INSTITUTE FOR ABORIGINAL DEVELOPMENT
(Aboriginal Corporation)

Annual Report
2011–2012
IAD Vision: To be the Centre of Cultural Excellence.

IAD Mission: We will empower our people to engage in self-determination practices using First Nation wisdom and First World technology.
Aboriginal Corporation, and her current role as Chairperson, IAD. Ms Turner has also reported to many Boards over the years including the ATSIC Board of Commissioners, Centrelink Board, NITV Board and currently the Executive Board of Tangentyere Council.

Ms Turner has gained a sound, up-to-date working knowledge of Boards and the important role they have in guiding organizations to meet and fulfill their full range in terms of their roles and responsibilities. These include providing Strategic Leadership, ensuring compliance, accountability, and financial oversight, including the approval of annual budgets and the appointment of the CEO.

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Ms Turner was awarded the Order of Australia, AM, for public service in 1990.

Ms Turner comes from a large extended family and has a sound working knowledge of Aboriginal culture, heritage and the negative effects of the rapid loss of Aboriginal languages.

Mr Morony was born in central Australia and is a member of the eastern Arrernte clan group. He was the former General Manager of Indigenous Business Australia (IBA), which is a Statutory Authority set up to improve the economic position of Indigenous Australians. The IBA operates in a private sector environment in that it has a number of joint ventures with major corporations throughout Australia. IBA is also involved in providing home loans and support to community stores.

Mr Morony a former Director of the National Indigenous Fishing Trust, the Northern Territory Tourism Advisory Board and Director of Geo CDC Insurance Services, Tjapukai Aboriginal Cultural Centre and the Portheadland Homestead Centre. Mr Morony is a member of the Australian Institute of Company Directors and a member of the National Tourism Task Force. He is the recipient of the Public Service Medal for his contribution to Indigenous economic development.

Mr Morony has lived in Canberra for some 21 years and came from Alice Springs where he was employed by the former Department of Aboriginal Affairs. Mr Morony has a long history in Indigenous economic development and he continues to urge governments and Indigenous peoples to factor into their thinking an emphasis on education, employment and commercial development as key processes of empowering Indigenous Australians.
BONITA KOPP – Member
Bonita is an Arrernte woman born and raised in Alice Springs. Through her mother she has country connections to Bond Springs and Yambah and through her father her connections are with Daly River.

Bonita has worked with Tangentyere Council since 1991 and is currently employed there as the Housing Coordinator.

For the past 25 years Bonita has represented various Central Australian Aboriginal organisations as committee member / Director.

JANICE HARRIS – Member
Janice was born in Alice Springs. She is a descendant of the Smith family Great Nana Topsy Smith, Great Uncles Willie and Walter. They are from the Arabana nation, however spent most of their lives with the Eastern and Central Arrernte nations.

Janice with her immediate family ventured from Alice Springs for an education and attained Diploma of Teaching, Bachelor of Education and Masters of Business Administration, all issued by the University of Adelaide.

Janice’s vocational experience includes 20 years teaching and 15 years in management. She taught in secondary schools in Perth, Darwin, Adelaide and Alice Springs. Janice has fulfilled senior management roles with National Indigenous Television, the Institute for Aboriginal Development (Alice Springs), Tangentyere Council (Alice Springs), Centre for Appropriate Technology (Alice Springs), Institute for Aboriginal Research (Alice Springs), and the University of South Australia (Adelaide).

Janice’s mission is to bring Arrernte Language and Culture back to IAD so that it becomes the foundation for all IAD functions.
2011/12 has been a year of change. The Management Committee has successfully pursued a fourfold strategy to become a more efficient provider: we reassessed our financial systems; we reduced administration, management and staffing costs; we better utilised our facilities; and we reinvested in the language and cultural capabilities of our Aboriginal Elders.

As a result of these changes, IAD achieved a financial turn around. The 2010–11 Financial Statement showed a $544,817 loss, while the 2011/12 Statement shows an operating surplus of $180,000. This change enables us to rebuild IAD on a stable footing.

To rebuild IAD, we began with two accounting changes. We merged our financial ledgers so the Management Team could have a more complete overview of the different business units; and we contracted for an external financial systems assessment. We are implementing the recommendations from that assessment, and look forward to improvements in accounting processes, in management decision-making, and in associated expenses.

At the same time, we maintained our strong working relationship with key stakeholders. The IAD values those relationships because we cannot deliver good outcomes without the support of: Family and Housing Community Services and Indigenous Affairs, the Department of Education, Employment and Workplace Relations, the Australia Council, Department of Business NT, Department of Education and training NT, Office of the Arts, and Centrecorp.

We have been particularly fortunate to have strong support from Family and Housing Community Services and Indigenous Affairs (FaHCSIA). It is pleasing to see the ongoing interactions between that Office and the IAD staff involved in the Re-setting the Relationship program. The FaHCSIA staff’s support and encouragement for the new initiatives of the Elders Language and Culture Program stands as a testament to that relationship. Their endorsement reinforces the Board’s resolve to further develop opportunities to maximise the benefits of Aboriginal language and culture.

Our next focus is to build for the future, through a new Strategic Pathway. The pathway begins by restructuring IAD for Elders to have a larger role in the development and delivery of new language and cultural learning programs. In addition, IAD will support Elders to teach language and culture for all residents of Central Australia, so we can all realise the benefits of cultural equity. We will continue to offer education and training for employment with an emphasis on contemporary bi-cultural competency.
In 2011-2012 IAD continued to operate as: a developer of Aboriginal capacity through cross-cultural programs; a deliverer of federally funded education and training programs; a host for Aboriginal employment training programs; and a producer/distributor of culturally important products.

This year IAD took action to reduce the risk of a major budget deficit, and return to a position of financial stability. The deficit was the result of changes in external funding and in the international publishing industry. We first reduced staff, increased responsibilities for retained staff, shifted to an outsourced business model, and leased IAD facilities to two employment training organisations. We consolidated our financial ledgers, conducted a financial systems analysis, and are implementing the recommendations from that analysis.

This set of actions resulted in an operating surplus, and a financial position from which we could reassess our way forward. Our dedicated and experienced staff – Li Ting Lee, Roy Arbon, Gina Campbell, Shaun Angeles and Tony Duke – have been the key to IAD achieving its turn around and a relatively successful year.

IAD Management Committee has provided expert guidance. Pat Turner focused on the new IAD Strategic Plan, while Ron Morony brought people to gather who were willing to help. Bonita Kopp and Fiona Stoke brought community connections to ensure the Plan met community needs. Wendy O’Brien also played a significant role but had health concerns and we wish her a full recovery.

Together, our staff and Management Committee decided to focus on our five core business units, toward our goal of being a Centre of Cultural Excellence. We are convinced that language and culture is the key to social and human development, through a strong identity and self-esteem.

A key step toward that goal was beginning the Re-setting the Relationship program to develop stronger relationships among Arrernte Elders and Alice Springs service providers. We appreciate the support of our stakeholders: the Department of Education, Employment and Work place Relations; the Department of Family and Housing Community Services and Indigenous Affairs; the Australia Council; the Department of Education and Training NT; the Department of Business NT; the Office of the Arts, and Centrecorp.

The following page outlines our Strategic Plan, and describes how all of our five Business Units will contribute to each of the five Program Goals.

Sincerely,

Janice Harris
Strategic Plan

We began a strategic planning process to restructure the organisation around our core values and strengths. The Management Committee retained a consultant and we met for six days in January. We then held six days of workshops in May with the Council of Elders and all stakeholders, and continued to refine the plan. This process resulted in a strategic plan based on five Goals:

1. **Support Elder Leadership**
   Respect the traditional authority of Elders, and support a greater leadership and advocacy role for all Elders throughout Central Australia.

2. **Sustain Culture and Language**
   Design accredited courses and develop teachers to increase Aboriginal skills in applying traditional wisdom to contemporary issues.

3. **Create Purposeful Employment**
   Incubate businesses and network with partner organisations to enable Aboriginal groups to sustain culturally-meaningful livelihoods.

4. **Develop Bi-cultural Competence**
   Develop the unique talents of Aboriginal youth through bi-cultural learning, so their cultural identity is a major asset in their choice of career.

5. **Share with the World**
   Share Aboriginal language and culture through books, electronic media, networks and tourism, to strengthen international relationships.

We will achieve those goals by organizing IAD around a set of five sustainable Business Units that build on our strengths.

1. **Language and Culture**
   This unit will expand our current education and training programs to develop Aboriginal abilities to share language and culture with the world.

2. **Publishing**
   This unit will build on the current publishing activities of IAD Press while increasing its titles and their distribution across new media.

3. **Business Park**
   This unit will build on our current business activities while developing our facilities and partnerships to design purposeful livelihoods.

4. **Advancement**
   This unit will build on our current group of Alumni to create a support network of mentors and benefactors to support young people.

5. **Corporate Services**
   This unit will build on our new financial systems and strategic plan to create the infrastructure and partnerships for long-term stability.

The following page shows how the Business Units contribute to achieving the Goals. Through this plan, we intend for IAD to become the Centre for Cultural Excellence in Central Australia.
Corporate Services

IAD Staff
A skilled and experienced workforce is vital to our Institute. In the past year we have had our ups and downs however through it all the backbone of IAD has remained: Li Ting Lee, Roy Arbon, Gina Campbell and Janice Harris. For many years now this quartet has provided the knowledge platform for the future and IAD is truly appreciative. Roy Arbon celebrates his 19th year at IAD and Li Ting Lee celebrates her 13th year.

During the year we have had to say farewell and thank you Scott Lonard, Maxine Draycott, Steve Satour, Lisa Stefanoff, Tina Tilhard, Margaret McDonell, Seona Galbally, Brett Dash, Christine Reeves and Janette Wormald. New staff welcomed has been IAD P Senior Manager, Tony Duke, highly respected in the Publication and Arts industries, and Shaun Angeles who is an experienced coordinator and traditional artist.

Property
Property Officers position during the year has been diversified to include ‘Jack’s jobs’ as well! As a Jack of All Trades – Roy Arbon has shown to be accomplished at all tasks from dealing with contractors, leasees, to cleaning, driving, landscaping, repair and maintenance, and telephony.

It has been a challenging year for Property, taking on long and short term leasing of IAD facilities. Property has successfully provided facilities for long term lessees, Mining Engineering Energy Academy, Karen Sheldon Catering, and numerous other organisations who hire our facilities for the short term. Even though this has increased the workload, it has placed IAD in a more visible position.

The year ahead is going to get even busier. Renovations are planned for some buildings make them a better place for our Elders.

Information Technology
On-going IT support has been delivered by Li Ting Lee. She is extremely knowledgeable and experienced, and keeps abreast of rapid technological changes in a reduced budget.

Li Ting has set up a new Windows Server 2011 for staff members to remote access files and share folders. She is planning to move staff and students emails to Office 365. Computers in the lab have been replaced with the previous staff laptops for better speed. Hopefully funding is available soon for upgrading current computers in the computer lab. More students are interested in IT courses and needed regular access to computing facilities.

As the staff workload has increased due to the limited funding, our students remain our main focus. Li Ting is thus spending more time in Education and Training with limited time in IT tasks.
Education and Training

Christine Reeves (Education and Training Manager/Business trainer) and Brett Dash (L&N Trainer) were employed (July to Sept). Christine, Brett and Li Ting were working together to discuss the assessment tools and assessment validation. MEEA students were enrolled in CSWE and IT class. 6 students were enrolled in Cert II in Business in IEP (Indigenous Employment Program)-trainers: Janice Harris and Li Ting Lee. Janice is using a bi cultural competency approach for Certificate in Spoken and written English programs. Students really enjoyed it. Students were studied hard to complete the course. IAD is committed to assisting students gain the education and training that they need for their employment.

These programs are supported by the government through the NT-DET Resource Agreement, DEEWR’s Supplementary Recurrent Assistance (SRA) and Indigenous Tutorial Assistance Scheme (ITAS)

IAD provided the professional development opportunity for Li Ting to enrol and complete for the Cert IV in Workplace and Training Assessment (TAE40110). She is looking after the library and computer equipments, coordination of computer installations and information services, general IT troubleshooting, maintain student database and AVETMISS data, and provides training for Cert I in Information and Technology.

Programs offered in
July 2011– June 2012:

· Certificate I in Business
· Certificate II in Business
· Certificate III in Business
· Certificate III in Business Administration
· Certificate I in Information Technology
· Course in Preliminary Spoken and Written English
· Certificate I in Spoken and Written English
· Certificate II in Spoken and Written English

For year 2011:
Total unique students: 181
Module completion rate: 47%
The Language and Culture unit is the heartbeat of IAD. The understanding that “Everything comes from the Land” guides our strategic plan, and guides the “Aboriginal Elders Engagement & Capacity Building: Resetting the Relationships Project” that is our main activity.

The goal of this project is to strengthen the engagement of Aboriginal people in Alice Springs with government, service providers and the broader Alice Springs community. There will be three stages to the project, and all objectives will be delivered by 31 December 2013. At year end the project was in its 8th week and is gaining momentum.

The two facilitators are Arrernte woman Janice Harris and bi-lingual Arrernte man Shaun Angeles. Janice is a qualified teacher and manager, with extensive experience in training. Shaun is a traditional artist and an experienced project manager in interagency and cross-cultural settings.

Shaun is being assisted by Tony Duke who has extensive international experience in cultural development. Raelene Milado as Project Officer managed the projects extensive logistics, including transport, food, safety, reimbursement, filing, and bookkeeping. Tasha Hayes, a bilingual teaching student, will be stepping into the facilitator role to assist with bicultural learning.

Project Achievements

The Elders have been very active from May to June. The men met with the Melbourne Museum about the repatriation of culturally significant Arrernte objects, an important process of spiritual and cross-cultural healing. They will travel to Melbourne later in the year to view them.

They are planning an intergenerational program in language and culture with Yiperenye school, and plan to create an intergenerational program at “Ilthe” the family learning place at Alice Outcomes, the flexible delivery annexe of Centralian Senior College.

They are also working with the Town Council and Airport authority to improve the cultural signs at the airport, and to build Arrernte Welcome signs on the road to Alice Springs. They are also meeting with other NT groups involved in Resetting the Relationship, and with the Paakantji community group from NSW, who have been involved in a smaller scale transformation plan. The men also intend to meet with the NT Police Commissioner, the Liquor Commission, and a local African cultural group.

Women elders meet at the same frequency as the men, to identify and articulate their priorities. They plan and facilitate their own meetings, and also request that agencies first consult with family and community members on country. The women are developing language and bicultural content for classes serving youth and children, as there are often three or four generations present at meetings. They intend to clearly communicate with all agencies and service providers that deliver services to Aboriginal people, and want to focus on town issues. They first partnership is also with the family learning place at Centralian Senior School.

Alongside these meetings the men and women are improving their separate spaces at IAD with signage, fencing, painting, landscaping, designating rooms for specific activities, and creating an outdoor meeting area. When possible, elders will do this work with younger support workers to generate a sense of usefulness, to clearly identify the purpose they are seeking, and to establish ownership of the space. To date a small computer lab has been set up for the men, and most rooms have been furnished.

The Crown Casino and Lifestyle Solutions are supporting the elders to design bicultural exchange experiences for their staff in Alice Springs, so local family groups can gain business experience and develop their own enterprises.
IAD Press

“The traditional book supply chain in Australia – authors, publishers, printers, booksellers – is changing at an unparalleled pace. The emergence of digital technologies is affecting book production, publishing, distribution, marketing, communications, online retailing and consumption. In addition, digitisation and globalization are eroding the protections formerly provided by Australia’s geographical barriers, forcing its book industry to compete in the global marketplace. In spite of these changes, the impacts of digitisation and globalisation are creating, and will continue to create, opportunities for the book industry.”


The changes affecting the global and national publishing industry have, in this financial year, had a profound impact of the processes and environment that IAD Press operates in. There has been a constancy of review and remodelling to best adapt IAD Press to move into the future.

This has included a considered downsizing of on-site staff and the implementation of an out-sourced business model, as well as the rationalisation of the supply chain with particular regard to print, supply and distribution.

IAD Press has embraced the opportunities that the emergence of digital technologies presents. Research has been undertaken to recommend the best practice for the digitisation of the current and selected back catalogue. Work has commenced in earnest on the transition of the printed picture dictionaries to web based audio interactive learning resources.

At the same time, we have continued our core business of publishing a wide variety of books on language and culture. We also regularly host author presentations, readings, performances, workshops, and demonstrations; we conference with other organizations in the arts and publishing industries; we research strategies to increase the visibility of Central Australian languages; and we maintain our good working relationship with sponsors.

Staffing:
Current staff as at June 30th 2012:
Tony Duke – Manager
Gina Campbell – Customer Service Officer

Transitioned staff during 2011 – 2012:
Jeanette Wormald – Manager
Margaret McDonell – Co-ordinating Editor
Seona Galbally – Editor
Tina Tilhard – Production / Design
Raewyn Kavanagh – Marketing

Contractors:
Jenny Edney – editing
Ben Foley – web and digital technology
Danielle Loy – language scoping study
Mark MacLean – editing
Tina Tilhard – design and production coordination

Thanks and appreciation to each of these people for the tremendous contribution to the ongoing work of IAD Press.

IAD Press is now using an outsourced business model for service provision, and as such a register of consultants / contractors has been established. For more information or to register your interest please contact: press.manager@iad.edu.au
Publications released 2011 – 2012:

Jukurpa Diary 2012 (soft and hard cover editions) – featuring 24 full colour reproductions of artworks from central Australian DesART member art centres. (July 2011)

Jukurpa Calendar 2012 – featuring 12 glossy full colour reproductions of Western Desert and Central Australian artworks and seasonal chart according to the Central Arrernte people of Mparntwe / Alice Springs. (July 2011)

Jukurpa Journal – featuring the story of Arralkwe, the Seven Sisters as told and illustrated by Eastern Arrernte Elder, Kathleen Kemarre Wallace. (August 2011)

Kaytete to English Dictionary – compiled by Alison Ross and Myf Turpin. (February 2012)

Publications in development 2011 – 2012:

Jukurpa Calendar 2013 featuring 12 glossy full colour reproductions of DesART member art centres and seasonal chart according to the Central Arrernte people of Mparntwe / Alice Springs. Scheduled for release July 2012.

Tracker Tjuringji (re-print as softcover) by Bob Randall and illustrations by Kunyi June-Anne McInerney. Scheduled for release August 2012.


Distribution:

IAD Press titles are distributed nationally by:
• Dennis Jones and Associates – www.dennisjones.com.au

IAD Press titles are distributed internationally by:
• Independent Publishers Group – www.ipgbook.com

Activities:

In celebration of NAIDOC week (July 2011) IAD Press, in partnership with Dymocks Alice Springs, hosted a Meet the Authors afternoon tea, with Mrs Kathleen Kemarre Wallace and Judy Lovell, authors of Listen Deeply – let these stories in.

IAD Press and Central Craft presented an innovative exhibition of works made by Central Craft members using recycled Jukurrpa Diaries. The exhibition was held at the June Marriot Gallery at the Araluen Cultural Precinct, Alice Springs from August 5th to 21st 2011.

IAD Press celebrated Indigenous Literacy Day on September 7th, 2011 with the presentation of the inaugural Anwernekenhe reeye: Sharing our stories. The day featured readings, performances, workshops, demonstrations and displays. Participants included Yami Lester, Kathleen Kemarre Wallace, Judy Lovell, Warren Williams, the Ntaria Ladies Choir, Drum Atweme and Tangentyere artists plus many more who contributed in recognition of the day.

The Jukurpa Journal featuring the story of Arralkwe, the Seven Sisters as told and illustrated by Eastern Arrernte Elder, Kathleen Kemarre Wallace was launched at the desertSMART EcoFair on August 21st, 2011.

The Kaytete to English Dictionary was launched on February 22nd, 2012 at the Neutral Junction School, Neutral Junction by launch by Shirleen McLaughlin followed by an Alice Springs launch on February 24th, 2012 at the Kwerralye Café, IAD Campus launched by CLC Director, David Ross.

IAD Press Manager was sponsored by the Australia Council to participate in the Visiting International Publishers program held in April 2012 in Adelaide. The event provided the opportunity to introduce IAD Press titles to selected international publishers.

IAD initiated the FIRST FRIDAY program, which was managed by IAD Press staff. The program was launched on
the FIRST FRIDAY of March 2012 and showcased the graduation for the Future Stars program from Karen Sheldon and Development as well as, Red Hot Arts Central Australia screening the 2011 Bush Bands Bash concert produced by NITV and story-time for pre-schoolers with the Team from Lilhe Family Learning Centre.

The June 2012 FIRST FRIDAY event was themed: Language Speaking from the Heart and showcased presentations from the CDU Living Archive of Aboriginal Languages, AIATSIS Centre for Aboriginal Languages, Yipirinya School, Alice Springs Public Library and the Alice Springs based I see – I learn program as well as readings and art demonstrations by Arrernte Elder, artist and author MK Turner.

A scoping study was undertaken to assess availability and aspiration for Central Australian Aboriginal Language learning resources. IAD Press hosted a workshop focused on the scoping study findings and the output of the research, which presents the findings in a concise matrix format. The workshop was facilitated by Danielle Loy and brought together community members, educators, linguists, librarians and interested people to the IAD campus on July 28th 2012.

Organisational affiliations
In 2011–2012 IAD Press was an active member of:

- The Australian Publishers Association
- The Australian Booksellers Association
- Tourism Central Australia
- Red Hot Arts Central Australia
- NT Writers Centre (associate member)

IAD Press would like to acknowledge and thank the following sponsors / partners for their support and contribution that has enabled IAD Press to maintain its commitment to producing high quality print and electronic publications and educational resources.

- AIATSIS – Australian Institute of Aboriginal and Torres Strait Islander Studies
- Centrecorp Foundation
- Newmont
- Sidney Myer Fund
- Warlpiri Education and Training Trust of the Kurra Aboriginal Corporation
- Dymocks, Alice Springs
- Central Craft
- Araluen Cultural Precinct
- CAL – Copyright Agency Ltd. Cultural Fund
- National Year of Reading 2012
- Alice Springs Town Council
- Northern Territory Government
Institute for Aboriginal Development (Aboriginal Corporation)

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