

2024

IAD Annual Report



Institute for Aboriginal Development

IAD Vision/Mission Statement

The Institute for Aboriginal Development (IAD) is seen as a leader in Indigenous education since its establishment in 1969.

IAD is controlled by and for Indigenous people, supporting Indigenous self determination through its unique and innovative education and training, language and culture, research and publishing programs.

IAD will be a centre of excellence delivering culturally appropriate services and products, which are high-quality, responsive, sustainable, viable and valued by the community and IAD's funding agencies.

IAD supports the ongoing development of its staff, students and Indigenous stakeholders

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Aims and Objectives

The Institute was established by the United Church in North Australia to assist community development among Aboriginal people and to provide opportunities for education between Aboriginal and other cultures.

It is now an independent Aboriginal controlled organisation, whose primary aim is to provide education for Aboriginal people up to and including tertiary qualifications.

IAD's activities include: education programs, which range from literacy and numeracy to vocational and tertiary level courses; an Aboriginal language and culture centre which specializes in language, cross-culture and cultural maintenance programs, as well as providing interpreter services, language research and IAD Press, which produces material on Aboriginal people, language and culture.

IAD aims:

- To help Aboriginal people develop the knowledge and skills required to cope with cross-cultural situations.
- To devise and carry out educational and other programs related to the needs and aspirations of Aboriginal people.
- To promote cross-cultural understanding through specific programs for non-Aboriginal people.
- To maximize involvement of Aboriginal people in the control, management and conduct of the affairs of the Institute.
- To promote research and understanding of Central Australian languages and societies.

Chairperson's Comments

July 2003 to June 2004



Richard Hayes

One of the highlights of the year was the construction of Stage One of our long awaited new teaching and learning facilities. The buildings are tangible evidence of IAD's commitment to Indigenous self-determination. They represent the combined efforts over almost a decade by preceding Boards, Institute leadership, staff and of course our students and community, to have facilities that reflect Aboriginal culture and learning styles. It was a long and difficult struggle to get this far.

Many hope that governments at all levels, would want to cooperate with Aboriginal controlled organisations that have proven expertise in delivering services to our community. After all, the evidence is irrefutable that mainstream service delivery continues to fail Aboriginal people in health, housing, employment and education. A more open and supportive position on Aboriginal community control of service delivery is the only alternative to the current ineffective policies.

Contributing to changing the mindset of government is one of the important tasks of our students and this organisation. To give substance to the organisation's aim of supporting Indigenous self determination, we aim to have graduates of our programs that are strong in their communities, articulate in their commitment to Aboriginal culture and able to confidently negotiate cross-cultural situations. Our education and training programs provide students with technical knowledge while the Aboriginal leadership of the organisation, its senior management and the increasing number of Aboriginal lecturers show that the organisation is controlled by talented, professional Aboriginal people. Every one of them is a powerful role model and an exemplar of the values and the aims of this organisation.

As well as developing a culture of excellence internally, IAD is increasingly being required by government regulations to meet national benchmarks designed for resource-rich mainstream service delivery agencies. Maintaining our status as a Registered Training Provider and our accreditation under the Australian Quality Training Framework with its minute regulation of courses are two sources of tension between the needs of a national training system and the particular needs of our community. The introduction of National Training Packages has meant that some courses developed by IAD for our specific students have been supplanted by courses designed for mainstream students. I want to emphasize that IAD has shown through its tenacity, the support of its community and Board, and the professionalism of its staff, that it can meet and exceed these national benchmarks.

We have no concerns about being measured against the performance standards of mainstream organisations, though our strong wish is that we are equally well-resourced to achieve those standards. What I want to make clear is that it is government agencies that are unwilling to exercise their imagination in moulding national education and training policies to the cultural realities of our community.

One of IAD's important roles is to equip our students with the skills to open the eyes of the main-stream to the richness, depth and vitality of Aboriginal society. I do not suggest that this will be a quick or easy task, and my reading of evolving national Indigenous affairs is that in the near term it is likely to become exceedingly difficult. We intend to prepare our students well.

Finally, I want to thank our students who through their commitment to IAD support the important principle of Aboriginal community control of Aboriginal education, Mrs Eileen Shaw and her staff for their dedication and professionalism and my fellow Board Members throughout what has been a challenging year.

A handwritten signature in black ink that reads "R Hayes". The signature is written in a cursive style with a long, sweeping tail on the letter 'y'.

Richard Hayes
Chairperson

Director's Report

July 2003 to June 2004



Mrs Eileen Shaw

Overview

The past year has been a period of consolidation. With the completion of the new buildings, which give our students purpose-designed facilities for the first time ever, the organisation is now able to concentrate fully on its core tasks of language and culture maintenance and culturally appropriate education and training delivery.

The external environment for IAD has been much less supportive with progressive cutbacks in funding by NT DEET, with further very substantial cutbacks foreshadowed in the next few years; competition from the NT Government's Aboriginal Interpreter Service, diminishing support from ATSIC/ATSIS for our important language and cultural maintenance programs, particularly our internationally recognised dictionary work.

Our language work, specifically our dictionary production, has been hindered by ATSIS not fully supporting several dictionaries in the last stages of their compilation. We have put a large amount of time and effort building relationships with government at all levels and we will continue to do so though it is frustrating that government refuses to recognize our expertise accumulated over twenty years in delivering an interpreter and translating service nor the urgency in recording Central Australian Aboriginal languages. In those areas where we have control over the environment we made a number of changes to our structure to bring more resources to bear on issues of concern to our community, expanded the number of organizations with whom we have negotiated training agreements and vigorously pursued the Institute's Aboriginalisation and staff development policies.

Restructuring

We have restructured the organisation to give emphasis to those two tasks. The main change has been to separate the management and operations of Language and Culture, and Education and Training into two complementary though separate departments. Our experience was that the combined Language and Culture and Education and Training Department was too unwieldy for one manager to provide direction, support for staff and ensure program outcomes. To give substance to our commitment to delivering to remote communities we have created a dedicated position of Coordinator, Regional Delivery. This position will have responsibility for visiting communities, assessing their training needs and assisting them to obtain funding, principally through the NT Department of Education Employment and Training, for program delivery by IAD. We have high hopes that it will generate wide interest in remote communities for IAD's programs.

Under the restructuring we have created two further key positions: firstly a position of Marketing and Promotion Officer to produce a marketing plan for the organisation, particularly our education and training programs; to market and promote IAD's fee for service programs and to raise our profile in the local and regional communities and further a field. Secondly a position of Australian Quality Training Framework Officer.

This position is responsible for ensuring the organisation's compliance with the myriad requirements of the increasingly complex regulation of our internal operations. Unlike some self regulating education providers, IAD has to ensure continuous compliance with the various aspects of AQTF through a series of self administered audits and external inspections. Creating this position is a measure of the importance that IAD places on the quality of its services and our recognition of the importance to IAD of maintaining its accreditation as a Registered Training provider.

Training Delivery

There has been enormous demand across the region for the Driver Training programs. Motor traffic infringements are a significant cause of incarceration of Aboriginal people. We believe this program will give drivers greater skills to handle motor vehicles in the difficult conditions of Central Australia and reduce the likelihood of infringing motor traffic regulations.

One of our aims is to provide students with a safe study environment and the self confidence to come back to studies and to develop their existing study skills. We continue to offer basic literacy and numeracy courses at all

Director's Report *(continued)*

levels including those equating to the earliest years of Primary schooling. These courses also provide a means of re-entry into the education system for many of our students enabling them to articulate into successive higher level programs.

We are also in the process of formalizing our relationships with a number of other service providers to Aboriginal people. We are very pleased to now have formal arrangement with the Gap Youth Centre Aboriginal Corporation and negotiations are underway with the Central Australian Aboriginal Media Association of the delivery of music programs across the region; Newmont Mines in conjunction with the Central Land Council for training at the mine site; and for clients of the Central Australian Aboriginal Alcohol Prevention Unit. I hope that these sorts of arrangements will provide a model for delivering education and training to a wider range of Aboriginal organisations.

Aboriginalisation

For the first time in a very long time the organisation now has qualified professional Aboriginal staff in everyone of the organisation's senior positions including the Board of Management, Director, Deputy Director, Manager and Coordinator. We have an increased number of Aboriginal staff occupying professional positions in the Language and Culture, Education and Training and Corporate Services departments.

I hope to have in place in the near future training plans to ensure that the remaining positions held by non Indigenous staff can be taken over by competent Aboriginal staff.

Challenges of the future

As governments at both Territory and Federal level reduce their commitment to Indigenous controlled service delivery, IAD will need to ensure that its fee for service programs are as effective as they can be. Our language courses and particularly our Aboriginal Cultural Awareness Program are potentially significant revenue streams for this organisation. With the exception of our Press self generated funding is minuscule and it is now extremely urgent that these programs, particularly ACAP, become not only financially viable but also make a significant contribution to the financial well-being of the organisation overall.

I mentioned earlier my hopes for generating more productive dialogue with government and other Aboriginal organisations. IAD has had a significant role in the areas of language and culture maintenance and education and service delivery for many years. Of late there has been less demand for our services from Aboriginal organisations including those represented on our Board of Management and the NT government has not been as open-minded as it should be, particularly in the area of interpreting services. It will be one of the organisation's goals in the coming years to change significantly the current situation.

I would like to thank the Chairperson of the IAD Board, Richard Hayes, our Deputy Chairperson Mrs Mary LeRossignol and the other Board Members for their support over this period. I want to acknowledge the professional achievements of my staff over the past year and to express my sincere appreciation for their efforts.



Mrs Eileen Shaw
Director

Education and Training

The work of the Education and Training Department is increasingly subject to the external requirements of the National Training system and in particular, the complex procedures for accrediting new courses and re-accrediting old courses. We are also having to become knowledgeable about an increasing number of newly introduced National Training packages that are displacing many of the courses that IAD has developed for our community. We are finding much less flexibility open to specialist training providers like IAD to mould the content of training courses to the needs of our clients or to develop courses for our students. IAD has a long and successful history of developing courses in Aboriginal management, Work Skills, Landcare and a range of other disciplines that are now being supplanted by National Training packages, or are otherwise impractical to re-accredit because of stringent AQTF requirements.

One view of the National Training packages is that they are an attempt to ensure nationwide standards of training in a particular discipline, regardless of where a student may have studied for their qualification. This view regards identical curriculum content, teaching resources and assessment methodologies as a guarantee of consistency and quality outcomes. We regard this view as being based on several demonstrably false propositions: that the resources available to RTOs are identical across the nation, that the lecturing staff have the same insights into the learning styles of their students, that all students have the same 'cultural capital' and that their life environment is firmly in the context of mainstream society. We believe that if there is to be a National Training system then it is not rigid conformity that will produce high-quality graduates. Rather, the flexible application of localized knowledge to a common though broad curriculum, delivered in culturally appropriate ways in a supportive environment will be more effective for our students. We believe that too many of our students do not find sufficient interest or relevance in these courses designed for a mainstream clientele.

The struggle by many of our students to achieve satisfactory outcomes in some of the lower-level bridging courses, particularly those with numeracy components, has prompted us to introduce the specialised multi-level Certificate in Spoken and Written English. This suite of courses is designed for students who have only minimal exposure to literacy or numeracy. In the absence of a government commitment to ensuring the basic right to an education is observed in remote communities, IAD will have a long relationship with this course.

Our work at Tennant Creek is being consolidated and we expect to be able to deliver a range of programs to other Aboriginal organisations in the region. The recently appointed Coordinator, Regional Delivery, will have a sound base to work from in Tennant Creek and across the wider Barkley region.

On a more cautionary note, IAD has been informed that its NT Government Recurrent Grant will be significantly diminish by 2007 and that we will need to offset any reduction by a corresponding increase in training programs requested by regional communities. We hope we are on a level playing field with all other training providers in the southern half of the Territory.

**Courses offered:**

Certificate IV in Assessment and Workplace Training
Certificates I, II and III, in Business (Office Skills)
Certificate III in Community Development Facilitation
Certificates II and III in Community Services (Community Work)
Certificate II in Community Services (First Point of Contact)
Certificate II in Community Services and Health
Certificate III in Community Services (Youth Work)
Certificates I, II and III in General Education for Adults
Certificates I and II in Horticulture
Course in Preliminary Spoken and Written English
Certificates I and II in Spoken and Written English
Certificate IV in Youth Work
Diploma of Interpreting (LOTE/English)
Driver Training and Licensing
Drive Vehicle
Training Program in Family Well-being

Language and Culture Department

The Language and Culture Department is an integral part of both the community and the Institute. The department's fundamental role is to maintain and preserve the language and culture of all the language groups in Central Australia represented on the department's logo. The language teaching, research, literature production and the interpreting and translating programs conducted by the department all support language maintenance.

The department also receives guidance from the Regional Aboriginal Language Management Committee (RALMC), which is comprised of delegates from local and remote communities surrounding Alice Springs. This committee provides important feedback from communities about programs within the department.

Martin Campbell is the current Manager of the department. He has been coordinating the department's programs and addressing the key issues of inadequate funding and developing a more strategic approach to working with the remote communities surrounding the Alice Springs area.

Aboriginal Translating and Interpreter Service (ATIS)

This service is available to government departments, non-government agencies, Aboriginal organisations and private enterprise. Translating and interpreting is available in most of the languages spoken in and around the Alice Springs region. This service is offered on a fee-for-service basis.

Our initial hopes that our skills and expertise would be utilized by the newly established Northern Territory Government Aboriginal Interpreter Service have receded. We are working now on partnerships with other organisations to raise their awareness of the importance of using skilled interpreters who are formally trained and nationally accredited. We also intend to make available training and work experience opportunities to graduates from IAD's own Diploma of Interpreting course.

Arrernte In-School (Language in Schools)

This program has been very busy with Arrernte language courses delivered to Gillen Primary School, Anzac High School, Charles Darwin University's Alice Springs campus, Alice Springs High School, Larapinta Valley Primary School and Ross Park Primary School. The program delivers language courses to preschool children through to students in Years Eight and Nine.

Della Pearce and Barry McDonald were initially delivering the program and subsequently Sabella Turner and Janet Turner with assistance from Margo Smith have been responsible for the program.

Language Courses

The language courses continue to attract high numbers of interested students. Courses have been offered in Arrernte and Pitjantjatjara languages.

Language kits were developed for the Arrernte language for Beginners and Intermediate levels by Veronica Dobson and Barry McDonald.

Interpreter Training

This program was run in early 2004 after the course was substantially revised at the national level. Seven students graduated as nationally accredited interpreters. Only professionally trained and nationally accredited interpreters can ensure that clients receive high quality interpreting and translating services. We are very proud of the work of our nationally accredited interpreters.

Central Australian Dictionaries Program (CADP)

The publication of comprehensive high-quality dictionaries of the Aboriginal languages of Central Australia has been one of IAD's outstanding achievements over more than two decades. We are currently working on the Anmatyerr, Kaytetye and Luritja dictionaries. There is a great deal of enthusiasm in the bush for these projects with many language speakers involved.

The Kaytetye dictionary project is ongoing with fieldwork at Alekarenge, Stirling, Barrow Creek, Arttarre, Ankweyeyelengkwe, and Pengarlintem communities. The draft Kaytetye dictionary has been completed with work continuing on the final stages of the dictionary before publication. The stories of Kaytetye man Tommy Thompson, entitled Growing up Kaytetye, has been published by IAD Press together with a Kaytetye picture dictionary.

Following on from the successful launch of the Anmatyerr picture dictionary last year, the dictionaries project and IAD Press plan to produce a series of picture dictionaries for use in Central Australian schools in the Luritja, Ngaanyatjarra, Alyawarr, Arrernte and Warumungu languages. The Anmatyerr dictionary is also nearing completion. Checking the final draft dictionary continues

at Ti Tree, Laramba (Napperby), Mt. Allan, Pwelartey (Desert Bore), Stirling and communities in the Sandover region. The project involves employment of Anmatyerr people out bush, support for vernacular literacy programs in schools, and the promotion of community literacy. A collection of stories about plants by the Anmatyerr women of Laramba is in production at IAD Press.

Jenny Green and Myfany Turpin continue to provide assistance to schools and to a number of communities even though funding for the dictionaries program has ceased. This important element of the Language and Culture Department has not been able to attract enough funding over the years to complete many of the tasks associated with the production of high-quality dictionaries. We are not deterred. We are seeking funding from wherever we can for these important language projects.

Aboriginal and Torres Strait Islander Language Initiatives Program (ATSLIP)

This program which is also known as Community Languages Initiative (CSI) is an ATSI funded program for community language maintenance and preservation projects.

The ATSLIP Project Officer operates under the guidance of the Regional Aboriginal Language Management Committee. This committee which is comprised of language speakers from communities across the Central Australia region, allocates funding for language maintenance and preservation projects and determines any cultural based conditions that should apply to the grants, as well as providing suitable guidance to successful applicants.

This program has attracted strong interest over the years with many high-quality and innovative proposals submitted by communities. However, there has never been enough money to meet all the high-quality proposals. We are concerned that there may be even less funding for this important program if the proposal to abolish ATSI goes ahead.

The ATSLIP Project Officer also ensures that IAD maintains our network with the Federation of Aboriginal and Torres Strait Islander Languages Committee, which is the key national Indigenous body for Language and Culture.

Aboriginal Cultural Awareness Program (ACAP)

The aim of the ACAP Program is to educate, promote and make non-Indigenous people aware of the contribution of Aboriginal people to the life of the nation. Community members advise on the appropriateness of the curriculum and they participate in workshops as guest lecturers.

Overview

The announcement by the Federal government that it will abolish ATSI has made more urgent the Language and Culture Department's efforts to locate alternative funding. We are likely to be significantly affected as four of our programs were funded by ATSI and that number has been reduced recently to two. Neither the Central Australian Aboriginal Dictionaries Project nor the Aboriginal Translating and Interpreting Service are currently funded by ATSI and we receive inadequate funding for ATSLIP and our Press. We have an ongoing argument with ATSI about the validity of the grounds for ceasing funding for those two critical activities.

On a more positive note, our Arrernte Language in Schools program has received more requests from schools than we are able to satisfy and we expect an increased demand for our Aboriginal Cultural Awareness Program. Considerable effort has been made to raise the profile of the Language and Culture department by attending major conferences on endangered languages, promoting interpreter workshops and convening meetings related to Language and Culture within our community.

Corporate Services Department 2003/2004 Annual Report

The Corporate Service Department provides valuable administrative support to all the operational areas of the Institute as well as key corporate service functions. The changed structure introduced in January 2004 saw the creation of new positions of Registry Officer, Australian Quality Training Framework Officer, and a Marketing and Promotions Officer.

The Registry Officer has a central role in maintaining the operational documents of the organisation and providing an efficient mechanism for distributing administrative information across the organisation. We are currently recruiting into the position.

The Australian Quality Training Framework Officer has an important role in ensuring that the policy, processes and documentation of the organisation conform to the national AQTF standards. The vocational education and training sector is highly regulated and it is a condition of being able to deliver education and training courses that our operational systems comply with this national regulatory framework. To maintain our status as a Registered Training Organisation and to receive Commonwealth and Territory training funding we must satisfy external audits of our quality systems and individual education and training courses. Keomi Khan has been appointed to this important role.

The creation of the position of Marketing and Promotions Officer was recommended in the review of IAD conducted by Professor Marcia Langton. As well as preparing a marketing plan for the Institute and assisting various operational areas to market their services, the position has an important role in raising the profile of IAD. IAD has been prominent at the annual Chamber of Commerce and Industry Central Australian Expo: featured widely in media coverage of IAD graduations at Tennant Creek and Alice Springs including the launch of the Gap Youth Centre partnership and driver training program. An electronic contact data base is being created listing Aboriginal organisations, VIPs, media outlets, government departments and community contacts. Mrs Kirsty Nancarrow has been appointed to the position.



Finance

There have been a number of personnel changes in this section and we have much difficulty in recruiting skilled finance professionals. With Chris Carey's departure Michael Smith (Payroll Officer) and Leigh Stanton (Finance Officer) had to juggle several roles in the section including the critical payroll and finance functions. It is a credit to all the staff in the section that there were no mishaps.

Human Resources

Working to settle the final draft of the enterprise bargaining document has been very time consuming. Apart from the normal daily work of staff engagements, processing entitlements and staff separations the Human Resource Officer Alan Riley, has been developing a data base to allow tracking of staff probations, annual appraisals and the professional development undertaken by staff.

Information Technology

As our IT infrastructure ages, particularly our PCs, there is more and more need for IT support. We have made a number of significant changes to IT over the year including the switch to broadband-based Internet service and access to fibre optic cable through the generous support of Charles Darwin University. Our hardware resources are still inadequate compared to our expanding needs and we are restricted in our capacity to utilize IT to deliver training and other IAD programs to remote communities.

Library

The library is now in the new state-of-the-art building housing our unique collection of Indigenous material. There is high demand for reference material and information to support students in their courses. Wanda Illes is being mentored into the position of Librarian through a mixture of on-the-job training and formal academic studies.

Property

The Property team Roy Arbon, Lennie Braedon, Lachlan Ross and Peter Murray were instrumental in shifting us into our new buildings and then completely renovating the exterior of every building on the campus in colours matching our Stage One complex. Our whole campus is now appears like one Institute and not a collection of run down buildings.

Property also has the responsibility of operating our bus runs to bring students to and from IAD, maintaining our grounds and the vehicle fleet. They are also an important link in maintaining our grounds and buildings as a safe working environment.





IAD Press's publishing program for 2003–2004 reflects a strong commitment to publishing valuable language and cultural material, as well as continuing to publish and promote work for and by Indigenous writers and artists. IAD Press publications fall into two areas: language and trade. Ten new titles were published during this financial year and for the first time IAD Press also released a Jukurrpa Calendar to complement the hugely successful Jukurrpa Diary. While we are proud of all of our publications, the Ngaanyatjarra & Ngaatjatjarra to English Dictionary is the first-ever comprehensive dictionary for Ngaanyatjarra and Ngaatjatjarra, and it contains the most extensive list of Ngaanyatjarra and Ngaatjatjarra words yet published. Three of our books this year include audio CDs: Romaine Moreton's spoken word performance of her poetry in *Post Me to the Prime Minister*, Bob Randall's 'Animal Song' accompanies his picture book *Tracker Tjugingji*, and Alison Ross reads key entries in the *Kaytetye Picture Dictionary*.

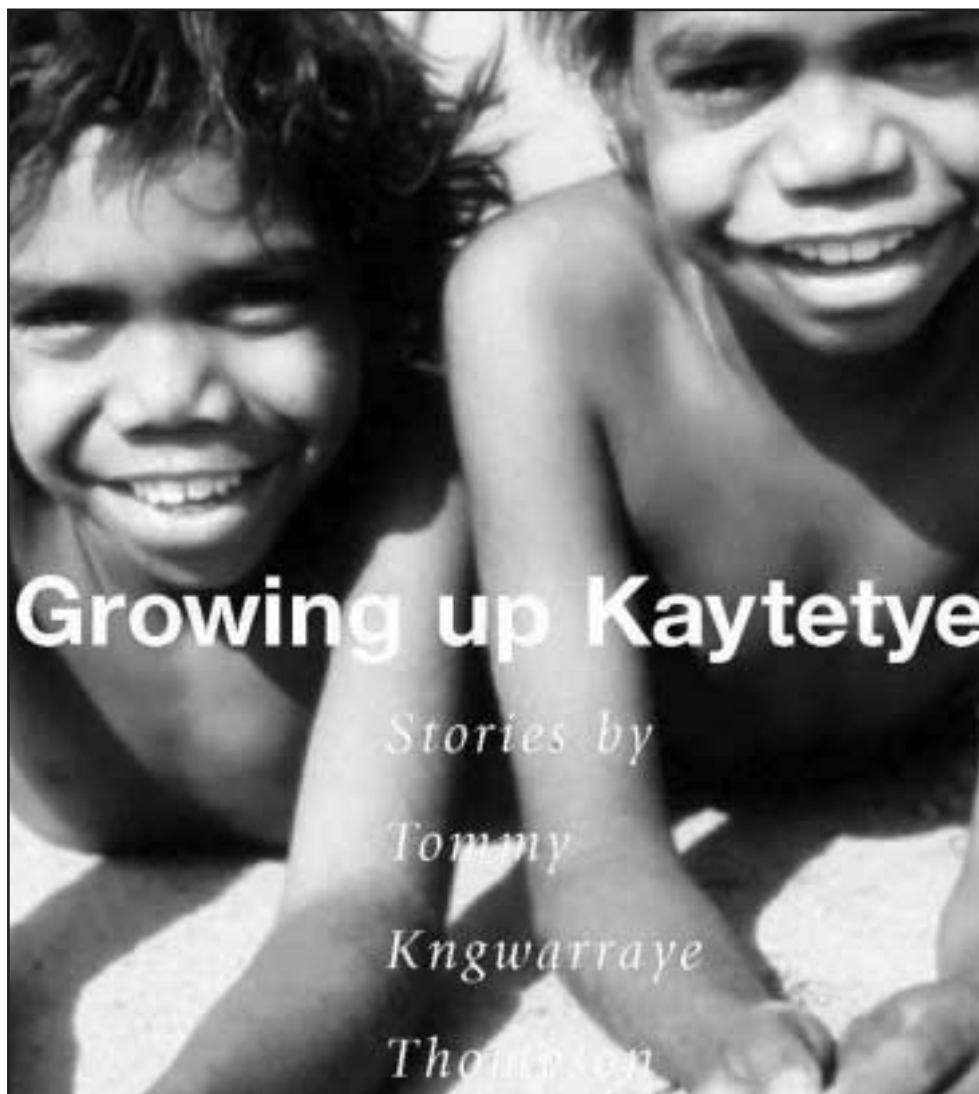
“Ten new titles were published during this financial year and for the first time IAD Press also released a Jukurrpa Calendar to complement the hugely successful Jukurrpa Diary.”

In August 2003 IAD Press hosted the final leg of Honouring Words, an international Indigenous author tour resulting from a three-year partnership between the Australia Council, Canada Council and Creative New Zealand. Honouring Words featured Indigenous writing and writers from Canada, Australia and Aotearoa. IAD Press organised a range of literary events and writing workshops involving local schools, the Alice Springs Town Library, the Central Australian Aboriginal Media Association (CAAMA), Batchelor Institute of Indigenous Tertiary Education (BIITE) and Dymocks bookstore in Alice Springs.



This is the final year of a triennial grant from the Australia Council, IAD Press's major funding body. IAD Press was also successful in securing annual funding from the Maintenance of Indigenous Languages and Records (MILR) program administered by the Department of Communication, Information, Technology and the Arts (DCITA). Sales income and funding from other sources remains steady and we are actively working to increase our promotional and marketing activities alongside our publishing activities so that our overall sales income improves and the sales that we realise on each individual title also increases. In May 2004 our online bookstore was established and we expect that this will have a direct result on sales, particularly the international sales made directly through our online bookstore <http://www.iad.edu/press>

Promotional highlights for the year include the Premier of NSW, the Hon. Bob Carr, launching Post Me to the Prime Minister at the Sydney Writers' Festival and Indigenous actor Leah Purcell launching *Delusions of Grandeur* in Katoomba, NSW. Locally, Bob Randall's children's book *Tracker Tjuringji* was launched by the Member for Barkly, Elliot McAdam MLA. In February 2004 the Director of the Central Land Council, David Ross, launched the *Kaytetye Picture Dictionary* and *Growing up Kaytetye* at the Nyinkka Nyunyu Centre in Tennant Creek. Authors Romaine Moreton and Bob Randall were guests of the Sydney Writers' Festival, and Bob also appeared at inner-Sydney schools and public libraries. Following on from Sydney Bob attended the first-ever writer's festival in the Northern Territory, Wordstorm.





Josie Douglas continues as the Publisher of IAD Press. Editors Karin Riederer (who joined IAD Press in November 2003) and Marg Bowman make up the editorial team. Samantha Moulds remains as the Production Officer. At the end of 2003 Denella Hampton resigned from her position in Sales & Marketing to move interstate. Gabby Lhuede resigned as Production Manager/Designer in early 2004 to also move interstate and recruitment for this position has commenced. Aaron Kopp filled the vacancy left by Denella Hampton and started with IAD Press in April 2004.

NEW TITLES FOR 2003–2004

Post Me to the Prime Minister

by Romaine Moreton

Delusions of Grandeur

by Joan E. Eatock

Tracker Tjugingji

by Bob Randall

illustrations by Kunyi June-Anne McInerney

Anmatyerr Plant Stories Kaytetye Picture Dictionary

Compiled by Myf Turpin on behalf of the Kaytetye people

Growing up Kaytetye

by Tommy Kngwarraye Thompson

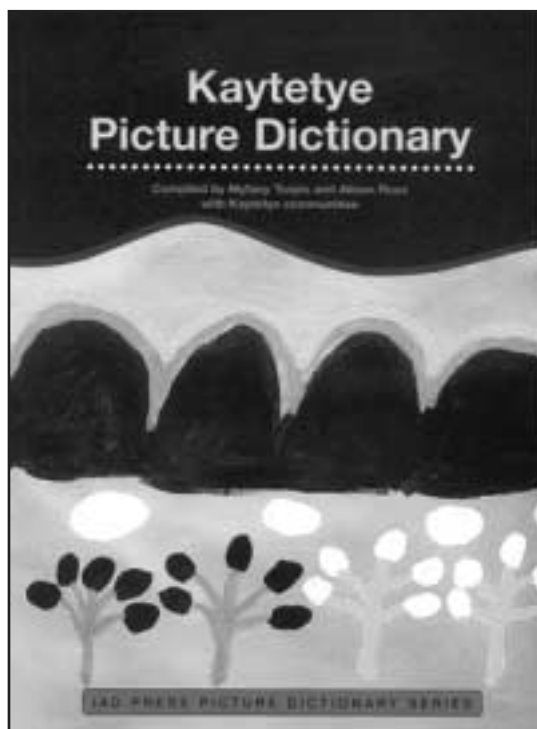
Gamilaraay/Yuwaalaraay/Yuwaalayaay Dictionary

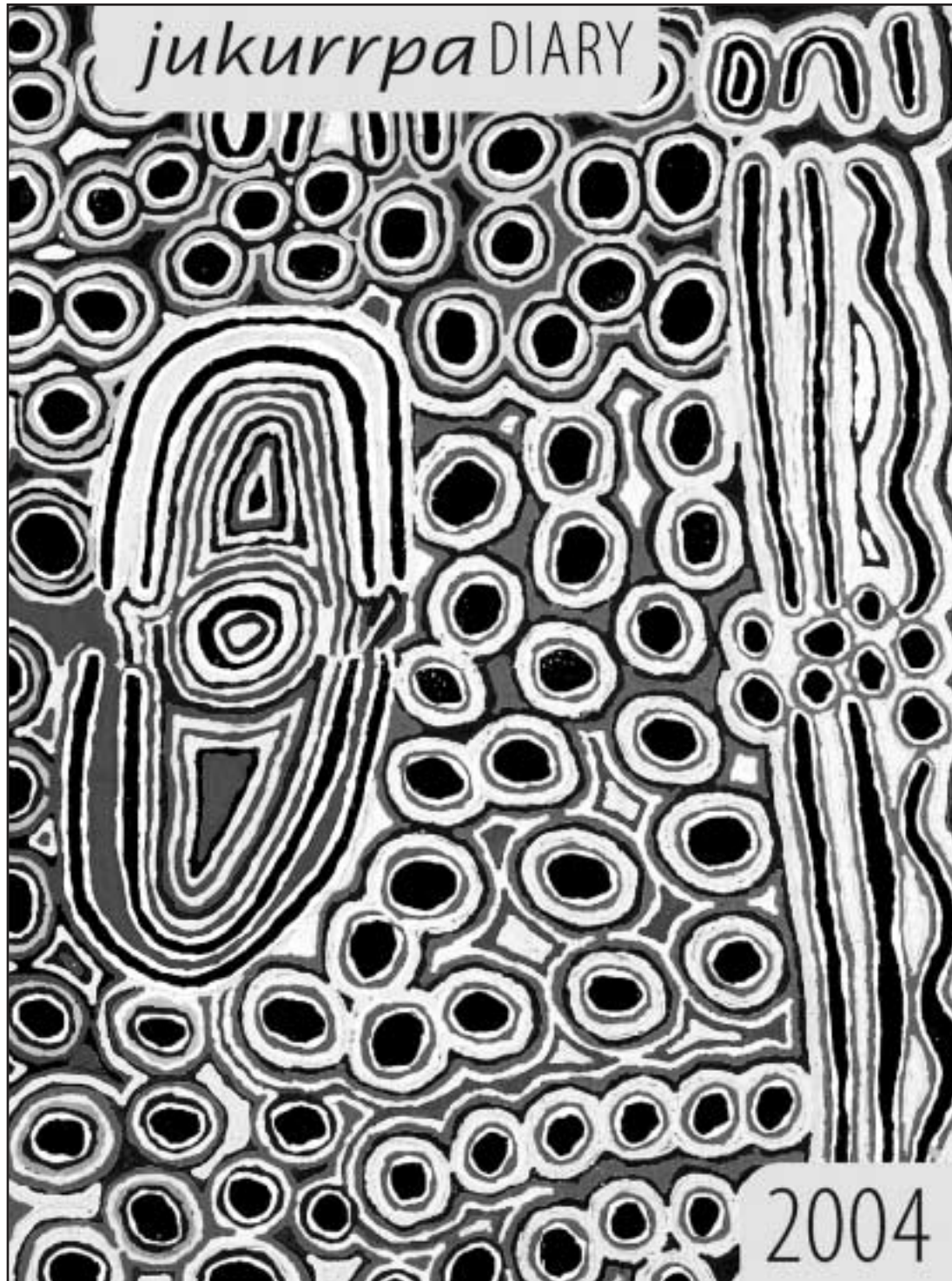
compiled and edited by Anna Ash, John Giacon and Amanda Lissarrague

Ngaanyatjarra & Ngaatjatjarra to English Dictionary, *compiled by Anee Glass and Dorothy Hackett on behalf of Ngaanyatjarra and Ngaatjatjarra people*

2005 Jukurrpa Diary *(next page)*

2005 Jukurrpa Calendar





2005 Jukurrpa Diary

Staff

DIRECTORATE

Eileen Shaw (Director)
Joyce Measures (Deputy Director)
Sharon Hayes (Acting Deputy Director)
Michaela Klein (A/Executive Assistant)
Kenni-Anne Iles (A/Executive Assistant)
Sonia Laughton (Receptionist)
Roy Arbon (Development Project Officer)
Rodney Diggins (Special Project Officer)

CORPORATE SERVICES BRANCH

Sharon Hayes (Manager)
Michael Smith (Acting Manager)
Anthony Irwin (Human Resource Manager)
Keomi Khan (AQTF Officer)
Kirsty Nancarrow (Marketing and Promotions Officer)
Alan Riley (Human Resource Officer)
Kim Gorey (Receptionist)
Jessica Laruffa (Receptionist)

ACCOUNTS

Chris Carey (Accountant)
Tanya Dodds (Finance Officer)
Michael Smith (Finance Officer)
Lisa Booth (Payroll Officer)
Leigh Stanton (Payroll Officer)

LIBRARY

Wanda Iles (Acting Librarian)
Nanette Kumar (Library Assistant)

INFORMATION TECHNOLOGY AND STATISTICS

Li-ting Lee (IT/Statistics Officer)

PROPERTY

Roy Arbon (Property Officer)
Lennie Breadon (Grounds person)
Lachlan Ross (Grounds person)
Peter Murray (Cleaner)

EDUCATION AND TRAINING BRANCH

Lindsey Watson (Manager)
Ray Cochrane (Manager)
Kay Boylan (A/Manager)
Terry Dunt (Coordinator)
Ernest Chong (Coordinator Regional Delivery)
Coral Franklin (Coordinator -Tennant Creek)
Abdul Khan (Curriculum Officer)
Janice Stanton (Personal Assistant)
Lisa Booth (Receptionist)

LECTURING STAFF

Heather Anderson (Lecturer), Mahima Light (Tutor),
Kathryn Brewer (Lecturer), Alicia Buchanan (Lecturer),

Grant Butler (Lecturer), Patricia Dodds (Tutor),
Ali Eckermann (Tutor), Denyse Edney (Tutor),
Lesley Jury (Lecturer), Kailas Kerr (Lecturer),
Jody Kopp (Lecturer), Mahima Light (Tutor)
Jason Lord (Lecturer), Carmel Batson (Lecturer),
Barry McDonald (Lecturer), Anne McNamara (Tutor),
Meg McGrath (Tutor), Georgina Nou (Lecturer),
Silvia O'Toole (Lecturer), Patterson Lyn (Lecturer),
Henry Peckham (Lecturer), Jenny Russell (Lecturer),
Lynn Treis (Lecturer), Catherine Pirrie (Lecturer)
Anne Warren (Lecturer)

STUDENT SERVICES OFFICE

Vera AhChee (Student Services Officer)
Nicolle Laughton (Student Services Officer)

LANGUAGE AND CULTURE BRANCH

Martin Campbell (A/Manager)
William Fitz (Coordinator)
Stacey Stanton (Administration Assistant)

ABORIGINAL CULTURAL AWARENESS PROGRAM

Elaine Peckham (ACAP Facilitator)

ATSI LANGUAGE INITIATIVES PROGRAM

Martin Campbell (Project Officer)

ABORIGINAL TRANSLATING AND INTERPRETING SERVICE

Lena Taylor (Interpreter)
Maureen Campbell (Interpreter)

CENTRAL AUSTRALIAN DICTIONARIES PROGRAM

Jenny Green (Senior Linguist)
Myfany Turpin (Linguist)

LANGUAGES IN SCHOOLS

Sabella Turner (Language Specialist)
Janet Turner (Language Specialist)
Della Pearce (Language Specialist)
Margaret Smith (Language Specialist)

PRESS

Josie Douglas (Publisher)
Marg Bowman (Editor)
Bethune Carmichael (Editor)
Veronica Dobson (to be confirmed)
Karen Reiderer (Editor)
Sam Moulds (Production Officer)
Denella Hampton (Marketing Assistant)
Aaron Kopp (Marketing Assistant)
Gabby Lhuede (Production/Designer)

Financial Report

INSTITUTE FOR ABORIGINAL DEVELOPMENT INCORPORATED

**STATEMENT OF FINANCIAL PERFORMANCE
FOR THE YEAR ENDED 30 JUNE 2004**

	Notes	2004 \$	2003 \$
Revenue from ordinary activities		5,316,374	5,414,300
Changes in inventories of finished goods and work in progress		87,829	(19,458)
Raw materials and consumables used		(203,984)	(266,510)
Employee benefits expense		(2,642,170)	(2,675,494)
Depreciation and amortisation expenses		(161,307)	(95,782)
Other expenses from ordinary activities		(857,820)	(1,325,471)
Borrowing costs expense		<u>(888)</u>	<u>(103)</u>
Profit from ordinary activities		<u>1,538,034</u>	<u>1,031,482</u>
Increase (decrease) in asset revaluation reserve	11	<u>462,000</u>	<u>-</u>
Total changes in equity other than those resulting from transactions with owners as owners		<u>2,000,034</u>	<u>1,031,482</u>

INSTITUTE FOR ABORIGINAL DEVELOPMENT INCORPORATED

**STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2004**

	Notes	2004 \$	2003 \$
CURRENT ASSETS			
Cash assets	2	2,551,111	3,445,835
Receivables	3	119,444	58,583
Inventories	4	344,323	256,494
Other	5	<u>12,004</u>	<u>-</u>
TOTAL CURRENT ASSETS		<u>3,026,882</u>	<u>3,760,912</u>
NON-CURRENT ASSETS			
Fixed Assets	6	<u>4,371,816</u>	<u>1,502,901</u>
TOTAL NON-CURRENT ASSETS		<u>4,371,816</u>	<u>1,502,901</u>
TOTAL ASSETS		<u>7,398,698</u>	<u>5,263,813</u>
CURRENT LIABILITIES			
Payables	7	656,086	421,171
Interest-bearing liabilities	8	14,961	-
Provisions	9	220,600	212,629
Other	10	<u>1,363,599</u>	<u>1,517,567</u>
TOTAL CURRENT LIABILITIES		<u>2,255,246</u>	<u>2,151,367</u>
NON-CURRENT LIABILITIES			
Interest-bearing liabilities	8	<u>30,972</u>	<u>-</u>
TOTAL NON-CURRENT LIABILITIES		<u>30,972</u>	<u>-</u>
TOTAL LIABILITIES		<u>2,286,218</u>	<u>2,151,367</u>
NET ASSETS		<u>5,112,480</u>	<u>3,112,446</u>
MEMBERS' FUNDS			
Reserves	11	782,088	320,088
Retained profits	12	<u>4,330,392</u>	<u>2,792,358</u>
TOTAL MEMBERS' FUNDS		<u>5,112,480</u>	<u>3,112,446</u>

INSTITUTE FOR ABORIGINAL DEVELOPMENT INCORPORATED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2004

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act of the Northern Territory. The committee has determined that the association is not a reporting entity.

The financial report has been prepared in accordance with the requirements of the Associations Incorporation Act of the Northern Territory and all applicable Accounting Standards, with the exception of:

AAS 28: Statement of Cash Flows

AAS 22: Related Party Disclosures

The report is also prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following specific accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this report:

(a) Income Tax

No provision for income tax has been raised as the association is not subject to income tax.

(b) Inventories

Inventories are measured at the lower of cost and net realisable value. Costs are assigned on a first-in first-out basis and include direct materials, direct labour and an appropriate proportion of variable and fixed overhead expenses.

(c) Fixed Assets

Freehold land was revalued on 1 July 2003 from \$893,000 to 1,355,000.

Freehold land and buildings are carried at cost or at independent or directors' valuation and where applicable, less any accumulated depreciation.

Other fixed assets are carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all fixed assets are depreciated over the useful lives of the assets to the association commencing from the time the asset was held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The carrying amount of fixed assets is reviewed annually by directors to ensure it is not in excess of the recoverable amount of those assets.

The recoverable amount is assessed on the basis of the expected net cash flows which will be received from the assets' employment and subsequent disposal. The expected net cash flows have not been discounted to their present values in determining recoverable amounts.

(d) Employee Benefits

Provision is made for the association's liability for employee benefits arising from services rendered by employees to balance date.

Contributions are made by the association to an employee superannuation fund and are charged as expenses when incurred.

(e) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense. Receivables and payables in the Statement of Financial Position are shown inclusive of GST.

(f) Work In Progress

Relates to the costs incurred in the publication of books to date where publication is expected in the next financial year.

INSTITUTE FOR ABORIGINAL DEVELOPMENT INCORPORATED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2004**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

(g) Economic Dependency

The association is dependent upon receiving government funding to continue as a going concern.

	Note	2004 \$	2003 \$
NOTE 2: CASH ASSETS			
Cash on hand		802	912
Cash at bank		<u>2,550,309</u>	<u>3,444,923</u>
		<u>2,551,111</u>	<u>3,445,835</u>
NOTE 3: RECEIVABLES			
CURRENT			
Trade debtors		149,444	69,969
Less provision for doubtful debts		<u>(30,000)</u>	<u>(30,000)</u>
		<u>119,444</u>	<u>39,969</u>
Other debtors		<u>-</u>	<u>18,614</u>
		<u>119,444</u>	<u>58,583</u>
NOTE 4: INVENTORIES			
CURRENT			
Work in progress at cost		4,785	-
Finished goods at cost		<u>339,538</u>	<u>256,494</u>
		<u>344,323</u>	<u>256,494</u>
NOTE 5: OTHER ASSETS			
CURRENT			
Prepayments		<u>12,004</u>	<u>-</u>
NOTE 6: FIXED ASSETS			
LAND			
Freehold land:			
At independent valuation		<u>1,355,000</u>	<u>893,000</u>
BUILDINGS			
At cost		2,719,160	358,636
Less accumulated depreciation		<u>(92,299)</u>	<u>(71,772)</u>
		<u>2,626,861</u>	<u>286,864</u>
At independent valuation		227,000	227,000
Less accumulated depreciation		<u>(141,875)</u>	<u>(130,525)</u>
		<u>85,125</u>	<u>96,475</u>
Total buildings		<u>2,711,986</u>	<u>383,339</u>

INSTITUTE FOR ABORIGINAL DEVELOPMENT INCORPORATED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2004**

	Note	2004 \$	2003 \$
NOTE 6: FIXED ASSETS (Continued)			
Total land and buildings		<u>4,066,986</u>	<u>1,276,339</u>
PLANT AND EQUIPMENT			
(a) Plant and equipment			
At cost		400,208	395,288
Less accumulated depreciation		<u>(338,449)</u>	<u>(323,544)</u>
		<u>61,759</u>	<u>71,744</u>
(b) Motor vehicles			
At cost		445,574	415,213
Less accumulated depreciation		<u>(249,396)</u>	<u>(321,737)</u>
		<u>196,178</u>	<u>93,476</u>
(c) Furniture, fixtures and fittings			
At cost		426,253	426,253
Less accumulated depreciation		<u>(410,993)</u>	<u>(404,629)</u>
		<u>15,260</u>	<u>21,624</u>
(d) Library			
At cost		218,051	213,354
Less accumulated depreciation		<u>(186,418)</u>	<u>(173,636)</u>
		<u>31,633</u>	<u>39,718</u>
Total plant and equipment		<u>304,830</u>	<u>226,562</u>
Total property, plant and equipment		<u>4,371,816</u>	<u>1,502,901</u>
NOTE 7: PAYABLES			
CURRENT			
Unsecured liabilities			
Trade creditors		456,166	81,655
Sundry creditors and accruals		<u>199,920</u>	<u>339,516</u>
		<u>656,086</u>	<u>421,171</u>
NOTE 8: INTEREST BEARING LIABILITIES			
CURRENT			
Unsecured liabilities			
Finance lease liability		<u>14,961</u>	<u>-</u>
NON-CURRENT			
Secured liabilities			
Finance lease liability		<u>30,972</u>	<u>-</u>

INSTITUTE FOR ABORIGINAL DEVELOPMENT INCORPORATED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2004**

	Note	2004 \$	2003 \$
NOTE 9: PROVISIONS			
CURRENT			
Employee benefits	(a)	<u>220,600</u>	<u>212,629</u>
(a) Aggregate employee benefits liability		<u>220,600</u>	<u>212,629</u>
NOTE 10: OTHER LIABILITIES			
CURRENT			
Unextended ATSIIS Grants		34,213	105,264
Accrued Expenses		12,029	37,898
Deferred income		67,273	-
Other Unexpended Grants		-	100,038
Grants received in advance		1,189,118	1,206,491
Other current liabilities		<u>60,966</u>	<u>67,876</u>
		<u>1,363,599</u>	<u>1,517,567</u>
NOTE 11: RESERVES			
Asset revaluation reserve	(a)	<u>782,088</u>	<u>320,088</u>
(a) Asset Revaluation Reserve			
Movements during the financial year:			
Opening balance		320,088	320,088
Revaluation of Land at 1 July 2003		<u>462,000</u>	-
Closing balance		<u>782,088</u>	<u>320,088</u>
The asset revaluation reserve records revaluations of non-current assets. Land was revalued at 1 July 2003 by the Valuer General of the Northern Territory G.R. Addicott			
NOTE 12: RETAINED PROFITS			
Retained profits at the beginning of the financial year		2,792,358	1,760,876
Net profit (loss) attributable to members of the entity		<u>1,538,034</u>	<u>1,031,482</u>
Retained profits at the end of the financial year		<u>4,330,392</u>	<u>2,792,358</u>
NOTE 13: ASSOCIATION DETAILS			
The principal place of business of the association is:			
Institute For Aboriginal Development Incorporated			
3 South Terrace			
Alice Springs NT 0870			

INSTITUTE FOR ABORIGINAL DEVELOPMENT INCORPORATED

STATEMENT BY MEMBERS OF THE COMMITTEE

The committee have determined that the association is not a reporting entity.

The committee have determined that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the committee the financial report as set out on pages 1 to 6:

1. Presents a true and fair view of the financial position of Institute For Aboriginal Development Incorporated as at 30 June 2004 and its performance for the financial year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Institute For Aboriginal Development Incorporated will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the committee and is signed for and on behalf of the Committee by:

Vernice Spryng

Chairperson

M. P. Brown

Board Member

R. G. ...

Board Member

Dated this 17 day of November 2004



23/04

INSTITUTE FOR ABORIGINAL DEVELOPMENT INCORPORATED

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF INSTITUTE FOR ABORIGINAL DEVELOPMENT INCORPORATED

Scope

The financial report and committee members' responsibility

The financial report, being a special purpose financial report, comprises the statement of financial performance, statement of financial position, accompanying notes to the financial statements, and the committee members' declaration for Institute For Aboriginal Development Incorporated, for the financial year ended 30 June 2004.

The committee members are responsible for the preparation and true and fair presentation of the financial report and have determined that the accounting policies used and described in Note 1 to the financial statements are appropriate to meet the needs of the members. The committee members are also responsible for the maintenance of adequate accounting records and internal controls that are designed to prevent and detect fraud and error, and for the accounting estimates inherent in the financial report.

Audit approach

We conducted an independent audit in order to express an opinion to the members of the Association. No opinion is expressed as to whether the accounting policies used, and described in Note 1, are appropriate to meet the needs of the members. Our audit was conducted in accordance with Australian Auditing Standards, in order to provide reasonable assurance as to whether the financial report is free of material misstatement. The nature of an audit is influenced by factors such as the use of professional judgement, selective testing, the inherent limitations of internal control, and the availability of persuasive rather than conclusive evidence. Therefore, an audit cannot guarantee that all material misstatements have been detected.

The financial report has been prepared for the distribution to members. We disclaim any assumption of responsibility for any reliance on this audit report, or on the financial report to which it relates, to any person other than the members, or for any purpose other than that for which it was prepared.

We performed procedures to assess whether in all material respects the financial report presents fairly, in accordance with the accounting policies described in Note 1, a view which is consistent with our understanding of the association's financial position, and of its performance as represented by the results of its operations. These policies do not require the application of all Accounting Standards and other mandatory professional reporting requirements in Australia.

We formed our audit opinion on the basis of these procedures, which included:

- examining, on a test basis, information to provide evidence supporting the amounts and disclosures in the financial report, and
- assessing the reasonableness of significant accounting estimates made by the committee members.

While we considered the effectiveness of management's internal controls over financial reporting when determining the nature and extent of our procedures, our audit was not designed to provide assurance on internal controls.

Independence

In conducting our audit, we followed applicable independence requirements of Australian professional ethical pronouncements.

Qualification

As is common for organisations of this type, it is not practicable for the Institute of Aboriginal Development Incorporated to maintain an effective system of internal control over sales and other income until their initial entry in the accounting records and bank statements. Our audit in relation to these items was limited to the amounts recorded in the accounting records. Accordingly, we are unable to express an opinion on the completeness of income.

Qualified Audit Opinion

In our opinion, except for the effects on the financial statements of the matter referred to in the qualification paragraph, the financial report of Institute For Aboriginal Development Incorporated presents a true and fair view in accordance with the accounting policies described in Note 1 to the financial statements, the financial position of Institute For Aboriginal Development Incorporated as at 30 June 2004 and the results of its operations for the financial year then ended.

Perks Audit & Assurance

Perks Audit & Assurance

Chartered Accountants

40 Bath Street

Alice Springs NT 0870



P.J. Hill

Alice Springs

Dated this *30th* day November 2004