



**Institute for Aboriginal Development**  
(Aboriginal Corporation)

# Annual Report 2018-2020

# Institute for Aboriginal Development

## OUR MISSION

We will empower our people 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 BELIEFS

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

Leadership is a choice, built from the inside on a foundation of character.

Habits of effectiveness come only from the commitment of use.

## OUR VALUES

Responsibility

Trust and Respect

Learning

Equal Opportunity

Accountability

Collaboration and Partnership

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## Board of Directors

Ms Beverley Anne Angeles	2016-2018
Mrs Debra Maidment	2018
Ms Eileen Vaniersal	2018
Ms Sheralee Taylor	2017-2018
Ms Patricia Ansell-Dodds	2017-current
Ms Deborah Booker	2018-current
Mr Braydon Kanjira	2015-current
Ms Brenda Shields	2017-current
Mr Steven Satour	2018-current
Mr Benedict Stevens	2018-current

# Chairperson & CEO Report

Since commencing my role as the Chairperson in January 2019 it has been a tough and challenging 22 months.

2019 was the 50th Anniversary of IAD however, due to Voluntary Administration the Corporation was unable to celebrate this milestone.

In May 2019, IAD went into Voluntary Administration with Grant Thornton.

It was with deep regret that the Corporation had to sell Lot 209 to ensure that debts could be paid, and to provide IAD with the opportunity to re-establish itself and secure a future.

Administration ceased on 22 July 2020 however, control of the Corporation was returned in August 2020 when Vanessa with R&R Tax and Bookkeeping was engaged.

Since the return of the Corporation it has been a challenge and a very stressful period.

The Corporation is very grateful to Li Ting Lee and Michael LaFlamme for their dedicated and passionate commitment to IAD from the commencement of Voluntary Administration, which they both continue to do - THANK YOU.

Thank you to Aunty Brenda Shields for your support throughout this period. Aunty Brenda has and continues to provide me with strengthen and guidance when I was ready to give up – THANK YOU.

Thank you Aunty Pat Ansell-Dodds for continuing to stand by our side, attending meetings and providing valuable advice and guidance – THANK YOU.

IAD secured funding to re-establish itself through the Department of Trade, Business and Innovation, and have engaged Matrix to achieve this.

With the election of a new Board and the hope of renewed primary funding, IAD will be able to re-establish itself to return as a strong and refreshed Corporation.

*Deborah Booker*

Chairperson

January 2019 - October 2020

# Voluntary Administration Update

Due to financial issues, IAD had to sell the Benstead St building in December 2018. IAD went into voluntary administration on 8 May 2019, and the larger Lot 209 was sold in February 2020.

Trainers Nick Chandler and Li Ting negotiated with the Administrator to continue to deliver training for some students who had nearly completed their units. The Administrator terminated the Maintenance & Transport Officer, Foundation Skills Educator and IAD Press Manager positions. Acting CEO Allan Girdler resigned in September 2019.

Li Ting worked at reduced hours with about 50 percent unpaid leave (during May 2019 to Mar 2020) as directed by the Administrator. Her tasks included processing Press online sales, tasks requested by the Administrator and Board members, IT support, tenant support and day to day tasks.

Michael was rehired to work on the Press dictionaries project. He also coordinated the preservation of IAD archives and updated some Press financial data that was newly accessible through the Administrator.

The IAD chairperson contacted the Department of Correctional Services' Community Work Parties to help clean the IAD yards and move fixtures from the Lot 209 buildings into storage. IAD really appreciates their teamwork and contribution.

Li Ting and Michael worked hard to organise and move the archives, records and language materials from Lot 209 to offices and storage. Casual worker Dominic Ross worked with Michael to move Gavan Breen's records to his new office.

Board members Deborah, Brenda and Pat held regular meetings with Michael and Li Ting to plan ways to manage the tasks with limited staff, and ways forward in the future.



Dominic & Michael move Gavan's office.

Li Ting moves the IT and Training records and equipment into storage.



The Teamwork of the Community Work Parties at IAD



Gavan named his new office the "Gavan Breen Memorial Building."

## IAD Staff

Kerrie LeRossignol	CEO (September 2016 - August 2018)
Joanne Miller	Acting CEO (August 2018 - January 2019)
Zania Liddle	CEO (January 2019 – April 2019)
Allan Girdler	Acting CEO (April 2019 – September 2019) Corporate Services Manager (December 2018 - April 2019) Administration Coordinator (September 2018 - December 2018) Business Trainer (May 2018 - August 2018)
Natalie Ross	Sales and Marketing Manager (December 2018 - April 2019) Operations Manager (August 2018 - December 2018) Press Sales Officer/ Administration (March 2017 - August 2018)
Michael LaFlamme	Press Manager (August 2018 - June 2019) Dictionary Project Coordinator (July 2019 – current)
Nick Chandler	Foundation Skills Educator (Oct 2016 - May 2019)
Li Ting Lee	IT Coordinator / IT Trainer (1999 - current)
Nathan Pepperill	Men's Elders Coordinator (December 2017 – October 2018)
Anna Maclean	Women's Elders coordinator (November 2018 - December 2018)
Dennis Maloney	Maintenance & Transport Officer (November 2018 - May 2019)
Victoria Jovanovski	Foundation Skills Educator (August 2018 - December 2018)
Dominic Ross	Casual employee (February - March 2020)



## Gavan Breen, AO

IAD is privileged and incredibly fortunate that linguist Gavan Breen chose to continue his language work at IAD for more than 30 years. IAD would like to thank him for his contribution to recording languages, producing wordlists and grammars, and helping preserve Aboriginal languages. We are also very proud that he was honoured with an Order of Australia in 2016.

Gavan still comes to his office at IAD most weekdays at the age of 86, because of passion for sustaining languages. His lovely wife Rosalie often comes to IAD and spends time helping with his work.

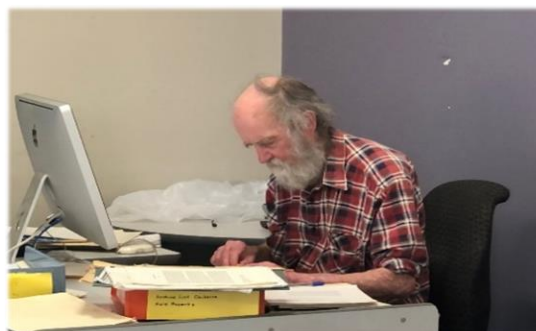
Li Ting has been providing Gavan with IT support. Last year she was excited to accompany Gavan during his Skype session with a palaeontologist who wanted to use a Kungkari word for the newly discovered dinosaur in central-west Queensland.

IAD also appreciate Batchelor Institute for organising a program for a Symposium day on 2nd July to recognise Gavan's life and work. Li Ting and Brenda worked on a video to honour Gavan, which was presented at the symposium. Brenda, Michael and Li Ting attended, and it was a privilege to see the scope of Gavan's contributions to Aboriginal communities.

IAD congratulates Gavan on his contribution to our community and thank him for being such an important part of IAD's story.



On Skype with paleontologist Steve Salisbury to identify the Kungkari word for a newly discovered dinosaur (9 Aug 2019)



Proofreading the second edition of the Arrernte to English Dictionary.



Nat, Nick, Li Ting and Gavan meet with a brother (Robert) and sister (Betty) who are working to recover their language by learning its pronunciation from Gavan.



With Li Ting at her anniversary luncheon celebrating 20 years at IAD (17 May 2019)



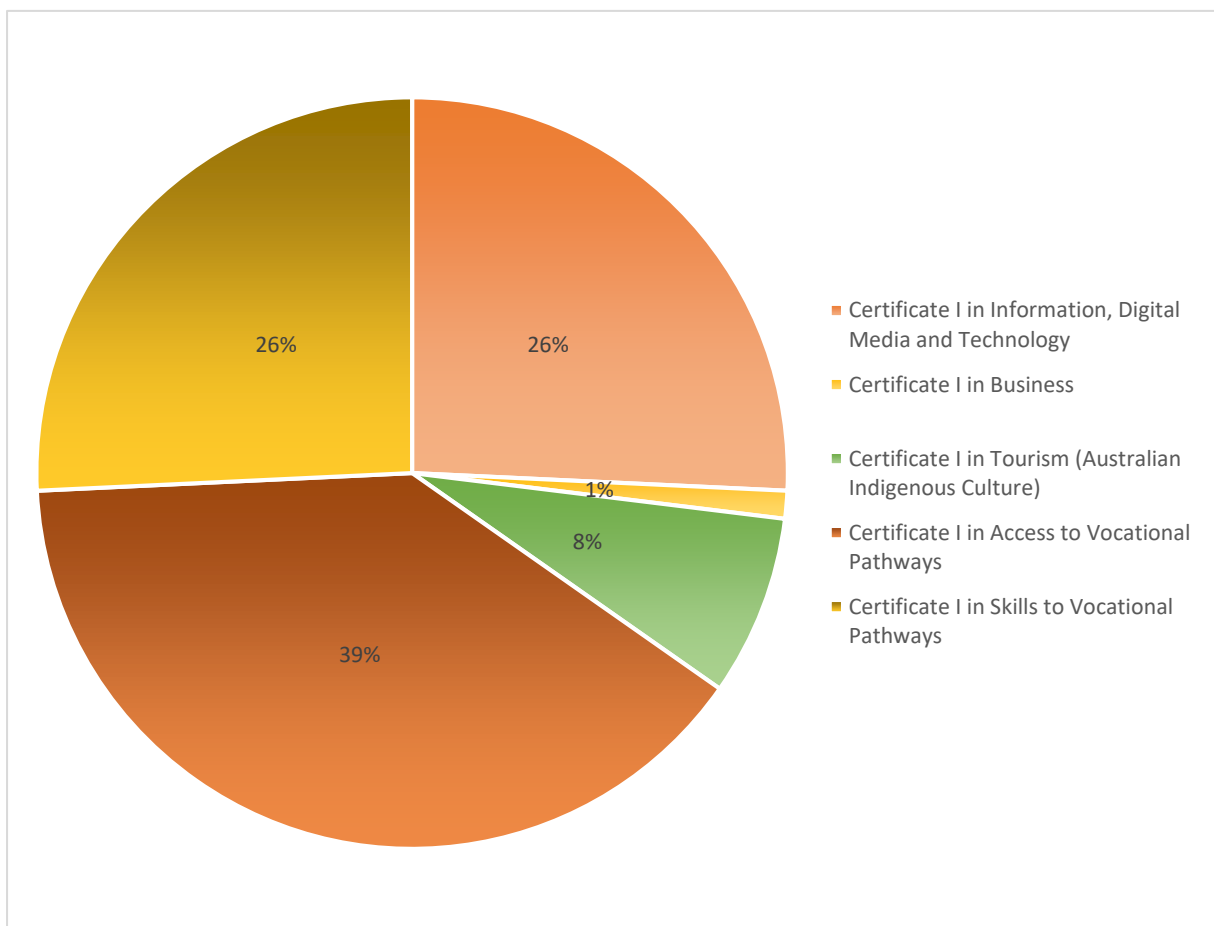
# Education and Training

IAD trainers are committed to provide education and training programs that equip Aboriginal learners with the skills and abilities to enter and remain in the workforce, and to pursue other vocational or tertiary education. The delivery of nationally accredited and non-accredited education and training programs is our core business.

IAD delivered the following nationally accredited training courses during 2018:

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

Total students: 163



IAD developed and delivered non-accredited courses and skillset programs that included the Bi-Cultural Awareness Program (ACAP) as a fee for service program; a custom designed skillset for employees of the MacDonnell Regional Council; and the cultural content of the Cultural Leadership Program.

From January to June 2019, IAD Education and Training continued to deliver the following qualifications:

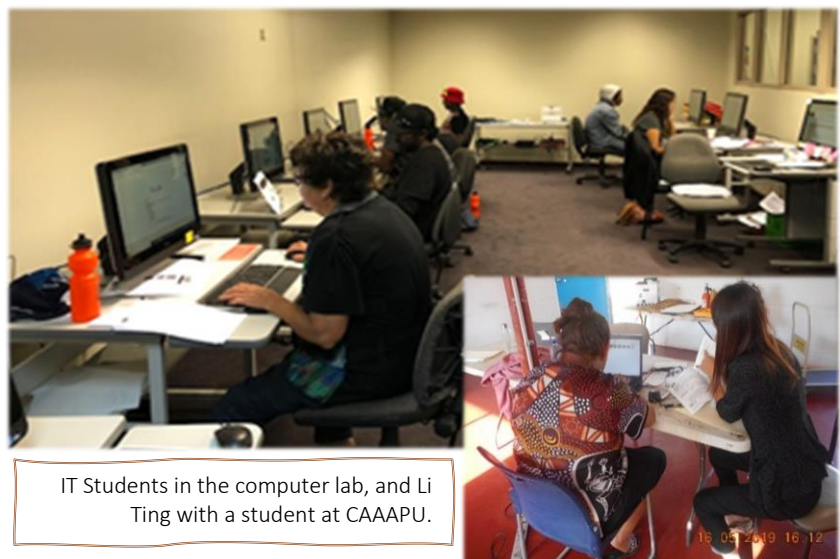
- FSK10113 Certificate I in Access to Vocational Pathways
- FSK10213 Certificate I in Skills for vocational Pathways
- ICT10115 Certificate I in information, Digital Media and Technology

IAD delivered general enrolment classes at the IAD campus and off-site locations including CAAAPU and the Tangentyere Employment Services Activity Centres.

Trainers continued with the production of assessment tools and educational resources during 2019 with particular focus on contextualising materials and content to local Indigenous client requirements. Trainers were involved in industry consultations during 2019 with the Industry Skills Advisory Council, NT on the Foundation Skills package, units from the ICT package, and the requirements for trainers and assessors delivering Foundation Skills. This is an important function of IAD as an indigenous organisation, and ISACNT appreciate our input.



Lance Palmer completed an IT course (ICT10115) with his trainer Li Ting Lee.



IT Students in the computer lab, and Li Ting with a student at CAAAPU.



Victoria Jovanovski with her students



Nick Chandler with his students

# Language and Culture

# Cultural Leadership Program

The Cultural Leadership Program was a unique program that allowed IAD to operate within a cultural framework to strengthen and support Aboriginal people. The program delivered a range of cultural field trips and activities facilitated by Aboriginal elders, cultural facilitators/mentors and community leaders. The program aligned cultural skills and knowledge to mainstream educational content: literacy, numeracy and associated skills and knowledge. Nathan Pepperill, the Men's group coordinator, worked with Nick Chandler, the Foundation Skills Trainer. Anna Maclean, the Women's group Coordinator, worked with Natalie Ross.

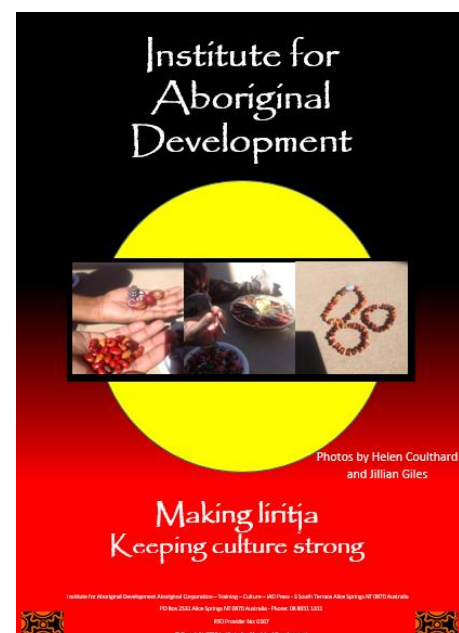
The program delivered specific cultural skills and knowledge as negotiated with the Elders group. Mainstream Foundation Skills content developed by IAD was aligned with the relevant cultural content. For example, students produced workplace signs with mainstream content that was aligned with signs in the bush, such as seasonal vegetation and animal tracks. The Program also continued focused on cultural values shared across different language groups. This gave the Program relevance and accessibility across the entire participant cohort and was a successful way to focus group discussion and reflection.

The program used a two-way learning approach, where the students actively participated in content production, such as Aboriginal language posters. This proved to be a high value activity that delivered digital technology skills as well as strengthening Aboriginal languages. Participants learned basic digital camera use, operated printer and photocopy machines, and were supported to develop text content in English and their own language using IAD Press dictionaries. The sharing and negotiation of content information between participants also supported group cohesiveness, promoted cooperation and created an inclusive learning experience.

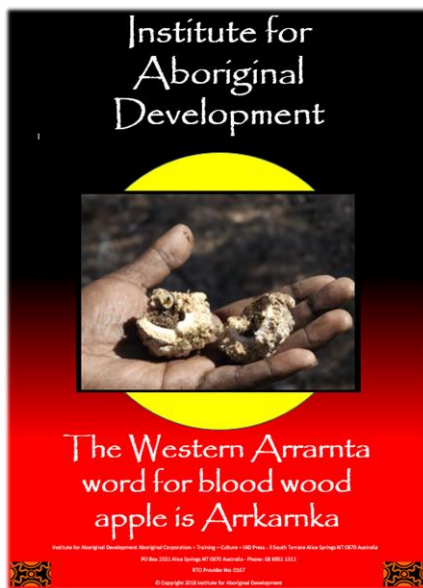
The focus on shared cultural values with kinship and country connections also enabled the Program to support a shared learning approach whereby peer-assisted learning happens along existing family/language/country relationships. This approach strengthens participants' self-role perception and gives them access to leadership concepts that are achievable.

The overall Program developed important and effective approaches that work within a “walking in two worlds” framework that gives participants culturally appropriate and accessible roles in supporting, strengthening and preserving language and culture, while adding relevance to mainstream concepts such as literacy and numeracy.

The program works with “at risk” Aboriginal people who are disengaged from family, education and community. Many of the participants are drawn from rehabilitation programs such as CAAAPU and DASA. The program contextualises content around local relevance and encourages active participation by students. We worked on overcoming social exclusion by building up people through culture and exposure to education.







This and the previous poster are samples of IAD students' work to support and strengthen indigenous

## The Cultural Classroom sessions promoted:

- Appropriate ways to strengthen and support language and culture
- Learning from old people and teaching young people
- Rekindling connections between language groups and communities
- Mutual respect and appropriate behaviours between communities by visitors
- Supporting indigenous self-determination structures in communities
- Protecting self, family and community with positive choices and role-based behaviour modelling

Participants said:

*"I am going back to my community and talk to old people more."*

*"Made me think, I am going to take my part as a traditional owner. This trip and the IT class are the best day of my life."*

This young man finished his Cert I in IT. We earmarked him for employment.

*"Last time I wrote something was in primary school."*

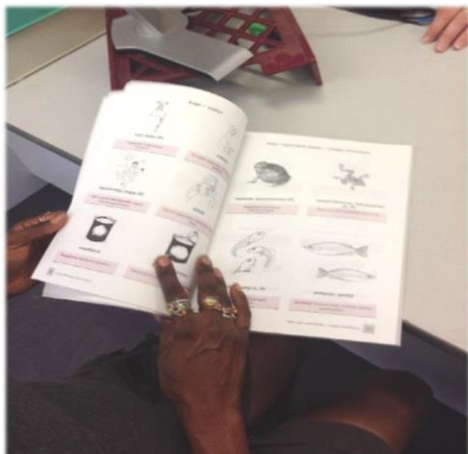
A 43-year-old participant produced a poster on the wild fig, in English and Anmatyerre.

*"I cooked bush tucker the old way."*

This was a source of great pride to a middle-aged male participant.



Students engaging in making traditional implements.



The women narrate and document activities using photos they took and used dictionaries to translate stories and words into language.

## ACAP Program

We also run the Aboriginal Cultural Awareness Programs for non-indigenous people to become aware of cultural protocols and history. The ACAP Program facilitates cultural activities such as welcome to country, cultural conversations and smoking ceremonies. IAD is also a focal point for cultural queries on protocols, correct spelling and pronunciation in different languages.



# IAD Press

This was a time of historic loss for IAD Press and our customers. We began FY 2018-19 with a book launch, funded projects to promote intergenerational language and culture learning, planned ten reprints and three manuscripts to celebrate IAD's 50<sup>th</sup> Anniversary, and scheduled the 25th year of our world-renowned diaries and calendars.



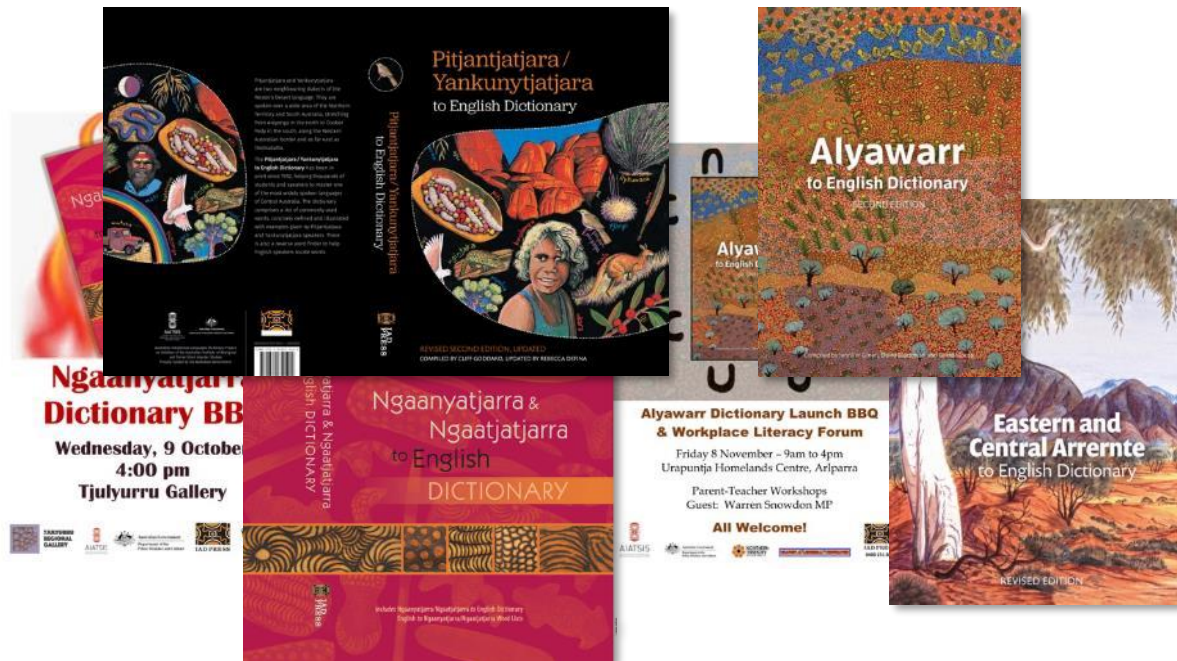
On the 17th of August 2018, Olive Pink Botanic Garden hosted IAD's launch of the updated Bushfires and Bushtucker with IAD Board member Brenda Shields, Veronica Dobson, Coco Wallace, Peter Jobson, Peter Latz, and 200 friends.

IAD hosted a book table at a 2019 Desert Mob sale at Araluen Centre for staff of all Australian museums





The new Acting CEO Joanne Miller took ownership of Press financial data, decisions, and Sales, which inhibited our ability to make informed decisions. Press obtained funding to update and publish four dictionaries: *Alyawarr to English, Second Edition*; *Ngaanyatjarra/ Ngaatjatjarra to English*; *Pitjantjatjara/ Yankunytjatjara to English*; and *Eastern and Central Arrernte to English*. We also submitted successful multi-year applications to promote language and culture.



Warren Snowden MP launches the Alyawarr to English Dictionary, Second Edition by Jenny Green, David Moore and David Blackman at the Arlparra Learning Centre, with the Arlparra School and the Urapuntja Aboriginal Corporation. This event followed two teacher professional development sessions

When IAD went into Administration, we lost important projects and publications in a setback that was probably preventable. During Administration we focused on caring for the intellectual property that IAD holds. We sustained book sales, published the updated dictionaries, and preserved IAD's archives, but lost years of funding that would have provided language teaching.

However, IAD can go forward by simply remembering some traditional management practices:

#### Honesty

We know the truth about plans and decisions, so we trust each other and work toward shared goals.

#### Transparency

We have the information we need about our situation and strategies, so we learn to make good decisions.

#### Shared Control

We share financial information and approvals among responsible people, so we improve our financial security.

#### Cultural Vision

We hold our cultural vision uppermost, so we provide resources on Aboriginal culture when it is needed most.

#### Language Learning

We develop teaching and learning resources for all Aboriginal languages, when most are at risk of disappearing.

Once again, we are reminded what happens when money is valued over culture, and why culture cannot be valued with money.

Financial Report for FY 2018 – 2019  
(Appendix A)

Financial Report for FY 2019 – 2020  
(Appendix B)