

2017-2018

# ***ANNUAL REPORT***

**INSTITUTE FOR  
ABORIGINAL  
DEVELOPMENT**  
**(ABORIGINAL CORPORATION)**  
**ICN 7395**



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ICN 7395

ABN 89 453 866 817

# Introduction to Institute for Aboriginal Development

The Institute for Aboriginal Development (IAD) Aboriginal Corporation was established by the Uniting Church in 1969 to assist with the community development needs of Aboriginal people in Central Australia by providing education and training, publishing and language and culture services and programs.

We are an independent Aboriginal community-controlled adult education and language resource centre which aims to be the Centre of Cultural Excellence by empowering Aboriginal people from Central Australia to engage in self-determination practices using First Nation wisdom and First World technology.



## Our Vision

To be the Centre of  
Cultural Excellence  
(everything comes  
from the land)

## Our Mission

We will empower our  
people to engage in self-  
determination practices  
using First Nation Wisdom  
and First World  
Technology.

## Our Beliefs

People are inherently capable, aspire to improve and have the power to choose.

Leadership is a choice, built from foundation of character. Habits of effectiveness come from commitment.

## Our Values

Responsibility

Trust and Respect

Learning

Equal Opportunity

Accountability

Collaboration and Partnership

# Our goals

IAD Strategic Plan 2013-2017

## Goals

### Goal 1

Strengthen our Elders to be respected and recognised as the traditional authority structure in Central Australia.

### Goal 2

Promote, maintain and sustain our culture and languages.

### Goal 3

Create unique cultural career/livelihoods and learning opportunities for our people.

### Goal 4

Teach our people to navigate Aboriginal and the Western Worlds

### Goal 5

To share our cultural wisdom and knowledge with the world.



# Governance

As an Aboriginal community -controlled organisation, Institute for Aboriginal Development is governed by a Board of Directors elected by members of the Institute for Aboriginal Development (Aboriginal Corporation) living within Australia.

Board members take their governance responsibilities seriously. They understand the community's concerns and issues around education and training, language and culture and publications of Aboriginal authors.



# Board of Directors

Schedule of IAD Board of Directors meetings  
from 1st July 2017 to 30<sup>th</sup> June 2018

Meeting Date	Director	Director	Director	Director	Director	Director	Director	Director	Director	Director
	<b>Deborah Booker</b>	<b>Beverley Angeles</b>	<b>Pat Ansell-Dodds</b>	<b>Brenda Shields</b>	<b>Braydon Kanjira</b>	<b>Amelia Turner</b>	<b>Sheralee Taylor</b>	<b>Donna Ah Chee</b>	<b>Steven Satour</b>	<b>Eileen Vanlersal</b>
27/7/2017	Present	Apology	XXXXXX	XXXXXX	Present	Apology	Chair Present	Present	XXXXXX	XXXXXX
16/10/17	Present	Present	XXXXXX	XXXXXX	Present	Apology	Present	Apology	XXXXXX	XXXXXX
19/10/17 - AGM		Existing Director – term expires AGM 2018	1 year term 2017-2018 AGM <b>accepted</b>	1 year term 2017-2018 AGM <b>accepted</b>	2 year term 2017-2019 AGM <b>accepted</b>	1 year term 2017-2018 AGM <b>accepted</b>	2 year term pending acceptance	2 year term pending acceptance <b>Did not accept</b>	XXXXXX	XXXXXX
23/11/17	XXXXXX	Present	Present	Present	Present	Apology	XXXXXX	XXXXXX	XXXXXX	XXXXXX
Role		Acting Chair		Elected Secretary 1 year term expires AGM 2018			Elected Chair – <b>did not accept</b>			
24/5/18	XXXXXX	Present	Present	Present	Absent	Absent	XXXXXX	XXXXXX	Present	XXXXXX
Role			Acting Chair						Filling casual vacancy until 2018 AGM	Filling casual vacancy until 2018 AGM



# Management Team Reports

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Reports from

Steven Satour  
Chairperson

Joanne Miller  
Acting CEO

# Report from the Chairperson

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IAD is approaching it's 50<sup>th</sup> anniversary (2019) of providing education, training, language and culture programs for Aboriginal people in Central Australia. It is a proud history of service to the community that needs to continue and respond to current day needs and aspirations.

This has been a difficult year for IAD as it struggles to overcome financial difficulties and rebuild itself. Sheralee Taylor was the Chairperson for most of this period. I would like to thank Sheralee along with other Directors who volunteered their time in 2017/2018 to provide strong governance and oversight of the corporation. I would also like to thank staff who worked hard to deliver the education, training and cultural programs on offer and students who invested their time in studying with us.

The 2018/2019 year has already commenced as I write this report and Directors have worked hard in the following areas:

- Repairing relationships with funding bodies and the wider community
- Re-establishing IAD as a provider of quality education, training and cultural services
- Restoring financial viability
- Recognising the contribution of staff towards the goals of the organisation
- Repositioning IAD to take on new business opportunities
- Restoring internal order in our systems and processes; and
- Remaining focused on good governance and decision making.

With the sale of the Benstead St property in late 2018 and hopefully renewal of existing funding through PM& C, 2018/2019 should be the year IAD achieves solid growth and financial viability.

Steven Satour

Chairperson (30/8/18 to 16/11/18)

# CEO Report

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Kerrie LeRossignol was the Chief Executive Officer (CEO) of IAD with Bill Palmer as the Press and Operations Manager for the whole period of this report.

Other IAD staff over this period included:

- Liz Archer – training
- Nick Chandler – training
- Allan Girdler – training
- Judith Kieliszek – training
- Li Ting Lee -training and IT
- Tara Liddy – training
- Greg McAdam – Cultural Leadership Program
- Nathan Pepperill – Cultural Leadership Program
- Charles Richardson – training
- Nat Ross – sales and administration
- Billie Scott – training
- Stephen Trindle – training.

IAD staff continue to work hard to achieve the goals of the organisation and their efforts are greatly appreciated.

IAD continued to offer training opportunities (refer to the training report) and the Cultural Leadership Program (refer to the Cultural Leadership report). Elders participated in numerous cultural services including Welcome to Country, smoking ceremonies and cultural conversations.

Financially it has been a challenging year for IAD, with a loss of \$124,743 as outlined in the audited financial reports (attached). It remains important for IAD to continue to seek new funding opportunities and to fully utilise its assets while reducing its debt level.

IAD acknowledges funding support from the following agencies:

- Australian Government Department of Prime Minister and Cabinet (PMC) through its Indigenous Advancement Strategy (IAS),
- Northern Territory Government Department of Trade, Business and Innovation through VET and VET in School funding,
- Australian Government Department of Communication and the Arts through its Indigenous Languages and Arts (ILA) funding; and
- The Australia Council for the Arts funding.

IAD also acknowledges the partnerships it continues to develop with Central Australia Aboriginal Alcohol Programs Unit (CAAAPU), Yirara College, Tangentyere Employment Services (TES) and a range of other providers.

Joanne Miller

Acting CEO (21/8/18 -)

# Education and Training

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IAD prides itself on providing a range of culturally appropriate and quality training products to assist our people in strengthening skills, knowledge and confidence in order that they can stand strong and move forward in today's world. Using our history, community connections and professional expertise we provide a welcoming and focused space that brings out the best in people. Whether you are developing your cultural knowledge and strength, moving back into education and study or starting your very first training course IAD is the place to come to, it's a place that people identify with on a personal level, we all know someone who started their career with that first step through the doors of IAD, a place for everybody.

During the 2017/2018 financial year IAD Education and Training delivered the following accredited qualifications:

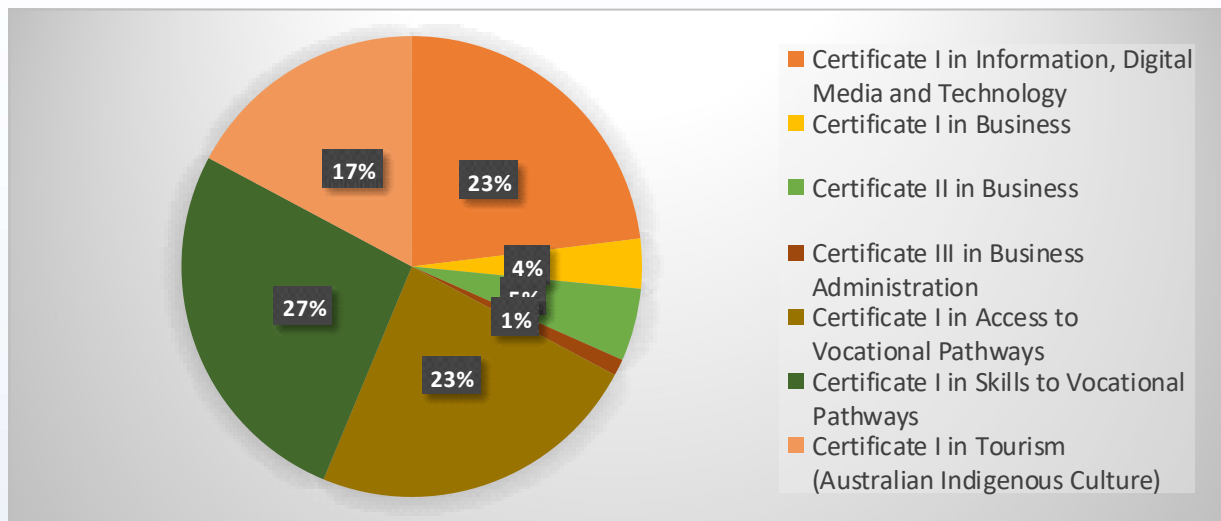
- FSK10113 Access to Vocational Pathways
- FSK10213 Skills for Vocational Pathways
- BSB30415 Certificate III in Business
- BSB20115 Certificate II in Business
- BSB10115 Certificate I in Business
- ICT10115 Certificate I in Information, Digital Media and Technology
- SIT10116 Certificate I in Tourism (Australian Indigenous Culture)
- FSK10113 Skills for Vocational Pathways
- FSK10213 Access to Vocational Pathways

## YEAR 2017

Total course enrolments: 256      Total unique students: 234

Total course enrolments for VET in schools: 71

Courses	Number of students
Certificate I in Information, Digital Media and Technology	59
Certificate I in Business	9
Certificate II in Business	13
Certificate III in Business Administration	3
Certificate I in Access to Vocational Pathways	60
Certificate I in Skills to Vocational Pathways	68
Certificate I in Tourism (Australian Indigenous Culture)	44
<b>Total</b>	<b>256</b>



IAD Education and Training worked and partnered with a range of organisations and schools to support and strengthen educational opportunities for the Indigenous population of central Australia. This financial year IAD has worked with:

- Central Australian Aboriginal Alcohol Programs Unit (CAAAPU),
- Tangentyere Employment Services (TES),
- Yirara College,
- Centralian Senior School (CSC),
- MacDonnell Regional Council and
- Centralian Middle School (CMS)

IAD has had the benefit of highly skilled and knowledgeable trainers over the last year, sadly some have moved on, but they have left their mark with quality resources, valuable insights and warm memories, everyone who works at IAD forms part of its history and this year we have had the best staff we could have hoped for to add to the story.

Liz Archer and Nick Chandler delivered the two foundation skills qualifications to the IAD general enrolments class and to Tangentyere Employment Services clients at the TES ST Mary's and Nursery activity centres. During the period, we negotiated for TES clients to come to IAD for course delivery and this has resulted in higher engagement levels and better focus by clients, for some clients it is the first time they have come to an educational facility since their school days and it has been great to see students pride in their work and abilities as they progress. Feedback from TES staff and clients has been positive with particular mention of how welcoming and assistive IAD trainers and staff are.



Anne Kieliszek delivered the Business courses and worked hard to deliver a quality product, Anne's knowledge and experience gave the business courses a professional edge that was well received by students and noticed by all. Students who engaged in work experience placement as part of the courses received excellent feedback from host organisations and some students went on to gain employment after completing their course.

As well as delivering accredited qualifications, IAD has designed, developed and produced targeted and tailored training programs that have proved successful and effective. Nick Chandler (IAD Foundation Skills Trainer) worked with MacDonnell Regional Council Youth Services to develop a training program for their Youth Services Team Leaders by contextualising resources and activities to their work roles and using accredited modules as a scaffold to build on. The training got great positive feedback from the staff doing the training and from MacDonnell Council Management.

IAD also worked with MacDonnell Regional Council Night Patrol (now called MacSafe) to deliver training to their remote staff and this also received positive feedback. Steve Trindle and Fred Richardson used existing IAD resources that have been developed over time to suit indigenous learners and the training was contextualised to the job roles of MacSafe staff.

IAD delivered Foundation Skills and a Certificate I in Tourism as part of our Vet in Schools delivery, the SIT10116 qualification (Certificate I in Tourism Australian Indigenous Culture) has only recently been added to IAD's scope and is a highly relevant and suitable qualification that will assist people in showcasing their communities. We look forward to developing dedicated resources for this course that will highlight the cultural landscape of Central Australia and provide opportunities for indigenous people to become part of the local tourism industry.

Students are supported by tutors and support staff to assist them to complete their studies. IAD received funding for a Student Learning and Support Project through Department of Prime Minister and Cabinet – Indigenous Advancement Strategy.



IAD students representing at the 2017 NAIDOC march



Students learning about significant places in Alice Springs with Mr Stevens and Mr Turner



Taking Tangentyere Nursery mob to check out CAAAPU's farm.



IAD students check out the flag on Anzac Hill, a very special day



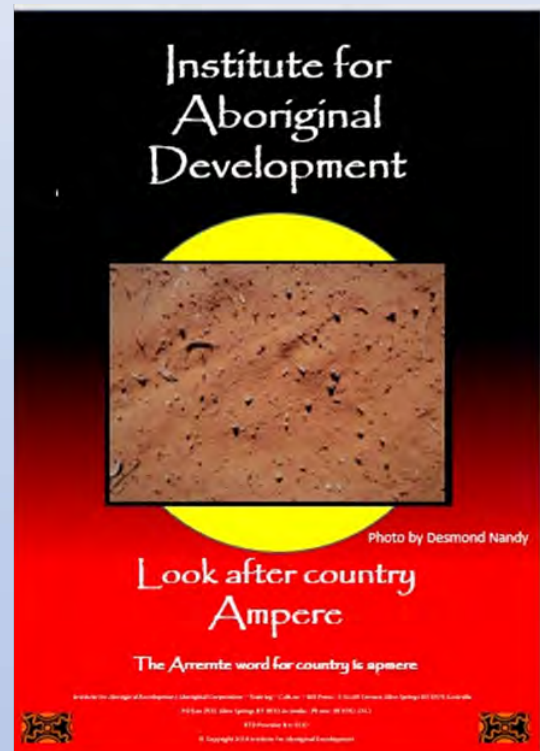
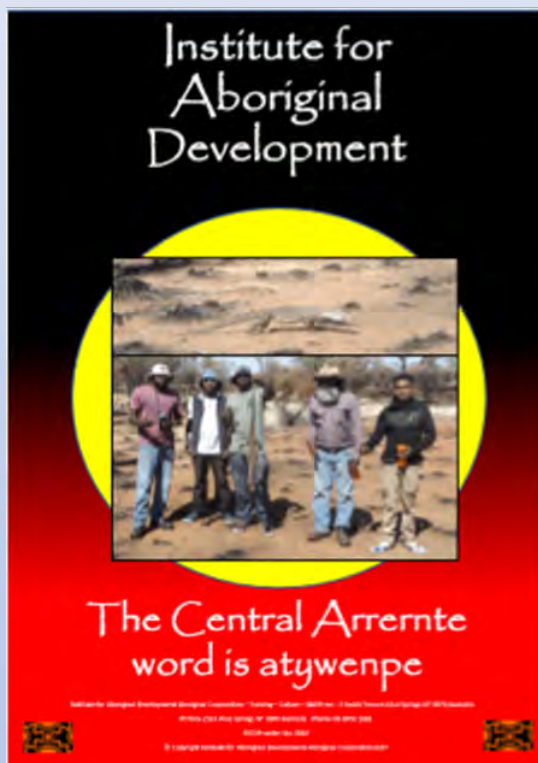
Students learn mainstream and cultural skills and knowledge in a welcoming and supportive environment, IAD was established in 1969 and has become a doorway to learning for countless indigenous people over the years,



Preparing and cooking roo tails in IAD's Women's Cultural Leadership Program, on this day there was a student in class who had never learned to cook roo tails, it was great to see the Women teach her how to do it.



While on a field trip to learn about making Bush medicine with Mr. Cavanagh the Men's Cultural Leadership class came across this atywenpe, a good chance for students to show their knowledge and skills on hunting, preparing and cooking it the traditional way.





Students learn how to use cameras and computers and are assisted to produce posters that strengthen and support culture, the IAD language dictionaries are used to find the spelling of indigenous language words and classroom activities often use the dictionaries as a resource for two-way learning. Standing strong in both the mainstream world and the cultural world is important. Students in the cultural Leadership Program come from all around Central Australia and resources are produced in a variety of languages. Supporting each other and strengthening cultural connections is an important focus of the program.

IAD has continued to produce high quality resources and activities that are culturally appropriate, aligned to accredited module requirements and participant focused. IAD prides itself on resource production and peer and Community feedback is always extremely positive. Trainers work together as a team to plan, develop and produce student guides, assessment tools and stand-alone activities. It's often the case that back end resource development is overlooked but from the IAD trainer's perspective, developing resources that are engaging, relevant and effective is a priority component of our education and training function.



Foundation Skills resources produced by IAD

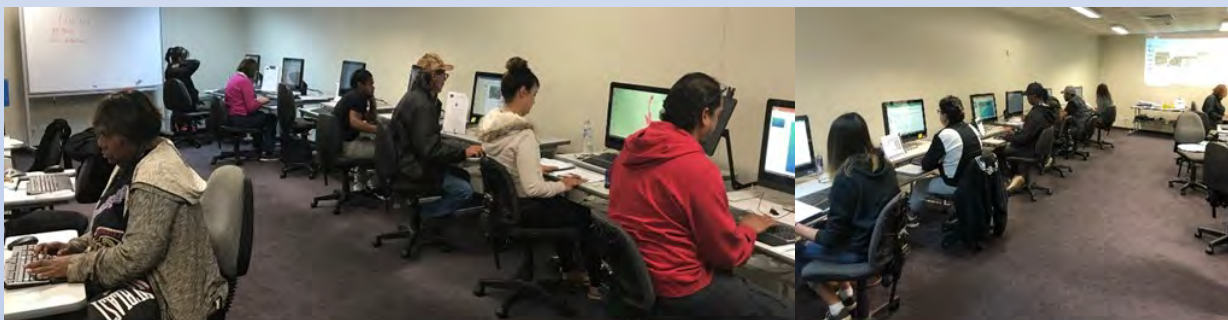
The IAD Education and Training team looks forwards to the 2017/2018 year with a view to building on current strengths, continuing to develop high quality resources and maintaining a welcoming and supportive culturally safe space that allows students to reach their full potential. The team continues to develop its skills and knowledge to ensure a professional service by attending ASQA briefings, in-house moderation sessions, peer and stakeholder consultation, validation sessions, research and regular continuous improvement meetings. The team stays aware and informed of developments, approaches and methods used across all relevant industry areas and is dedicated to providing quality training that will assist our people and strengthen and enhance our Community. IAD trainers are committed, passionate and working hard to make IAD's vision of indigenous empowerment and self-determination a reality.



Education & training team (Li Ting, Liz, Nick, Anne) worked together tirelessly to improve some of the processes and forms to meet the RTO standard 2015.

## INFORMATION TECHNOLOGY

Li Ting Lee continues to deliver the IT course and is a mainstay of IAD. Li Ting has developed quality resources and her training skills and knowledge of the VET system are benchmarks to which other trainers aspire. The IT course at IAD has seen countless students attend over the years and it is always a pleasure to see the students in her class as their confidence and skills grow. There is an increasing need for IT skills and digital literacy in today's world and IAD delivers quality training to assist people to compete in the job market. Li Ting has worked at IAD for over 19 years and not only delivers the IT course but also provides ongoing IT support and troubleshooting to all IAD staff, maintains IAD servers, software and hardware, chairs Education and Training Continuous improvement meetings to maintain RTO standards compliance, administrator for all email and intranet services, maintains and updates the student database, oversees the issuance of qualifications and coordinates and facilitates AVETMISS and VETIS reporting through the VETRAK system.



IT Class



# Press

## (publication & sales)

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This year, IAD Press reprinted and updated ten of its most popular books, and released six updated and new publications:

### Reprints

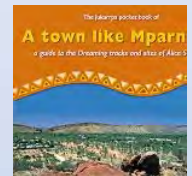
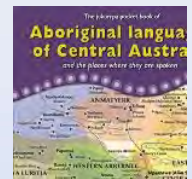
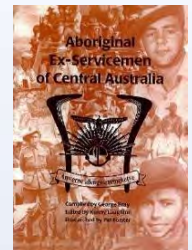
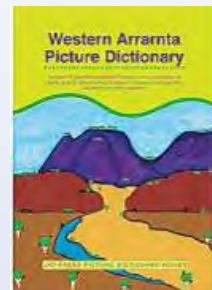
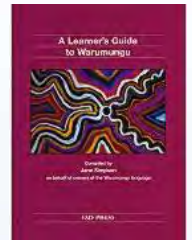
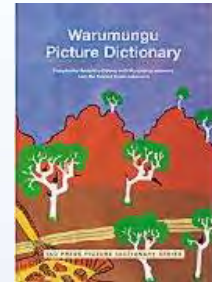
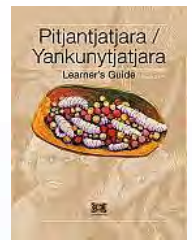
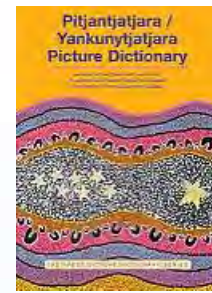
1. *Pitjantjatjara/Yankunytjatjara Learner's Guide*
2. *Pitjantjatjara/Yankunytjatjara Picture Dictionary*
3. *A Learner's Guide to Warumungu*
4. *Warumungu Picture Dictionary*
5. *Iwenhe Tyerrttye: What it means to be an Aboriginal person*
6. *Listen Deeply: Let these stories in*
7. *A Town Like Mparntwe*
8. *Aboriginal languages of Central Australia*
9. *Western Arrernte Picture Dictionary*
10. *Aboriginal Ex-Servicemen of Central Australia*

### Updated and New

1. *Bushfire and Bushtucker* by Peter Latz
2. *Gathering Sticks* by Margaret Heffernan with Gerard Waterford & Frances Laughlan. The autobiography of an IAD who pioneered the Arrernte writing system and bilingual learning.
3. *Forever arising from and with Country* by MK Turner, that describes the relationships among people, story and country.
4. *Yothu Yindi, Mari Guthurra* by women of Milingimbi with Margaret Stewart, on caring for mothers and children.
5. *2019 Angkitja Diaries*  
Hardcover/softcover with dozens of desert Aboriginal artworks.
6. *2019 Angkitja Calendar*  
Twelve stunning artworks with the Arrernte seasonal calendar.

IAD also began a project with the senior Warlpiri women of Yuendumu to publish their Yawulyu body paintings and stories.

IAD Press appreciates the support of the Departments of Prime Minister and Cabinet, Communication and the Arts, and the Australia Council for the Arts.



# Language and Culture

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The Language and culture unit has worked hard over the last 12 months to create a greater understanding about the importance of language and culture.

IAD's Cultural Leadership Program (CLP) is regarded as one of the best two-way learning programs around and continues to grow in strength. Nathan Pepperill (Men's group Coordinator) worked with Nick Chandler (Foundation Skills Trainer) and Indigenous Elders to negotiate delivery methods, cultural field trips and classroom content. The CLP works to provide cultural content that is supported and documented by students with mainstream skills and knowledge that develops and assists their literacy and numeracy abilities. A constant comment from students is that they would like more class times and field trips, this is a strong indication of the high-level engagement by trainers and Elders and the strong program content that promotes self-esteem, confidence and cultural pride.

The Cultural Leadership Program involves male and female staff members working with Elders on a variety of activities to support and promote culture. This program is funded by the Department of Prime Minister & Cabinet.

The Program provides a platform for a core group of Arrernte Elders to work directly with IAD staff, students, publishers, linguists and external service providers in the delivery of a range of services.

The Program provides cultural authority and legitimacy in the design, development and delivery of IAD services and programs to ensure that they merge traditional Aboriginal knowledge systems with mainstream standards.

To support this approach, IAD has established partnerships with organisations such as the CAAAPU-Central Australian Aboriginal Alcohol Unit, Tangentyere Council, Alice Springs Town Council and the Aboriginal Areas Protection Authority.

Both men and women Elders work across all IAD's learning programs.

## Men

Mr. Peter Wallace – Coco  
Mr. Braydon Kanjira  
Mr. Sammy Cavanagh – John  
Mr. Benedict Stevens  
Mr. Martin McMillan

## Woman

Mrs. MK Turner  
MS Kumalie Riley  
Mrs. Leonie Palmer  
MS Margret Scobie  
MS Amelia Turner  
MS Shirley Turner



## Aboriginal Cultural Awareness Program

IAD also conducted regular Aboriginal Cultural Awareness Program (ACAP) training. The Aboriginal Cultural Awareness Program is a non-accredited introductory awareness program which is designed to assist Government and NGO agency staff (who provide services to Aboriginal communities or implement policies which impact on Aboriginal people) to acquire an understanding and awareness of Central Australian Aboriginal Culture (regions, history, communication, kinship and language and assist government and agency staff to provide culturally appropriate services to Aboriginal and Torres Strait Islander people in service provision. An awareness, understanding and acceptance of difference are essential if professionals are to work respectfully, sensitively and effectively in cross cultural situations.

### Ceremonies

IAD has facilitated many Welcome to Country, Smoking Ceremonies and Cultural Conversations during the year including events for Mission Australia and Coles.



Above: Welcome to Country at Coles Indigenous Employment Day  
Below: A day out with the State Indigenous Coordinator – WA, SA, NT & TAS  
Indigenous Affairs -Martin Taylor,  
men Elders – Mr. Braydon Kanjira and Mr. Peter Wallace

