



Institute for Aboriginal Development

(Aboriginal Corporation)

Annual Report 2023-2024

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.

Goals and Mission

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



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



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

Board of Directors

Ms Karina Lester	2020-current
Ms Brenda Shields	2017-current
Ms Penca Rafiqi	2023-current
Ms Elaine Peckham	2022-SEPT 2023
Ms Colleen McCormack	2023-current
Ms Elaine Williams	2023- May 2024
Liza Dubois (Independent)	May 2024 – current
Margaret Lynch	May 2024 – current
Jodie Clarkson (Independent)	May 2024 – current
Faron Peckham	May 2024 – current

Staff

Michael LaFlamme
Penca Rafiqi
Li Ting Lee

Vanessa Ronchetti
Shirleen McLaughlin
Sabella Turner
Lachlan Moketarinja
Margaret Sultan
Adam Moketarinja
Nikkita Lee Marie Crafter
Lachlan Moketarinja
Melanie Doolan
Susan Jones
Anthea Tucker
Alicia Ryan
Adrian Driffen
David McCormack
Jacquin McCormack
Darren Fitzner
Corinne Harrison

General Manager
Acting CEO
Sales/Office/Trainer/IT
Coordinator
Bookkeeper
Archive Coordinator
Archive Trainee
Archive Trainee
Archive Trainee
Archive Trainee
Archive Trainee
Archive Trainee
Archive Trainee
Archive Trainee
Archive Trainee
Archive Trainee
Archive Trainee
Archive Trainee
Trainee Trainer
Trainee Trainer
Press Reprint Consultant
Project Manager

Chairperson Letter



IAD was co-founded in 1969 by my late father, Yami Lester together with the late Rev. Jim Downing of the Uniting Church. As the current chairperson of IAD I strongly believe in its founding vision as an Aboriginal community-controlled organisation focused on language, culture, and education. That Vision is reflected in our Strategic Plan.

IAD was established to serve Aboriginal people of all language groups in Central Australia. As many of us are aware language and culture is our Traditional foundation and our Human Right, but it is at a high risk of being lost forever and needs more support. IAD acknowledges our past and present workers who have shared their knowledge and culture over the many years and decades that set the foundation of our organisation and so IAD can continue to provide its important services to the people of Central Australia.

IAD's main asset is the intellectual property (IP) that so many Aboriginal people of Central Australia chose to share with the public through the assistance of editors, linguists, illustrators, designers, researchers, and many others. IAD encourages the Aboriginal people who own that IP to take a more central role in

directly producing, updating, and communicating their knowledge that is held in IAD. Increasing Aboriginal control of our IP will be a challenging process for everyone, but over time it will create more opportunities for the broader community and bring back community control of Central Australia's IP.

IAD is on a new journey that recognises, appreciates and values our diverse languages and cultures, and we encourage all to be part of this. We seek the cooperation of other Aboriginal-led organisations, and community members throughout Central Australia to work in collaboration with us, and we value and welcome your contribution!

A handwritten signature in dark ink, appearing to read 'Karina Lester', written in a cursive style.

Karina Lester
IAD Chairperson

Project Updates

IAD would like to extend our sincere thanks to Michael LaFlamme for his significant contribution in applying for funding, and to NIAA and CLC for their support. IAD is pleased to announce the approval of three project funding requests, which are crucial for IAD's rebuilding efforts and the creation of Indigenous employment opportunities.

Special thanks to IAD's new acting CEO, Penca Rafiqi, for her leadership in employing Indigenous trainees from different backgrounds. These trainees are gaining valuable workplace skills, contributing to IAD's goal of creating a supportive work environment. This commitment has led to a strong employee retention rate.



The Archive Project has employed casual trainees to input data from archive boxes into spreadsheets. Li Ting provided essential training on how to enter data into Excel, using data fields established by Archive Coordinator, Shirleen McLaughlin and Dr. Robin Gregory.



In addition to data entry, the archive trainees have received basic IT training to improve their computer skills.



Despite facing personal challenges, most employees have continued their employment, marking a key achievement for the Archive project.

Darren Pfitzner contracted to work on the Reprint Project, met regularly with Michael and the CEO to ensure all necessary information is gathered. Much of the information included updating imprint pages, editing, consultation with Author's, sourcing quotes relating to a GANTT chart.

The new computers purchased supported the Archive project. In addition, have allowed training in SIT10122 Certificate I in Tourism (Australian Indigenous Culture).

Education and Training

Visit to Tranby and Tauondi

Li Ting visited Tranby and Tauondi College during her holiday and was warmly welcomed by the CEOs, Belinda Russon and Tadashi Nakamura, who took the time to show her around their campuses. We are grateful for their ongoing support, especially during our challenging times. Belinda also kindly offered her compliance officer to assist with reviewing and checking some of our training documents. Tadashi kindly shared some useful information about training. We sincerely appreciate their generosity and collaboration.

Michael and Li Ting worked together to submit the RTO (Registered Training Organisation) renewal application. IAD is pleased to report that the RTO renewal registration was successfully granted for seven years which commenced on 31 March 2024.





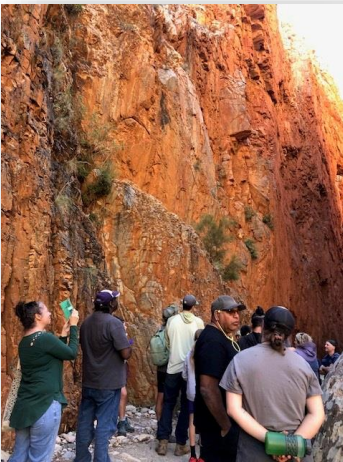
IAD began delivering SIT10122 Certificate I in Tourism (Australian Indigenous Culture) in October 2023, and the preparation involved has been extensive. Our trainers (Penca Rafiqi, Anne Kieliszek and Li Ting) have been working hard on both training preparation and delivery.

Trainer Trainees, David McCormack and Jacquine McCormack have thoroughly enjoyed learning more about training assessment tools and the training delivery process from our skilled trainers. IAD has up to 14 students enrolled in the tourism course.



Standley Chasm tourism training - 11 April 2024

David McCormack demonstrating as a tour guide on country, show casing cultural protocols to visiting tourists. IAD students were able to assist for those at the back of the group of tourists. Arrekerne (Western Arrernte for bush coconut)- photo by Li Ting, top right.



Staff Li Ting: A Reflection on 25 Years of Service

As I celebrate 25 years with IAD, I am filled with deep gratitude for the incredible opportunities and experiences I've had. This milestone is not just about the time that has passed, but a reflection of the personal and professional growth I have experienced during my journey with the organisation.

Over the years, I have had the privilege of working on a variety of tasks—IT, sales, training, and administration, I've been able to learn, contribute, and challenge myself in ways I never anticipated. Each of these areas has taught me invaluable lessons, and I'm thankful for the chance to work alongside wonderful colleagues who have made this experience truly rewarding.

As I reflect on this meaningful chapter, I am excited about what the future holds. I look forward to continuing my work with the IAD team, facing new challenges, and achieving even greater things together. Through collaboration, problem-solving, and mutual growth, I am confident that we will continue to build on the meaningful accomplishments that has made IAD such a special place to work.



17th May 2024 – Li Ting
25th year work
anniversary at IAD.

IAD appreciates Kevin Dixon, Barry Kunoth and teams of the community work parties from NT Correctional Services help maintain IAD grounds.





Acting CEO's Letter

Firstly, I would like to acknowledge and thank Michael LaFlamme and Li Ting Lee for doing their utmost in managing Institute for Aboriginal Development (IAD) along with the IAD board. Both volunteered their time and got paid very little for several years due to their sheer passion and value for IAD. For what it's worth, I have learned a lot from these two individuals in admiration to their sheer strength in preserving and protecting 55 years' worth of records in language and culture.

I came on board as a volunteer acting CEO and trainer, learning about IAD and its people. It must be said, I have a newfound respect for those who must manage and oversee an organisation.

What makes this place so important apart from being an Aboriginal owned corporation, is its language and cultural records purposely developed towards education.

To continue with IAD's vision around Cultural etiquette and language preservation working alongside with the board stay tuned with new up and coming projects for 2025. These projects include new book launches and exhibitions with a unique approach show casing analogies of cultures around the world. Most importantly, providing a positive energy to show case language and country expressed through art and an ancient living culture.



Penca Rafiqi
a/g CEO and trainer



IAD AGM 25th May 2024 – photos



IAD Board meeting on 30 August 2023 (Karine Lester, Elaine Williams, Colleen McCormack, Brenda Shields, Penca Rafiqi and Michael LaFlamme)

Preston Andy, Luritja/Pintupi artist, developing his work for an exhibition in 2025





Institute for Aboriginal Development
(Aboriginal Corporation)

8 South Terrace
PO Box 2531
Alice Springs
NT 0871 Australia

8951 1311
ceo@iad.edu.au