



Institute for Aboriginal Development

(Aboriginal Corporation)

Annual Report

2020-2021



Our Vision

Strong Culture,
Strong People,
Strong Future.

Our Mission

To embed Aboriginal languages and
cultures in the life of Central
Australia through educational
programs and publications

Our Values

Accountability

We will be fully accountable for our actions and embrace good corporate governance practices with honesty and integrity.

Cultural Identity

A strong cultural identity is at the heart of everything we do. We express our pride through how we teach future generations, with the involvement of our Elders, to be cultural leaders.

Learning

We will engage our people and connect them to lifelong two- way learning in a culturally safe environment.

Diversity

Ngurra – safe place for all cultures to meet and learn together.

Respect

We will always listen first and respect other people’s point of view.

Resilience

We will overcome all barriers, be persistent in our dealing and continue to be solution focussed.

Engagement

Working as a team we will engage with our people, communities, and stakeholders to achieve our goals.

Wellbeing

We are committed to promoting the wellbeing of staff, volunteers, students, and their families.

Our Goals ...

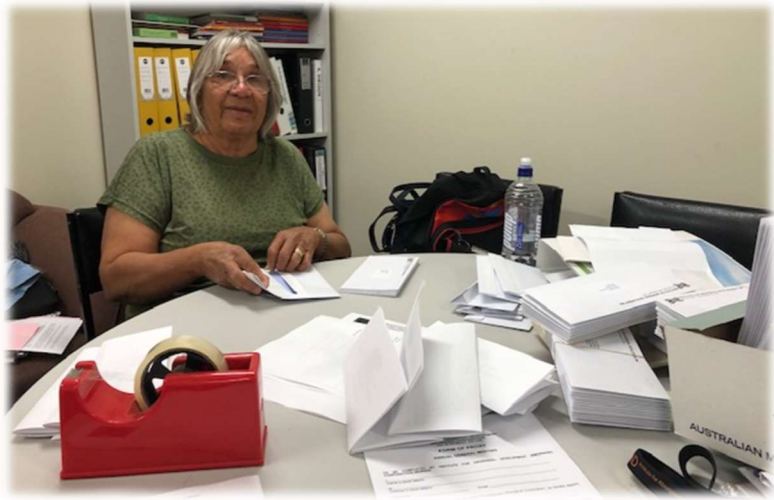
Research, develop and deliver education programs for Aboriginal culture and language to be integrated in schools, workplaces and community

Collaborate with Aboriginal language groups to provide resources and programs to meet their needs and aspirations

**will
achieve
our
Mission**

Enable young people to develop cultural knowledge through meaningful livelihoods and active participation in the community

Governance and Management systems are reviewed, improved and accredited



IAD board member Brenda Shields helps mail notices for our 2020 AGM.
IAD board member Kevin Dixon helps tidy the buildings.

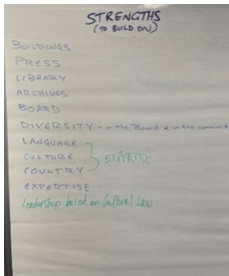


Board of Directors

Ms Karina Lester	2021-current
Ms Brenda Shields	2017-current
Ms Veronica Dobson	2020-current
Ms Christine Brown	2020-current
Ms Angela Ross	2020-current
Mr Kevin Dixon	2020-current
Mr Michael Campbell	2020- current
Nataline Ross	2020 - 2021
Ms Deborah Booker	2018-2020

Staff

Michael LaFlamme	Manager
Li Ting Lee	Sales and IT
Vanessa Ronchetti	Bookkeeping & payroll
Nerida Nettlebeck	Business Consultant



The Strategic Plan meeting was held on 20 March. Participants were: Veronica Dobson, Brenda Shields, Michael Campbell, Angela Ross, Karina Lester, Deborah Booker, Ken Dusting, Michael LaFlamme, Nerida Nettelbeck.



Chairperson's Letter

I am pleased and honoured to be providing IAD members with my letter as the newly appointed Chairperson.

As many of you know, my late father Yami Lester co-founded IAD in 1969 with the late Rev. Jim Downing of the Uniting Church. I have many fond memories of growing up with IAD and strongly believe in its founding vision as an Aboriginal community-controlled organisation focused on language, culture, and education. That Vision is reflected in our Mission and Goals within our Strategic Plan.

IAD was established to provide a service to Aboriginal people of all language groups in central Australia. Language and culture are at risk now more than ever. IAD needs to once again be an important organisation: to build on our assets, to strengthen Aboriginal cultural insights and experiences, and provide educational opportunity.

IAD's main asset is the intellectual property (IP) that so many Aboriginal people chose to share with the public through the assistance of editors, linguists, illustrators, designers, researchers, and others. IAD is working with the Aboriginal people who own that IP, to take a more active role in producing, updating, and communicating their knowledge with others.

IAD is aware of the importance of increasing Aboriginal control of our IP, and acknowledge that will be a challenging process for everyone involved, but over time it will create opportunities for more people.

IAD is at a new beginning. We are very excited to develop great partnerships with other Aboriginal-led organisations and community members throughout central Australia.

Karina Lester, Chairperson



IAD appreciates the community work parties from NT Correctional Services to help maintain IAD grounds and relocate the archives.



Manager's Letter

Halfway through this year, the new Board asked me to manage IAD on a part-time basis until the organisation can replace me with a fulltime Aboriginal CEO.

Because the Administration process left IAD with minimal funding, our priority has been to sustain operations. Our Board, myself and Li Ting Lee worked with business consultant Matrix On Board to establish governance, management, financial and business structures to help IAD manage its operations in accordance with best practices.

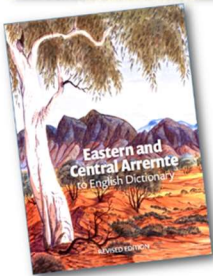
We updated every asset of IAD that required attention: land and title, buildings and leases, library and archives, publications and sales, bookkeeping and financial controls.

We began a detailed strategic and operational planning process centred on language, culture and education. We developed a business plan and funding applications to involve language speakers in using the intellectual property held by IAD, that will teach language speakers the skills to communicate using all the resources of IAD.

IAD has 50 years of assets within an outstanding facility that language speakers can use to teach and learn culture and language, to benefit everyone in central Australia.

IAD welcomes your participation.

Michael LaFlamme, Manager

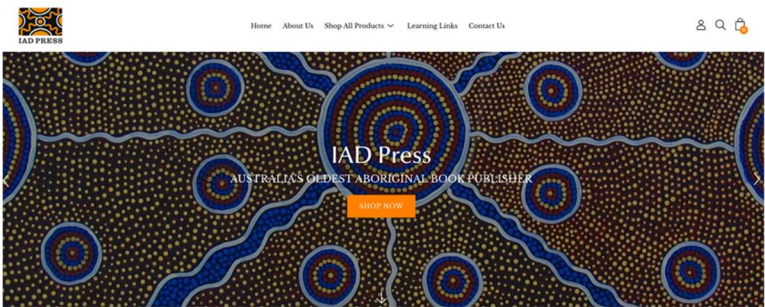


Launch by Mayor Ryan of the Eastern and Central Arrernte to English Dictionary, 29 April on the Council Lawns. Above, Camille and Veronica Dobson read the Dedication. Below, the CEO of funding agency AIATSIS describes the importance of dictionaries, and Li Ting sells new books.



Significant Activities

- Administrators Grant Thornton handed back the control of IAD to the Directors in August 2020, with limited funds available.
- Received a business development grant to engage Matrix On Board to establish financial systems, provide management consulting and board training.
- Held its AGM on 28 October, where members decided to sustain IAD and invite each relevant language group to nominate an elder to work alongside the board.
- Engaged Community First Development and Ken Dusting to guide the development of IAD's Strategic and Operating Plan.
- Identified the procedures to conduct a cultural heritage assessment of IAD archives, and engaged a specialist to support language speakers in organising the resources.
- Identified the procedures to update the library to conform with current cataloguing standards and link the IAD library with all others in the NT.
- Developed a proposal for a feasibility study to build a new archive, warehouse and viewing facility to increase access.
- Formed the Alliance of First Nations' Independent Education and Training Providers (Aboriginal Corporation) with Tauondi Aboriginal College, Tranby National Indigenous Adult Education and Training, and NAISDA Dance College.



- Transferred Press, training, language and culture archives to racks located in the climate-controlled classroom.
- Retained an independent bookkeeper, R&R Bookkeeping of Alice Springs and implemented a transparent and streamlined financial management process.
- Brought IAD Press wholesale operations back in house and updated our e-commerce and website for launch in July 2021.
- Completed and launched the Eastern and Central Arrernte to English Dictionary, Revised edition.
- Developed a plan to reprint the entire IAD Press catalogue in print and e-book versions.
- Recovered outstanding accounts receivables and revalued print and digital assets.
- Analysed how to reorganise IAD's business operations around its key assets.
- Implemented recommendations from the 2019 financial analysis and solvency report.
- Maintained IAD Press retail and wholesale operations to supply individual, commercial and institutional customers across Australia.



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