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Vision / Mission Statement

The Institute of Aboriginal Development (IAD) was established by the Uniting Church in Northern Australia to assist community development among Aboriginal people and to provide opportunities for education between Aboriginal and other cultures.

IAD 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, ranging from literacy and numeracy to vocational and tertiary level courses; an Aboriginal language and culture centre, which specialises in language, cross-culture and cultural maintenance programs, as well as providing interpreter services, language research and IAD Press, which publishes materials by and for Aboriginal people, across many genres: language resources, cultural information, health and well-being as well as the contemporary forms of poetry, short story and fiction.

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 continue to be a centre of excellence delivering culturally appropriate services and products, which are of 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.

Aims and Objectives

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 maximise involvement of Aboriginal people in the control, management and conduct of the Institute's affairs.
- To promote research and understanding of Central Australian languages and societies

Chairman's Report

As the new Chairman of the Institute for Aboriginal Development from 14 June 2006, I have the honour of providing the Chairman's Report for the financial year 2005/06.

The following Reports from the Director and other line management staff cover in some detail the various activities of the Institute as a provider of Aboriginal education and training programs for the period to the end of June 2006, so my Report shall focus on an overview of the main highlights for this particular period, especially from a Board perspective.

During the period under review in this Annual Report, the major highlights for the Institute included the following:

- **The Institute, as a Registered Training Organization (RTO), continued to provide scoped vocational education and training courses for Aboriginal peoples; and to explore some new courses concerning community development, community capacity building, horticulture, rural extension activities and music.**
- **IAD Press was in the process of being reorganised and restructured within the management and organisational structure of the Institute, with the view to ensuring that this important part of the Institute is suitably structured and run as a separate section within the Institute.**
- **Senior Management of the Institute reported a serious funding shortfall and deficit later during the year under review, which necessitated increased efforts by the Board and management staff to source alternative government and non-government funding for the Institute. These efforts are likely to continue in earnest into the 2006/07 financial year, largely due to the present dependence of the Institute upon government funding and the need for the Institute to source sufficient alternative funding.**
- **Enrolled Aboriginal student numbers have been in decline at the Institute in recent years and this required the Institute to take steps at the Board and management levels to improve the recruitment of Aboriginal students, to increase enrolments and to improve the Institute's performance indicators for Aboriginal students during the year. These steps include the employment of a suitable Student Recruitment Officer to increase Aboriginal student numbers.**
- **A new Public Officer of the Institute was appointed by the Board during February 2006, with the view to bringing the Institute up to date and up to speed on its annual returns and the requirements of the NT Associations Act and Regulations of 2005.**

- **The Board commenced a review of the Rules and Constitution of the Institute, with the view to recommending to the membership of the Institute changes to the Constitution to remove a number of anomalies, conflicts of interest and outdated provisions, such as Board representation from other Aboriginal organisations and employees being Board Members.**
- **During the Annual General Meeting in June 2006, a number of new Board Members were elected from the local Aboriginal Community and this resulted in a number of important changes at the Board level, including the election of a new Chairman and Deputy Chairman to provide leadership to the Institute.**
- **Following the Annual General Meeting of June last year, the new Board also realised its role as the responsible governing authority of the Institute and adopted a more proactive position of governing, reforming, restructuring and redeveloping the Institute for the future, in the light of community concerns about the Institute being in need of major improvements as a provider of Aboriginal education and training programs.**
- **A major review of the Institute's management and organisational structure was foreshadowed by the new Board for the 2006/07 financial year, with the view to improving the management, organisation and operations of the Institute for the future.**
- **The new Board also moved to develop some suitable partnerships and strategic alliances between the Institute and other appropriate organisations, such as Centrefarm Aboriginal Holdings, the Lumbu Aboriginal Community Foundation and Social Ventures Australia.**
- **Improving the working relations between the Institute and the Northern Territory Government was also high on the agenda of the new Board. The Territory Government Ministers for Employment, Education and Training, and for Housing and Local Government visited the Institute to meet with the new Board during the year.**

On behalf of our Board, I would like to thank the staff of the Institute for their administrative support and other worthwhile contributions towards the Institute during the year under review. May I take this opportunity also to thank Board Members for their valuable support and contributions at the Board level throughout the 2005/06 year.

Neville Perkins
Chairman

Director's Report

The 2005/06 financial year has been one in which a number of significant changes have occurred; changes which have affected directly the organisation's operations and staffing.

The most notable of these changes have been:

- In February 2006, the Department of Education, Science & Technology (DEST) advised of a progressive reduction in IAD's ongoing funding at the rate of 20% per year. They announced the immediate reduction of funds by 20% and reductions of 20% per year over the next 4 years.
- Finalisation of the IAD Union Certified Agreement 2006
- Initiation of a major overhaul of the IAD constitution

The funding advice resulted in a number of immediate structural and operational changes including a rationalisation of courses and programs provided by IAD, plus the loss of a number of staffing positions. These processes are expected to continue into the next financial year, while the organisation takes stock of its service provision. The predominant expectation is that IAD will need to reposition itself and become more active in attracting business and competing on a commercial basis, and have a markedly reduced dependence upon Government funding.

This process will require IAD to develop, implement and actively maintain partnerships and relationships with other educational and commercial interests, as well as Aboriginal organisations and entities with like interests and pursuits. The future of IAD must be premised upon an expectation of self-sufficiency and/or a diversified funding base.

The IAD Union Certified Agreement 2006 was the result of much work and negotiation between the IAD Board, management, staff and union which produced a document upon which the organisation's operations will be based for the next 3 years. This in turn will require a full review of internal processes and procedures to ensure compliance with the new agreement.

The process of overhauling the IAD constitution has been initiated. There is an expectation that the new constitution, when completed, will complement and enable realisation of IAD's Strategic and Organisational Planning and Vision during the next 5 years.

It should be noted that the anniversary of IAD's 40th year of operations is due in 2009, and thinking is needed to begin planning to ensure that we mark the occasion appropriately and with suitable observance and ceremony.

Glen Satour

Departmental Reports

Education and Training

Literacy and numeracy skills continue to be a major issue for marginalized people. The ramifications of low skill levels pervade all other areas of life - especially where negotiations between Aboriginal people and places such as Centrelink, houses of education, childcare and workplaces occur. There is a huge gap that will only grow if people are not empowered with these skills.

IAD Education and Training students range in age from 16 to 60. Many return to study without English skills and wishing to improve their personal capabilities. It takes great courage for adults to walk through the gates of a learning institution. It is vitally important that there is a place where people who take that first step are met with supportive faces, and classes that are not intimidating. All members of the Education and Training staff are committed to accommodating students' needs, maintaining and improving our teaching capabilities and increasing our student base.

During this period the Remote Section commenced discussions with Tangentyere Job Shop, CAAAPU, Ingkerreke and Arrernte Council towards forming partnerships for delivery of training in remote locations and on campus.

Tangentyere Job Shop showed an interest in the CSWE, Music, Horticulture and General Life Skills courses in communities and outstations in the Utopia, Harts Range, Ampilatwatja regions on a fee-for-service basis.

CAAAPU expressed interest in a training agreement for an Introduction to Computers course and a Horticulture course.

Course Development

- Assessment of existing courses and identification of need to introduce training that is a pathway to employment.
- Addition of Hospitality, Tourism, Childcare, and Information Technology to 2006 scope of registration.
- 6 week short course developed for Tangentyere CDEP based on Certificate I in Business Studies with additional lessons to cater to needs of students. Successful delivery encouraged further development of short course industry-based training programs including Living Skills and

Preparation for Employment. On-campus meals for students organised through the canteen.

- Carmel Batson commenced delivery of weekly evening AUSLAN classes. Course run as fee for service (\$362-00 per student per module). AUSLAN was developed and run on campus, in Ti Tree and in Tennant Creek.
- Preparation of Certificate III in Child Care and 4WD courses.

Corporate Development

- Focus on building stronger networks with other organisations:
- New courses requested by remote communities.
- Attendance at Budget Review, Budget Planning, Academic, Student Numbers Review, SMT and Quality Control meetings.
- Increased student recruitment in town and on communities identified as priority areas.
- Maintenance of SOR and SOR extension applications transferred from Curriculum Development Officer position to relevant course coordinators.
- Continued attention to increased town and remote community student recruitment.

Off-Campus Course Delivery

- 20 students enrolled in Art class held at Alice Springs Town Library. This program delivers literacy and numeracy through art.

Staffing

Position	Employees Nov – Jan 2006	Employees Jan – April 2006
Substantive	3	5.5
Acting	0	1
Casual	1	1
Contract	13.5	6
Vacant	5	3.5
TOTAL	22.5	17

During this period Jenny Russell, Jason Lord, Barry McDonald, Lena Turner, Heather Anderson, O'Leary, Patrick Monaghan, Liz Jones, and Coral Franklin in Tennant Creek were essential to Education and Training operations and all deserve great thanks.

Tennant Creek Campus Activities

Tennant Creek is a community of approximately 3500 people situated 530 kilometres north of Alice Springs. The Institute for Aboriginal Development operates a campus in Tennant Creek at the Tennant Creek Training Centre

sharing a DEET building with several sections of the Department of Education, Bachelor College & Charles Darwin University. We have a large air-conditioned training room with a pleasant outside area.

Two lecturers are employed at the campus delivering Driver Education training to compliment students' employment duties and the Business Service Training Package to help people undertake administrative duties in their organisations. The Majority of our students are employed with Aboriginal organisations in the community including Julalikari Council Aboriginal Corporation, Papulu Apparr Kari Language Centre, Anyinginyi Congress Aboriginal Corporation Health Organisation and Central Land Council.

During the 12 months included in this Report 17 people have undertaken Certificate 1 in Business, 20 people have undertaken Certificate 11 in Business & we have also worked with 3 trainees who undertook Certificate 11 in Business in non Aboriginal organisations including Barky Employment & Training & the Tennant & District Times. 22 people have undertaken their Provisional Licence training, 27 their Learners Licence & 3 their LR Licence

Currently 17 people who are supervising CDEP workers with Julalikari Council are undertaking a Supervisors Training Course working through Certificates 1 & 11 in Business. Much of the course content for this training is being initiated by the Supervisors themselves and fits in comfortably with competencies in the Business Services Training Package. The Supervisors course will be ongoing.

Student Services

Student Services is responsible for providing program information, student enrolment, data entry, arranges transport, printing statements and certificate, record filing, recruitment etc. Throughout the year Student Services continued to support students and work closely with lecturers.

IAD's graduation ceremony was held on 25 May 2006 at the IAD campus. Full certificates were awarded to 34 students and 247 students received Statements of Attainment including Driving Education for studies completed in 2005.

Language and Culture

In 2005/06 the IAD Language and Culture (L&C) Department introduced significant changes in its structure and operations towards a growing emphasis on generating its own operational funding for program areas. Programs administered within L&C include the Aboriginal Cultural Awareness Program (ACAP), Aboriginal Translating and Interpreting Service (ATIS), Central Australian Dictionaries Program (CADP), Arrernte in Schools, Aboriginal and Torres Strait Islander Language Initiative Program (ATSILIP)/Community Language Initiative (CLI) and Language Courses. IAD Press also operated as a section of the Department until June

The L&C Department began the year with 8 full time staff (*excluding IAD Press*). By the end of 2005/06 there were 3 staff members (Manager/ATIS Language Specialist+Facilitator/ATSILIP Officer) with other programs being delivered by consultants. The services delivered by this Department retained a high and culturally appropriate standard.

In June 2006 IAD Press commenced a six-month trial period operate as a Department in its own right under the management of the Publisher.

Aboriginal Cultural Awareness Program

Through 2005/06 a full-time facilitator and one consultant delivered the program. Due to a lack of generated income, by the early part of 2006 the ACAP program adopted a different delivery mode, using only consultants engaged during delivery days.

For the period 01.01.06 – 31.06.06:

ACAP :	82 participants. 11 courses.
Visiting schools:	3 (75 secondary / university students)

Aboriginal Translating and Interpreting Service

As in 2004/05, the Government Aboriginal Interpreting Service continued to pass on only a small number of government interpreting requests to IAD. The once full time in-house staff member Lena Taylor (Pitjantjatjara specialist) was reduced to .5 of a week in her position to compensate for lack of generated funding. Other occasional interpreting requests have come in from other sources and local language specialists have been engaged as consultants to fulfill these requests.

Central Australian Dictionaries Program

Work on the Anmatyerr, Kaytetye and Alyawarr Dictionaries continued through 2005/2006. Due to a lack of funding from outside agencies, IAD carried the dictionary work for as long as it could financially. Linguists have continued their

projects, in their own time and without pay so that progress could be maintained.

Arernte in Schools

The IAD auspicing of the 'Arernte in Schools' program continued into 2006. At the end of Term 1, the Alice Springs Language Centre (LOTE) funded by the NT government to deliver this program informed IAD that LOTE was no longer entitled to contract out delivery of the program. IAD was forced to terminate its staff.

Aboriginal and Torres Strait Islander Language Initiative Program/ Community Language Initiative

Communities selected by the RALMC (Regional Aboriginal Language Management Committee) to benefit from this program during this period are Yipirinya School Council, Areyonga School, Willowra School, Central Australian Aboriginal Congress, Central Australia Aboriginal Media Association, Yuendumu Bilingual Resource Development Unit and Perte Perte Marnte.

All activities produced excellent, culturally appropriate resource materials for the education of school age children, community members and the wider community. There is a stronger push to preserve culture/tradition and language in communities and educating/re-educating is the way to go not only in English but also more importantly in Aboriginal language. Even the Commonwealth government recognised, in the NILS DCITA (AIATSI/S/FATSIL) Survey Report 2005, that Aboriginal culture/language is a 'National Treasure' and should be preserved.

Language Courses

Arernte and Pitjantjatjara Introductory and Intermediate language courses were delivered on the IAD Campus in week-long blocks (30 hours) and/or over a six-week period, three (3) evenings a week (30 hours). One Warlpiri Introductory Course was delivered, but little interest was shown in it.

These courses attracted participants from the general public and staff working for government departments & non-government organisations. The Pitjantjatjara course was again delivered in Uluru, Marla and Coober Pedy.

For the period 01.01.06 – 31.06.06:

Language courses: 36 participants.

Corporate Services

The Corporate Services Department plays an important role at IAD, attending to daily demands and requests within the organisation and servicing local, national and international clientele. The Corporate Services Department has devoted considerable time to an enrolment and promotional campaign to the Central Australian community through the production and dissemination of promotional merchandise. These activities have created awareness about the aims and objectives of IAD. Some of the activities are:-

- 1) The 2005 Futures Expo: its aims were to provide and highlight pathways for students' not in school and to allow exhibitors to make youth aware that there are multiple employment and training options available.
- 2) The 2005 Alice Springs Show was successful for IAD based on the number of publications sold and the awareness to the wider Alice Springs Community on the fee for service programs that IAD facilitate such as our Language and Cultural awareness courses.

The Department consistently works towards tasks and deadlines that are developed with the all stakeholders. These tasks are essential for IAD to provide the services necessary to be a market leader in the advancement of our fee-for-service programs and the Education and Training department.

Library

The Yami Lester Library provides access to a wide range of published information to support the courses offered by the Institute. It provides for diverse student groups in urban, rural and remote locations across all levels of education.

It is a special library and an academic library with an emphasis on Australia's Indigenous people's issues. The Library also retains relevant documents on Aboriginal peoples in general with a focal point of Central Australia.

The IAD Library has received a lot of new resources in the past year, including, biographies, autobiographies, and course curricula. These resources have proven to be useful and well used by students and staff.

Information Technology

The IT section is a large area staffed by one person (Li Ting Lee) and assists all staff in the organisation. The section experiences constant demand from staff and is always a challenging domain.

IT Section work includes network development, hardware upgrades, IT training, software installation, student database maintenance, IT support and planning.

Budget and timeframe constraints inhibit some developments, although the IT section was able to meet most IT demands in this period.

The Plone (content management system) is used as an IAD intranet. Staff can search IAD quality systems online and access other useful corporate information.

IAD was successful in its application for funding under Phase Two of the TAPRIC Internet Access Program from DCITA. IAD paid for the installation of broadband and 18 months internet access for remote communities Yuelamu, Areyonga, Canteen Creek and Tennant Creek. This gave an opportunity for these communities to use internet access for banking, shopping, reading news, emailing, and other research.

Property Office

The Property Office has been extremely busy over the past year with their involvement in the proposed campus development negotiations and arrangements.

The removal of fixtures and the rearranging of office space and classrooms are ongoing projects as required. Property Office personnel have also been busy with the transportation of students, repairs and maintenance to buildings and vehicles, booking out of equipment, and the upgrading of the IAD's asset register. The Property Office also keeps a watchful eye on Occupational Health and Safety issues at IAD.

Finance

The Finance Section has had to endure another tough year due to personnel changes. This is always difficult to foresee and creates instability. However in stating this, the Section has completed some major transitions including the transfer of our Salary Sacrifice program to the Community Business Bureau.

Press

With the resignation of the long-serving publisher, Josie Douglas, in June 2005, IAD Press was on the threshold of substantial change.

Recruitment of the new Publisher, Jill Walsh, was delayed until September. Jill was a manager with Magabala Books in Broome in the late 1990s and brought substantial knowledge and history of working alongside IAD Press.

The delay in recruiting the Publisher had a negative impact on a substantial number of Press staff. The arrival of the publisher coincided with resignations from most key personnel. Kym Stanton, Customer Service Officer, remained with IAD Press as Editors Marg Bowman and Karen Riederer and Production Manager Maxine Addinsall were farewelled. Production Officer, Sam Moulds, decided not to return to IAD after her maternity leave ended in November.

IAD Press staff had prepared a substantial application to the Australia Council in July, for the restoration of triennial funding arrangements as a Key Organisation. The application was accompanied by a comprehensive business plan covering operations, goals and strategies through to 2008. IAD Press received advice on the success of the application in November, thus providing a platform of important ongoing support for three years.

The year began with the publication of the 2006 Jukurrpa Diaries and Calendar in August. That same month, IAD Press published two exciting new fiction works by young South Australian writers – *Watershed* by Fabienne Bayet-Charlton and *Sweet Guy* by Jared Thomas. These books were launched at the Melbourne Writers' Festival in August. Mr Graeme Smith represented IAD and the newly recruited Publisher attended to MC one of the launches. Prior to taking up the position of publisher Jill also attended the Australian Booksellers & Publishers Conference in Canberra on behalf of IAD Press.

The *Learner's Guide to Pitjantjatjara/Yankunytjatjara* was reprinted in September and a revised *Learner's Guide to Eastern & Central Arrernte* (with accompanying audio) was released in October.

On her recruitment the Publisher opened negotiations with the Director for the commencement of an IAD Board-endorsed six-month departmental trial for Press, taking it from its status as a section under Language & Culture. The commencement of the trial (underway June 2006) was delayed until human resource capacity was restored. The Publisher reviewed all positions within Press and received approval for a 'tweaked' structure in October, with advertising of the vacancies proceeding as priorities. Despite continuing as a section head, from her appointment the Publisher was a member of the Senior Management Team, attending all relevant meetings. From January the Publisher also took responsibility for all of IAD's marketing and promotions

(under the guidance of Manager Corporate Services) along with the particular needs of marketing IAD Press. A proposal has been developed for IAD and Press to share a position committed to these functions.

Late in 2005, the Director agreed to Press operating its own bank account from January. IAD Press remained linked to core financial operations via the IAD main ledger and continued to trade under the Institute's ABN. The operation of a separate bank account substantially increased the financial governance responsibilities for the Publisher and the Customer Service Officer. These have been undertaken with diligence.

In February IAD Press attracted the services of Designer/Production Darren Pfitzner, who made a substantial contribution to the design and badging of Press' publications. His efficient and thoughtful work ensured that the Jukurpa diaries and calendar, in production at the end of the period, were enhanced significantly in their quality. They were also available from an earlier release date than previously and their delivery at less cost to IAD Press. He also coordinated production for the reprint of *Women's Gathering and Hunting in the Pitjantjatjara Lands* in April; the new release of the *Western Arrarnta Picture Dictionary* in May; the reprinting of the *Alyawarr, Eastern Anmatyerr and Kaytetye Colouring Books* in June, along with a new special issue of the *Pitjantjatjara /Yankunytjatjara to English Dictionary* that marked IAD Press' association with the groundbreaking language project 'Ngapartji/Ngapartji' to ensure availability of the dictionary for participants of their developing on-line language courses.

Another strategic association, this time with the national 'Dare to Lead' initiative, saw sales of over 500 units of *A Town Like Mparntwe* to the organisers of their Alice Springs conference in July. The book was included in each of the delegates' conference satchels.

In May, the *Western Arrarnta Picture Dictionary* was launched at Hermannsburg. The Sony Foundation supported the publication. Darren Pfitzner and Kym Stanton represented IAD Press. By June 30 more than 65% of the original print-run had been sold.

A series of advertisements to attract editorial staff to IAD Press finally bore fruit with Margaret McDonell jointing Press from Queensland in May as the Coordinating Editor. Margaret was understandably thrown in at the deep end to commence to clear the backlog of manuscripts needing urgent attention. She willingly and quickly managed developments for a number of patient authors.

In May the Publisher accompanied *Tracker Tjuringji* author Bob Randall to Sydney. Bob had been invited as a keynote speaker, workshop contributor and dinner speaker at the Children's Book Council Conference.

Over 2005-2006 IAD Press realised sales of 21,264 units of books, diaries and calendars, posters, maps and cards – an increase of 11% over 2004-2005 performance. The net sales income generated was \$226,181, an increase of 8.5% over 2004-2005.