guest speaker at a Women's Health Forum in February and is one of many Elders working with ICV.

Preserving culture and Country for future generations

NORTHERN TABLELANDS, NSW



Banbai Business Enterprises manages two Indigenous Protected Areas (IPAs) near Guyra in the Northern Tablelands of NSW. The aim is to promote biodiversity and cultural resource conservation for local Aboriginal people who were dispossessed of land for many generations. Now 18 staff look after "Wattle Ridge" and "Tarriva Kurrukun". ICV volunteer Phillip was invited to help develop a five year propagation management plan and secure funding to ensure sustainability for future generations.

Strengthening community links

MORNINGTON PENINSULA, VIC



Willum Warrain Aboriginal Association (WWAA) is an important community gathering place providing a range of health and wellbeing programs including information, support and referral services for Aboriginal people in the Mornington Peninsula area. WWAA's goal is to become more independent and self-resourced. To this end, ICV is helping with various projects such as strengthening governance, developing a marketing and fundraising strategy and building a website.



ACTIVITY REPORT 2013-14

BUILDING FOUNDATIONS FOR A SUSTAINABLE FUTURE WITH INDIGENOUS COMMUNITIES

Closing the gap

ICV's approach is modelled on seven pillars (building blocks) of development agreed to by the Council of Australian Governments (COAG):

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

ICV underpins these pillars with the foundations of gender, reconciliation and preservation of culture.

ICV was invited by 169 communities to work with them on 457 projects to improve quality of life, health, wellbeing, and social and economic inclusion.

ICV's key building blocks



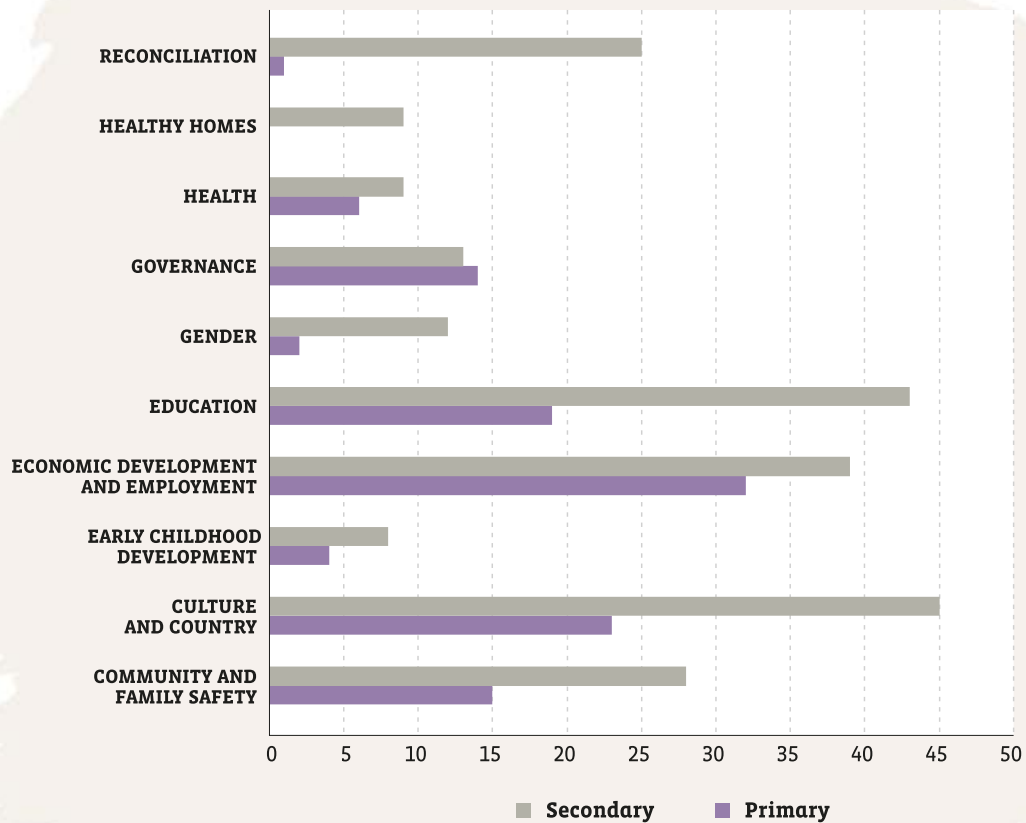


Throughout 2013–14 we consolidated relationships and increased awareness and understanding of ICV as a leading Australian development non-profit organisation working at the invitation of Aboriginal and Torres Strait Islander communities.

The goal now is to leverage our experience and further improve our understanding of development impacts by building Monitoring, Evaluation and Learning (ME&L) capacity. Over the next twelve months (to August 2015) the ICV ME&L project will trial evaluation tools and systems to increase our effectiveness as a leading, evidence-based development organisation.

In 2013–14, development activities focusing on sustainable **economic development and employment**, strengthening **culture and country** and supporting positive **education** outcomes were the leading primary building blocks. These top three building blocks also underpinned projects at a secondary level, together with **community family safety and reconciliation**.

Completed Project Building Blocks





Where we work

Our regional teams work across geographic borders to ensure the most effective two-way reach between ICV and Aboriginal and Torres Strait Islander people around Australia.

This regional approach aligns to Indigenous cultural and clan group boundaries rather than state and territory border lines, thereby increasing connection and understanding. Through the six regional teams, ICV expanded its program reach in the:

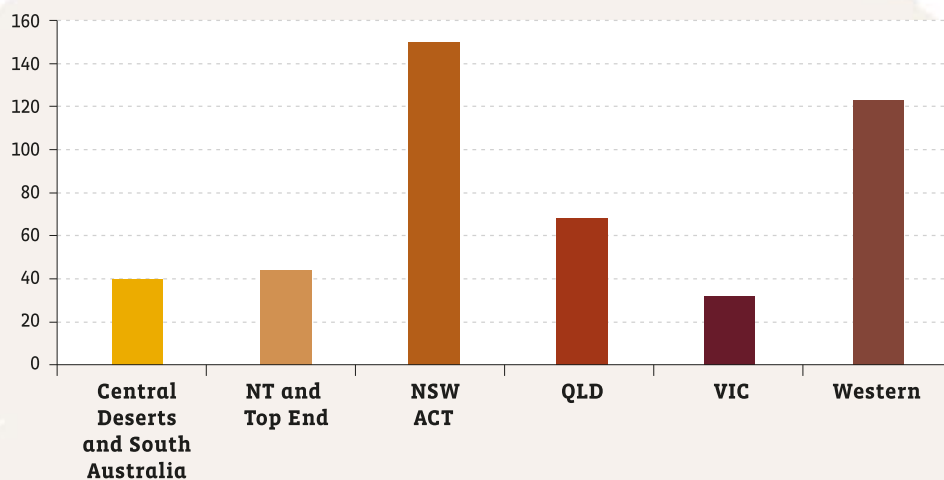
- Western region
- NSW and ACT region
- NT and Top End region
- Central Deserts and South Australia region
- Queensland region
- Victoria region

The graph below shows the national distribution of where ICV works. The highest demand for project support continues to be in NSW and ACT, which also has the highest population of Aboriginal and Torres Strait Islander people.*

During the year, the reach of the Central Deserts and South Australia office grew to include urban and regional South Australia with a new staff member based in Adelaide. The Queensland team increased their capacity to access and work with communities around Roma and Mackay areas, which have significant potential for future growth.

*Australian Bureau of Statistics (ABS) 2075.0 – Census of Population and Housing – Counts of Aboriginal and Torres Strait Islander Australians, 2011

Project Delivery by Region

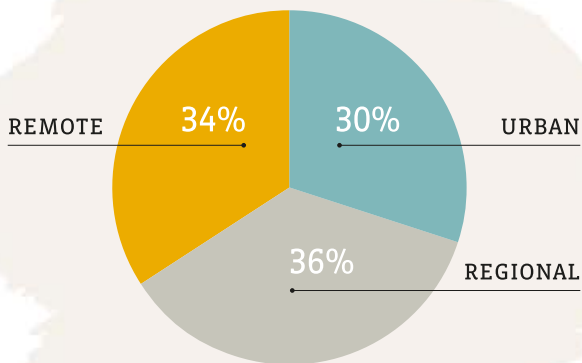




Total projects by urban, regional and remote communities

Over the past twelve months, there was an even balance of demand for development project support from urban, regional and remote communities.

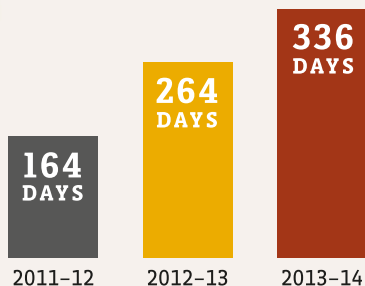
Where we work 2013-14



Average project length

ICV Community Development Officers invest significant time to build relationships and trust crucial to achieving sustainable change. Last year the average ICV development activity increased in length by nearly 30% to 336 days.

The evidence increasingly shows the benefits of long-term relationships to achieve positive, lasting change.



ICV volunteer program

At 30 June 2014, there were 708 registered ICV volunteers available for a range of community and home-based projects. Local volunteers and communities worked together to create enduring relationships, increased cross-cultural awareness and understanding, and cost savings from reduced travel.

We also achieved increased connections and efficiencies by keeping the ICV Workshop (ICVw) local for new volunteers. The ICVw is the final stage of the volunteer application process.

Our volunteer recruitment and engagement strategy evolved over the year to align more closely with our community development model and meeting the needs of community. A rigorous review of our database lead to streamlined systems and processes to ensure we can meet community demand by providing the best match of specific volunteer skills to community need.

Our strategy identifies ongoing opportunities to engage volunteers by providing targeted and timely information through email, newsletters, events and social media. This active engagement with ICV volunteers also provides great scope to capture invaluable stories and images crucial to community engagement and ICV promotion.

A significant achievement this year has been the increased engagement of volunteers contributing valuable expertise to ICV corporate projects including general office, research, grant applications, and through the working group established to guide our Monitoring, Evaluation and Learning (ME&L) review.





MAKING DREAMS COME TRUE FOR NOONGAR PEOPLE

The Murray Districts Aboriginal Association (MDAA) was established in the late 1970s in Pinjarra, a small town in the Peel region of Western Australia. ICV has had the privilege of working with Mark and Karrie-Anne at MDAA for the past three years. Over this time we have seen MDAA navigate its way through stiff opposition, complex challenges and institutionalised racism.

Now, Mark and Karrie-Anne's dream of restoring its community centre as a hub for local Noongar people is finally being realised.

MDAA was recently awarded \$350,000 from Lotterywest to renovate its community centre precinct. This success story shows what community development is all about: believing in a dream and having the passion and persistence to achieve it.

Bindjareb Park precinct is a 1.7ha landholding and brick building on the site of a former Aboriginal Reserve, where many local Indigenous people lived. Currently in a state of disrepair, work is now underway to return the precinct to the hub it was in the past - a centre for local Noongar people to meet and engage in community activities and cultural events. The site also has the potential to be somewhere local people can develop business enterprises in the future.

To support MDAA in reaching its development goals, ICV volunteers have helped in many ways:

- Installing a new roof on the community centre building
- Installing a half sized basketball court
- Strengthening internal governance and organisational capacity

ICV is currently helping MDAA to scope the work needed for refurbishing and renovating the community centre. We look forward to a long and prosperous relationship with MDAA as it continues to go from strength to strength.



“You’d think racism and prejudice wouldn’t exist anymore, but it still does. Overcoming Indigenous disadvantage is about overcoming the barriers we face in society. And that’s just what Mark and Karrie-Anne have done.

It goes far beyond a physical renovation of a building. It’s a story of reconciliation, of the Noongar people embracing the wider community so that, in turn, the community embraces them.”

ICV WA Regional Manager, Doyen



THE SPINIFEX PEOPLE BUILD A BRIGHTER FUTURE

The story of the Tjuntjuntjara people is one of resilience and determination. The community is part of a larger group known as the ‘Spinifex People’.

Many of the Spinifex People had moved from their homelands prior to the British atomic testing in Maralinga, SA in the 1950s and 1960s. Then in the 1980s, senior members led the community back to their tribal lands. The decision to move back onto traditional lands was important to protect the community’s culture and traditional way of life.

Tjuntjuntjara, located 550km east of Kalgoorlie WA, is one of the most remote communities in Australia. It has a population of around 150 people and the community is governed by a local council.

Living in such a remote area can sometimes be very challenging. But the Spinifex People have a strong sense of tradition and a valued community.

ICV has had a long relationship with Tjuntjuntjara, working on a number of projects. We were recently invited to help refurbish the community hall and establish a sport and recreation area for the kids. The old community hall was run down and unsafe. The tin roof was hanging down and posed a serious risk. There was no dedicated sports area for the kids to play and let off steam.

ICV volunteer, Colin, worked with community leaders to help draw up plans to revamp the community hall and to secure much needed funding.

Colin formed a great relationship with many people in the community. Community Manager, Fiona, said that the flexibility and ease of working with Colin and ICV ensured that the project was completed on time.

With the funds that Colin helped to obtain, the community hall was refurbished and a dedicated play area was built for the kids.

The recent official opening of the community hall was an exciting day for the people of Tjuntjuntjara. It included an art exhibition and the first chance for the kids to play in their new recreation area.



The refurbished hall provides a place where local people can gather safely for events such as community meetings, art exhibitions and even discos. It also provides a dignified place to conduct funerals. ICV is continuing to work closely with the Tjuntjuntjara community on their next project to improve water supply and housing.

“I was very impressed with Colin’s support and commitment to the project. He went above and beyond the call of duty and supported the community’s vision 100%. He brought a great set of skills to the project and helped us to achieve a community driven dream of expanding our sport and recreation facilities. Without ICV’s support, we would not have been able to complete this project. A massive thank you.”

Fiona Pemberton, General Manager



REGIONAL GATHERING CREATES NEW OPPORTUNITIES AND LASTING CONNECTIONS FOR INDIGENOUS WOMEN

Women play a very important role in Aboriginal and Torres Strait Islander communities. Creating a culturally supportive environment in which they can explore issues that affect their lives and discuss the needs and wants of their communities is key to creating positive, lasting change.

In November 2013, more than 100 Indigenous women came together from across NSW for the inaugural Central West and Murdi Paaki Aboriginal and Torres Strait Islander Women's Gathering.

The gathering was an opportunity for them to share perspectives and exchange information, and to come up with innovative ideas and strategies to improve their lives and help their communities. Women from remote and isolated communities connected with other organisations and communities and established new support networks.

Topics for sessions and workshops included culture, health, education and financial opportunities, energy efficiency, trans-generational trauma, as well as weaving and creative art workshops. The sessions were facilitated by the Department of Fair Trading, Family Planning, the Department of Education, TAFE, The Smith Family and ICV.

ICV's NSW Regional Coordinator Mel Shipp was part of the Steering Committee, and ICV staff volunteered their time to help ensure the gathering ran smoothly.

The gathering was a huge success and will become an annual event. The women appreciated the opportunity to come together, connect, share stories and yarn about what's important to them and their communities.



"I can't wait for the next one, it was amazing. We just don't realise how important it is for us to take time out for ourselves and this is what the gathering meant to me. Many connections and networks were made with many healthy and happy conversations generated. All I can say is that it was an awesome uplifting rejuvenating experience."

Kim Peters, Sector Development Officer at ACT Council of Social Service (ACTCOSS).



BREATHING LIFE IN TO A CULTURAL TREASURE: 'MAWONGA'

'MAWONGA' is a sprawling 22,350 hectare property to the north of Hillston, New South Wales. It is located on traditional Country of the Ngiyampaa people and holds enormous cultural significance. Winangakirri Aboriginal Corporation (WAC) acquired it in late 2011 with the aim of restoring the property to its original habitat, so it can be declared an Indigenous Protected Area (IPA) for future generations.

It is hoped Mawonga will be an example of best practice rural property management that can be adopted by Aboriginal owned properties across Australia.

Mawonga will be a hub for hosting training and cultural camps for both the Ngiyampaa people and other Aboriginal groups. Eventually it will host cultural awareness training for non-Aboriginal Australians too.

The first step towards realising this dream was to establish the necessary environmentally sustainable infrastructure on the property.

Homestead and shearers' quarters upgrade

WAC approached ICV for support and ICV volunteer and qualified electrician Carlos undertook a complete assessment of the homestead and its existing solar power system. Carlos went on to design and install a new solar power system for the shearers' quarters with help from WAC members, delivering environmentally friendly accommodation, a kitchen and amenities.

Water for Life project

One of the major concerns for the property in the summer months is the threat of bush fire. Permanent water doesn't exist on Mawonga, so the final piece of the puzzle was to provide a constant and reliable water supply for fire management, native animals and revegetation.

ICV volunteer Alexander, qualified in Agricultural Management, assessed and guided the complete refurbishment of the Kabina mill which, now operational, fills a 22,000 litre tank for fire management purposes.

Imparting new skills

Imparting new skills and knowledge was a secondary but equally important objective of the Mawonga project. The WAC members who worked with Carlos and Alex learned the importance of environmentally sustainable power generation and resource management. They learned skills in rewiring, bore assessment and restoration, and how to maintain the infrastructure. These skills will be shared with younger generations to ensure the property thrives for many future generations. This is an important part of the development activity ICV undertakes in partnership with communities; sustainability of activities means less future reliance on others.

"The solar power and bore refurbishment would not have been possible without the support from ICV. Words really can't describe the gratitude and sincere thanks to volunteers Alexander and Carlos whose composure, patience, expertise and good humour made tough work seem easier. I have the greatest admiration for ICV and hope to work with the organisation and volunteers on more projects."

Steve Meredith, Secretary, Mawonga Management Committee



THREE SISTAS SUPPORT THEIR COMMUNITY

Homelessness and unemployment can often leave people with feelings of isolation and can result in a dependency on welfare.

The Three Sistas housing initiative, based in Cairns, was the brainchild of social entrepreneurs Janet Guthrie and Stuart Wright. Since 2011, it has been providing affordable housing to people in crisis and transition.

The organisation provides a place where people can live and be supported in all aspects of their lives. With many people travelling down from Cape York to Cairns for medical and other reasons, it is a much needed service in the community.

Janet and Stuart have over thirty years' experience working with Aboriginal and Torres Strait Islander communities across Australia. Their passion for social equality and inclusion is currently helping over 200 local Indigenous people.

Three Sistas manages 66 low cost units and the staff engage with all those who reside there in order to make them feel supported and secure.

ICV volunteer, David, recently worked alongside Janet, Stuart and the Three Sistas staff to be able to provide the best service possible to their tenants. The staff and management wanted to improve their policies and procedures to be able to better manage the properties.

The improvements have resulted in a more efficient and sustainable organisation. With the new systems in place, Three Sistas can continue its work to support Aboriginal and Torres Strait Islander people by providing quality social housing.

The project was so successful that Three Sistas has invited ICV back to help secure funding to extend its accommodation.



“It really is quite a clever and enterprising project and I have a lot of respect for the work which Janet and Stuart do. The organisation is for Indigenous people, and it employs Indigenous people. It creates an environment where kids have some great role models to look to. The whole system is reinforcing the idea of community.”

ICV Volunteer, David



WOMEN WORKING ON COUNTRY

The Ngaanyatjarra Lands cover over 250,000 square kilometres, representing approximately three percent of mainland Australia. The Lands are recognised for their strong cultural and natural values. The Ngaanyatjarra people (Yarnangu) have cared for their Country for thousands of years, and their social and cultural activities continue unbroken to the present day.

Ngaanyatjarra Council's Land and Culture unit supports the handing down of traditional ecological knowledge and the traditional ways of land management throughout the Lands. In 2012, a 'Women Working on Country' (WWOC) unit was created to give local women greater opportunities to participate in land management issues.

ICV was approached to help mentor and train female Indigenous Land Management Officers in both video production and documentation. The aim was for the women to learn camera skills and participate in the making of a video to highlight land management activities. They wanted to illustrate the particular issues faced by female Land Management Officers and the knowledge exchange with Elders on cultural heritage protection trips.



ICV volunteer Maureen travelled to Warburton to work with two sisters, Janelle and Sharna, who had no previous camera experience. They were keen to have the opportunity to learn while still conducting their work 'on Country'.

Maureen's first trip should have entailed a week out bush: camping in remote areas, documenting plants and animals and visiting significant cultural sites. Maureen was well prepared and up for the task. Unfortunately unpredicted vehicle issues arose, so the bulk of it was conducted in the community. Such is life in remote communities!

The second phase of the project took place five months later. Maureen worked extensively with Sharna and Janelle, continuing to develop their camera skills and spending more time in the preparation and planning of the story telling process.

After completing these projects with ICV, the Land and Culture unit secured funds to employ two film makers to work with the WWOC team. Through their experience with ICV, Sharna, Janelle and the rest of the team developed the confidence and skills to contribute to and direct the documentation process - 'telling our story our way'.



NEW SKILLS AND NEW CLOTHES FOR REMOTE COMMUNITY

Bulman is a large community of around 500 mostly Aboriginal people some 300km north east of Katherine in the Northern Territory. It also provides important resources to nearby smaller communities and homeland centres and outstations.

Bulman Women's Centre has been operating for a while now with many local women involved in different activities. They are understandably very proud of their centre and its programs which enable women to build their skills in different areas. So when centre coordinator Jill approached ICV with an idea for a sewing program, ICV was delighted to get involved.

ICV staff spent time with Jill and the women exploring their idea further. The women were particularly keen to learn basic sewing and dressmaking skills, with their goal being to make and mend clothes for themselves and their community.

Volunteer Ruth's three day trip from the east coast of NSW via Sydney, Darwin and Katherine was only the start of her journey. During her three weeks in Bulman, Ruth learned just as much as she taught.

Ruth's openness and positivity contributed to a great partnership approach to the project. She found the women of the community to be friendly, caring and keen to learn, which has resulted in lasting friendships and fond memories.

For their part, the women learned to design basic dress patterns, use different stitches, mend and repair clothes and make garments from scratch. They also learned how to operate and maintain a sewing machine. After just one week with Ruth, the women were already making clothing.

The women's new skills mean they are able to provide new and cheap clothing to local children, and to sell to the local community store and through the newly opened Op shop.

The women have invited Ruth back to help them increase their skills and make items to sell at the annual Walaman Festival this year.

"We were very pleased with the support Ruth gave us. The ladies were very pleased with the outcomes from the project too. They all worked well with Ruth and now they are very happy and proud of their achievements. They look forward to strengthening their skills and maybe creating a community market to supply and sell products."

Bulman Women's Centre Coordinator, Jill





SMALL ENGINES BIG DREAMS

Ngukurr is a large community some 300km south east of Katherine. When local men approached ICV seeking assistance to run a small engines training and maintenance program, volunteer Ken jumped at the opportunity.

Ken and his wife Judy travelled to Ngukurr and spent three weeks living and working alongside the community. Ken and the men of Ngukurr formed a great relationship and Ken was able to share his knowledge with them.

The local men of Ngukurr wanted to develop their skills in order to be able to repair small engines. With these skills they hoped to gain ongoing employment and tender for small contracts within the community.

The project was a great success with 17 local men participating. During the course of the project they worked to fix over 20 lawn mowers and whipper snippers. Some of the local men went on to produce a video and a training manual which can be used as a resource to teach others.

The enthusiasm of the local men to learn new skills was apparent. After just two weeks, they were taking the lawn mowers home to cut the grass in their yards and generally tidying up the community. And on the day Ken returned home, some of the participants were still in the workshop tinkering on the machines.

With their new skills, the men now have the confidence to continue their training and gain employment.

The open and friendly partnership between Ken and the local men has created lasting friendships and Ken is still in touch with many of them, receiving regular updates on their progress.

The Ngukurr community have now invited ICV back to work with local women on a beauty training project.

“I am being constantly updated on the progress of the training program. It was a great experience for me and I enjoyed every minute I was in the community.”

Ken, ICV Volunteer





INDIGENOUS COMMUNITY VOLUNTEERS LIMITED
ABN 90 093 123 418

Financial Report

for the Year Ended 30 June 2014



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Directors' Report

Directors' Report

Your Directors submit their report for the year ended 30 June 2014.

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
Bill Armstrong AO		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)	Co-Chair Member, Governance Committee
Stan Kalinko	BCom LLB	Director, FSA Group Ltd, Hydro Tasmania, Seisia Enterprises Pty Ltd, Central Synagogue	Company Secretary, Member, Audit and Risk Management Committee
Karen Milward	MBA	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	Co-Chair, Member Governance Committee
Dr Melinda Muth (Resigned 8 September 2014)	BSc MBA PhD	Director - Streamwise Learning, Executive Director - Institute of Food and Grocery Management, Director - HCA Philanthropy	Director, Chair Audit and Risk Management Committee
John Jeffrey		Director - Indigenous Success Australia Pty Ltd, Director - 6 Seasons Pty Ltd, Director - Indigenous Careers Australia, Indigenous Affairs Advisor - Peabody Energy, Committee Member - Queensland Resource Council(QRC) Indigenous Affairs Committee	Director
Dr Kerry Arabena	PhD	Director and Chair, Indigenous Health, Onemda Vic Health Koori Health Unit, University of Melbourne	Director, Member Governance Committee
Mary Beth Bauer (Elected to the Board Dec. 2012, Resigned May 2014)		Committee Member, Legal Services Commission Founder & CEO, Value Enhancement Management	Director, Member, Audit and Risk Management Committee

Meetings 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		GOVERNANCE COMMITTEE	
	ELIGIBLE TO ATTEND	ATTENDED	ELIGIBLE TO ATTEND	ATTENDED	ELIGIBLE TO ATTEND	ATTENDED
B Armstrong AO	6	6	N/A	N/A	3	3
S Kalinko	6	6	6	6	N/A	N/A
K Milward	6	6	N/A	N/A	3	3
Dr M Muth	6	6	6	6	N/A	N/A
J Jeffrey	6	6	1	1	N/A	N/A
Dr K Arabena	6	5	N/A	N/A	3	3
M B Bauer (Resigned on 5 May 2014)	4	4	4	3	N/A	N/A

Short and Long Term Objectives

The company's long term objective continues to be making a real and sustainable contribution to increasing advantage and opportunity for Aboriginal and Torres Strait Islander people and communities.

In the short term, the objective is to focus on developing and implementing an impact and learning model to enable the company to evaluate its impact and return on investment, investing in the development of its skilled workforce (volunteers and staff) and building strong partnerships to ensure financial and program sustainability.

Strategy for Achieving These Objectives

The company's six priority areas, developed at the strategic planning exercise in March 2013, remain relevant and are focussed 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

Directors' Report continued

Operation highlights

This year we:

- a) Continued implementation of regionally based staff;
- b) Continued to invest in ICV's five year fundraising strategy to ensure the company's long term sustainability, building on the year's successful achievement realising more than \$1.6m net surplus from fundraising activities. The investment in the fundraising strategy has reduced the yield on fundraising in the current year, in order to generate enhanced returns in FY15 and beyond;
- c) Recruited a new General Manager, Community Development to strengthen our community development methodology and commitment to staff development;
- d) Implemented a Monitoring, Evaluation and Learning Review;
- e) Reviewed all policies, procedures, manuals and strengthened workplace health and safety;
- f) Invested time and resources in the recruitment, training and retention of our skilled workforce (volunteers and staff); and
- g) Implemented internal working groups to improve support of and build capacity of staff and volunteers

Company Performance Measurement

During the financial year, ICV:

- a) Worked with 169 communities on 457 community development activities;
- b) Conducted regional cultural awareness and training workshops for 114 volunteers as part of the volunteer screening process;
- c) Recruited an additional 1,877 regular givers; and
- d) Secured additional support from government including funding and provision of skilled volunteers.

Review and Results of Operations

The financial statements of the company are set out from page 30 of this report.

For the financial year ended 30 June 2014, the company has an operating deficit of \$747,233 (2013: deficit of \$1,433,030) and total net assets of \$5,214,160 (2013: \$5,961,393).

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 has actively sought donations from the general public to assist in meeting the objectives of the company. During the year, \$2,699,271 (2013: \$2,049,869) was raised through public donations.

Employees

The company had 43 employees as at 30 June 2014 (2013: 35)

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 \$5,708.

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 2014 that have 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 27.

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



Karen Milward
Co-Chair
Canberra
10 September 2014



Bill Armstrong. AO
Co-Chair
Canberra
10 September 2014

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 2014 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 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
10 September 2014



Karen Milward
Co-Chair
Canberra
10 September 2014

Auditor Independence Declaration



Ernst & Young
121 Marcus Clarke Street
Canberra ACT 2600 Australia
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Fax: +61 2 6246 1500
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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 2014, 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

Ernst & Young

Ben Tansley

Ben Tansley
Partner
10 September 2014

Auditor Independence Declaration continued



Ernst & Young
121 Marcus Clarke Street
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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 2014, 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 2014 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*.



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 2014;
 - 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 2014 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 2014, 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 2014;
 - 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 2014 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

Ernst & Young

Ben Tansley

Ben Tansley
Partner
Canberra
10 September 2014

Statement of Comprehensive Income

For The Year Ended 30 June 2014

	Note	2014 \$	2013 \$
REVENUES			
Interest income		41,666	60,288
Dividend income		326,614	435,043
Other income		10,412	5,691
Corporate sponsorship income		466,500	900,000
Government grants		1,352,137	-
Donations income		2,699,271	2,049,869
Realised gain on sale of investments		145,264	230,306
Unrealised gain on investments		323,603	676,811
Net gain on disposal of motor vehicle		5,000	8,130
		5,370,467	4,366,138
EXPENSES			
Fundraising appeals		(1,105,764)	(705,111)
Program and Governance		(3,640,752)	(3,555,447)
Consultancy		(148,264)	(219,356)
Depreciation and amortisation		(32,533)	(98,326)
Marketing		(219,450)	(67,423)
Occupancy and facilities		(277,163)	(302,610)
Travel and accommodation		(541,444)	(655,980)
Other expenses	4	(152,330)	(194,915)
		(6,117,700)	(5,799,168)
NET OPERATING DEFICIT		(747,233)	(1,433,030)
Other comprehensive income		-	-
TOTAL COMPREHENSIVE INCOME		(747,233)	(1,433,030)

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 <http://www.icv.com.au/about-us/publications/>

Statement of Financial Position

As at 30 June 2014

	Note	2014 \$	2013 \$
CURRENT ASSETS			
Cash and cash equivalents	8(b)	1,564,747	254,949
Trade and other receivables	5	188,954	223,304
Prepayments		18,139	20,665
Investments at fair value – held for trading		4,055,163	5,882,861
TOTAL CURRENT ASSETS		5,827,003	6,381,779
NON-CURRENT ASSETS			
Property, plant and equipment	6(a)	27,548	30,487
Intangibles	6(b)	11,308	23,547
TOTAL NON-CURRENT ASSETS		38,856	54,034
TOTAL ASSETS		5,865,859	6,435,813
CURRENT LIABILITIES			
Trade and other payables	7	557,287	419,043
TOTAL CURRENT LIABILITIES		557,287	419,043
NON-CURRENT LIABILITIES			
Provision for Long Service Leave		94,412	55,377
TOTAL NON-CURRENT LIABILITIES		94,412	55,377
TOTAL LIABILITIES		651,699	474,420
NET ASSETS		5,214,160	5,961,393
EQUITY			
Accumulated surplus		5,214,160	5,961,393
TOTAL EQUITY		5,214,160	5,961,393

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 <http://www.icv.com.au/about-us/publications/>

Statement of Changes in Equity

For The Year Ended 30 June 2014

	Total
For The Year Ended 30 June 2013	
At 1 July 2012	7,394,423
Operating deficit	(1,433,030)
Other comprehensive income	-
	<hr/>
At 30 June 2013	5,961,393
	<hr/> <hr/>
For The Year Ended 30 June 2014	
At 1 July 2013	5,961,393
Operating deficit	(747,233)
Other comprehensive income	-
	<hr/>
At 30 June 2014	5,214,160
	<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 <http://www.icv.com.au/about-us/publications/>

Statement of Cash Flows

For The Year Ended 30 June 2014

	Note	2014 \$	2013 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers and donors		4,742,475	2,955,560
Payments to suppliers and employees		(6,085,167)	(5,501,842)
Dividend received		326,614	435,043
Interest received		41,666	60,288
NET CASH FLOWS USED IN OPERATING ACTIVITIES	8(a)	(974,412)	(2,050,951)
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of property, plant and equipment		(17,355)	-
Sale of property, plant and equipment		5,000	14,200
Purchase of investments		(315,000)	(616,049)
Proceeds from sale of held for trading investments		1,206,480	2,657,651
Proceeds from sale of held to maturity investments		1,405,085	-
NET CASH FLOWS FROM INVESTING ACTIVITIES		2,284,210	2,055,802
NET INCREASE IN CASH HELD		1,309,798	4,851
Cash and cash equivalents at beginning of year		254,949	250,098
CASH AND CASH EQUIVALENTS AT END OF YEAR	8(b)	1,564,747	254,949

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 <http://www.icv.com.au/about-us/publications/>

ABOUT ICV

Indigenous Community Volunteers (ICV) is a registered charity and non-profit community development organisation. We work with Indigenous Australians to improve quality of life, health, wellbeing, and social and economic inclusion.

Our vision is 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.

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

Our role in the community is to facilitate partnerships between Aboriginal and Torres Strait Islander people and the broader Australian community, governments and the private sector to work together towards a more equitable society. We are a collaborative, partnership driven organisation providing access to skills, expertise, resources and services in urban, rural and remote communities where health, economic and education opportunities are often limited.

Importantly, we are invited by communities to listen to what people have and need. We do things with Indigenous people, not to, or for them. We involve the whole community in a process of mapping their assets and strengths, developing goals and finding ways to achieve those goals.



Our partnership approach

ICV's unique partnership approach to community and human development fosters a spirit of empowerment and collaboration.

We know that Aboriginal and Torres Strait Islander people have been excluded from participating in many aspects of Australian life for too long.

Australia's history is littered with examples of Indigenous programs that are top down and welfare-focused, in which end users are passive recipients of aid. Nothing much changes for the better and people are no less dependent.

ICV does things differently by giving people control of development decisions and by respecting local knowledge and input. We aim to help create a better and brighter future for Indigenous Australians so they may fully participate in, and benefit from, the advantages enjoyed by all Australians.

ICV works directly with, and at the invitation of, Aboriginal and Torres Strait Islander individuals, families, organisations and communities. We connect them with a national network of skilled volunteers from backgrounds as diverse as child care, IT, manufacturing, law and medicine.



ICV's work is built on guiding principles:

COMMUNITY OWNERSHIP

ICV works with Indigenous communities that request our help to raise their health, wellbeing and self-sufficiency. Our role is to support communities in their own initiatives, with skills and resources not usually available.



LONG TERM SUSTAINABILITY

Many challenges communities face are complex, trans-generational and take time to address. ICV makes long term commitments when partnering with communities, which may involve developing multiple projects over many years. Each activity is designed to ensure it meets the long term, overarching objectives of the community.



RELATIONSHIP DRIVEN

ICV helps connect and strengthen relationships and local resources. These relationships can be between community members, government, businesses and non-government organisations. Our Community Development Officers and volunteers work in the field to build meaningful and respectful relationships with communities.

ASSET BASED DEVELOPMENT

ICV takes an 'asset' rather than a 'deficit' approach to development. We work with communities to help recognise and develop their existing skills, resources and knowledge.



RECONCILIATION IN ACTION

ICV connects Indigenous and non-Indigenous Australians, providing a platform to share cultural knowledge and skills. Our community development activities promote two way cultural understanding and respect. Reconciliation is at the heart of all of ICV's work.



OUR VOLUNTEERS

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



Bill Hammond

English-born Bill Hammond lives in Wendouree, Victoria. His first placement with ICV was to Cotton Creek in the Pilbara, WA, for four weeks in 2009. Bill was invited to teach local people how to prepare

houses for painting, and says he learned a lot on that trip. He was fortunate to meet the youngest of the three sisters who walked the Rabbit Proof Fence, a personal journey made famous by the film of the same name.

Bill says one of his most rewarding placements was to the community of Kintore, 560km west of Alice Springs in 2011. Kintore locals asked ICV volunteers to help build a Purple House for the treatment of blood disorders. Before the Purple House was built, people needing treatment had to make the eight hour bus trip to Alice Springs which meant that in some cases, people seeking treatment just didn't go. So the Kintore Purple House saves lots of lives, says Bill, and "may even save the life of a dear friend I met while on that volunteer placement."

"I have always been fascinated by Aboriginal history, music and painting," adds Bill, "and when I saw the first advertisement on the television for volunteering with ICV, I couldn't write to you quickly enough!"



Heather Mohay

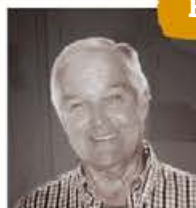
Heather is a retired academic with a background in psychology. In her volunteer role with ICV, she helps remote Aboriginal communities with writing grant applications.

Heather says, "The desert is really beautiful and so peaceful, but the remoteness means that even simple everyday things can be hard to get and much more expensive than in a capital city. I love to visit the communities and talk with the people there about the things they need to improve their living conditions. I then look for possible funding sources and I help the community write a grant application. Much of this work is done from my desk at home and I communicate with the community via email and Skype."

"In the past two years we have obtained funding for a playground for the children, fencing for the airstrip to make it safer, and an ablution block which can be used when there is an influx of people for funerals or sporting events.

These projects have improved quality of life in the community and given community members the opportunity to learn new skills as they've helped with the construction of these amenities.

My visits to the communities have given me an increased awareness of the difficulties and the joys of living in a remote community, and also a much greater appreciation of Indigenous peoples' connection to the land," says Heather.



Bruce Bland

Bruce Bland is a 72 year old retired Managing Director and economist, a former Australian high diving champion and university Blue. He speaks French and has a knighthood in

the French Legion of Honour. Bruce has been retired for 14 years and volunteers with a number of organisations including ICV.

Bruce has worked on ICV projects in the Torres Strait, the Kimberley, Fitzroy Crossing, Cairns, Horn Island, Shepparton, Geraldton, Queanbeyan, Palm Island, Bourke, Cowra, and others.

Bruce says, "I became involved not because I thought I should be involved in charity. Volunteering is not charity for me; it's the acceptance of an obligation I have to put back into society. ICV helps me fulfil that obligation, and at the same time enriches me immeasurably.

Every Indigenous person I have ever spoken to wants to have the skills to be part of the twenty-first century, while retaining their ancient culture. They want to have the same opportunities the rest of Australia has - not live, unhappy, unhealthy, welfare-dependent lives. They can, if we listen and support them."



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