2003

IAD Annual Report

Institute for Aboriginal Development

Vision

The Institute for Aboriginal Development, controlled by and for Aboriginal people, will be the focal resource centre of Aboriginal people seeking self-determination through learning that supports and respects Aboriginal culture by the provision of:

- programs for the maintenance and strengthening of language and culture of

  Central Australian communities;

- research and development;

- higher education - undergraduate and post graduate courses;

- community education;

- vocational education and training; and

- publishing.

IAD will achieve this vision by providing Aboriginal people with the means to develop and control their own communities.

Institute for Aboriginal Development

Contents

Aims and Objectives

The Institute for Aboriginal Development was established by the Uniting Church of Australia in 1969 to assist community development for Aboriginal people and to provide cross-cultural education between Aboriginal and non-Aboriginal societies.

IAD is now an Aboriginal-controlled language and resource centre serving the Aboriginal community of Central Australia.

IAD's activities include: education and training programs, ranging from literacy and numeracy to vocational and tertiary level courses; an Aboriginal language and resource centre which specialises in language, cross culture and cultural maintenance programs, as well as providing interpreter services and language research; and IAD Press, a publishing unit producing material on the languages, cultures and Aboriginal people living in Central Australia.

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 by Aboriginal people in the control, management and conduct of the affairs of the Institute.

- To promote research and understanding of Central Australian Aboriginal Languages and societies.

Institute for Aboriginal Development

Chairperson's Comments
July 2002 to June 2003

Graeme Smith

There have been considerable achievements in the past year by our students, staff and my colleagues on the Board of Management that they can all be very proud of. Our students in Alice Springs, Tennant Creek and in the communities have striven to better their education so that they can strengthen their communities or find employment that will give them careers, security and personal satisfaction; our staff have worked to support our students, to deal with the demands of our funding bodies for outcomes and accountability and increasingly, with the need to comply with national standards and benchmarks in our internal operations. While the administrative burden is increasing, our funding from Government is either static or diminishing. Our Press continues to produce outstanding books on language, culture, fiction and family as the nation's leading Indigenous publishing house.

Members on the Board of Management continue to be very concerned about Aboriginal peoples' poor education, health, housing and employment, the levels of incarceration and the general lack of respect for our world view and our well-being. The mainstream society seems little interested in addressing the inequalities and injustices that Aboriginal people experience every day. The political processes at the national level are grinding down our organisations and our national leadership.

IAD has an important role in Central Australia and beyond, giving our community the knowledge, the education, the skills and the self-confidence to be able to bring about significant social, economic and political changes themselves. We see this change-making process beginning with the education and training services provided and most importantly, controlled by our community.

Without this foundation of community control by Aboriginal people, delivering education, and also health, legal, social and economic services in culturally appropriate and sensitive ways, the mainstream will continue to fail our peoples' needs. Without culturally strong and confident advocates for Aboriginal self-determination, our aspirations and our legitimate expectations will be ignored.

For these reasons my Board is committed to IAD remaining a community controlled Aboriginal organisation that delivers culturally appropriate and culturally sensitive services to our people. We regard it as being a matter of basic fairness and equity that Aboriginal people should have the option of:
*   an education system that meets their needs,
*   that recognises their learning styles,
*   that has a curriculum that addresses their interests,
*   gives students the skills that they and their communities want,
*   respects their culture, and
*   is controlled by and delivered by Aboriginal people.

I want to thank the students for their demonstration of the effectiveness of the IAD model of community controlled education and training; the Director, Mrs Eileen Shaw and her staff for their dedication and professionalism in managing all of IAD's activities and finally, to my fellow Board Members for their support.

Graeme Smith
Chair

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Director's Report
July 2002 to June 2003

Overview

The IAD's main objectives remain to provide Indigenous students with a second chance to access education and training that will to lead to employment or contribute to the development of their communities; to maintain and preserve our language and cultural heritage; and to publish our language and cultural research.

We provide a full range of educational programs beginning with basic literacy and numeracy courses through to university level education through our partnership with La Trobe University. IAD is continually adapting these courses to be culturally inclusive and appropriate to the learning styles and aspirations of our People.

Mrs Eileen Shaw

The Board of Management, which comprises representatives from our communities and organisations, continues to argue that too many of the education and training policies we have to follow are developed in a mainstream context and such policies and the courses they support are inappropriate for the educational needs of Aboriginal people.

Campus redevelopment

The NT Government has released the first payment of the $2.6M allowing the redevelopment of Stage One to commence. This is an exciting phase of the organisation's development and the four new buildings should be completed in mid May 2004.

There will be nine classrooms, a computer laboratory, staff and student common room with kitchen and a new Library. All the buildings are designed specifically for our learning styles.

The Board's Site Development sub committee has been busy deciding on colour schemes, finalizing the design details, generally ensuring that the new facilities are among the best in the country and planning for further development of the campus.

IAD Review and the Desert Peoples Consortium

In the later part of 2003 the Board decided that the IAD needed a review of its operations and more specifically, to examine its options about remaining in the Desert Peoples Consortium with the Centre for Appropriate Technology and Batchelor Institute of Indigenous Tertiary Education.

Professor Marcia Langton of the University of Melbourne and Dr Zane MaRhea who undertook the review, did extensive research and consulted widely with the internal and external stakeholders of IAD.

The Board met on several occasions to give detailed consideration to the consultants' report which outlined a number of aspects of the DPC proposal that required further explanation and consultation with the community.

I take this opportunity to once again thank Professor Langton and Dr MaRhea for their perceptive and thoughtful observations on IAD's operations and its place as the principal Aboriginal community-controlled education and training provider in Central Australia, as well as being a repository of Aboriginal cultural values and the Aboriginal languages of the Central Australian region.

Federation of Independent Aboriginal Education Providers (FIAEP)

IAD continues to be an active participant in this peak Federation of Independent Aboriginal Education Providers. IAD attends meetings of the Federation, and contributes policy and operational advice on issues affecting Indigenous education and training. Current issues include the outcomes of the review of Commonwealth funding, examination of capital funding formulas and the utility of mainstream curriculum development outcomes such as training packages for Aboriginal students.

Enterprise Bargaining Agreement (EBA)

The EBA negotiations are almost at an end with the remaining issues limited to the availability of sick leave on ceasing employment and some issues concerning salary structures. The special provisions for cultural matters that were at the core of the Tangentyere Award remain an integral part of the current agreement and will not be affected by the present round of negotiations.

Nationally Accredited Training Provider

IAD delivers a range of nationally accredited training programs that reflect the needs of our community. In the past year we have expanded our courses to include:-

- Driver Training and Licensing
- Certificate Levels Preliminary, and I - II in Literacy (Spoken and Written English)
- Certificate Levels I - IV in Business Services
- Certificate Level II in Horticulture.

This expansion of our suite of courses reflects community demands in these areas. As a community-controlled organisation we are continuously seeking to have courses available to address community needs. For this reason we have expanded into the Certificate at the Preliminary level in Spoken and Written English, which is a bridging course back into education for many students. This course is at a level which is comfortable for students with minimal experience of formal primary schooling.

The Driver Training and Licensing program will give students a valuable employment qualification and as well as an important 'life skill' essential for the rigorous conditions on the Northern Territory road system.

The multi-level Certificate in Business Services will provide a pathway for students to advance their skills and provide graduates of the Certificate Level IV program with the opportunity to undertake more specialised training in Management, as well as a set of skills that will enable them to move directly into employment.

The Australian Quality Assurance Framework that regulates the quality assurance processes for all nationally accredited Vocational Education and Training Providers imposes a significant on-going administrative burden on the IAD. In addition to external audits of the entire organisation's records, practices and policies, there are also irregular audits of specific programs. We are preparing for an audit that will be conducted later this year of the Certificate IV in Assessment and Workplace Training, which is in high demand.

I would like to thank the Chairperson of the IAD Board Graeme Smith, his Deputy Owen Cole and the other Board members for their support over this period. To all of my staff I want to acknowledge their professionalism and achievements in the past year and to express my appreciation of their efforts.

The IAD's key responsibilities for delivering culturally appropriate education and training programs are not going to cease. Until the Territory education authorities take up in a serious and meaningful way the issue of Aboriginal education and training, IAD will always have a critical role in delivering culturally appropriate and culturally sensitive education in Central Australia.

We have achieved quite a lot in the past year but there is even more to be done.
My thanks to you all.

Mrs Eileen Shaw
Director

Language, Culture, Education and Training

As the result of the restructuring of the organisation our Education and Training department and the Language and Culture department were integrated to bring language and culture more effectively into the education and training activity of the organisation. This report details the work of the two components – Education and Training, and Language Maintenance and Preservation.

Education and Training Unit

The new classrooms to be built at the southern end of the campus will mark a new era in IAD's education and training delivery. For the first time in the 30 year history of the organisation, students will have purpose-designed classrooms and a common room which will serve meals. The library and its supporting facilities also have been designed to maximise its appeal to students.

As we achieve results in one area we seem to have new problems arising. IAD is extremely proud of the number of training courses which it has developed for its community and which it has had accredited nationally. These courses are built on Aboriginal knowledge and delivered in ways that are culturally-appropriate. The course content fashioned by IAD provides a meaningful link between a student's existing knowledge and the new knowledge gained from the training programs. Unfortunately, at the national level, there is a very strong push to have Training Packages apply across the country. This means IAD has to replace purpose-designed key courses that it has established. It also means that the content of the training programs that IAD has developed are overridden by what are essentially mainstream courses or where Training Packages have some Indigenous content, then that content is not as relevant to Central Australian students as the courses that IAD developed itself. We have argued the importance of course content that is culturally relevant at Territory and national level, but to no avail.

We do, however, have our successes. Once again the IAD held a very successful Graduation Day with some 200 students receiving awards for their studies. There was strong media interest in the achievements of our students including a live broadcast from the venue by CAAMA Radio.

Courses offered during 2002/03 included:

Diploma in National Indigenous Legal Studies

Certificate IV in Workplace Assessment and Training

Certificate II in Community Services (Youth Work)

Certificate II and IV in Community Services and Health (Youth Work)

Certificate II and III in Community Services and Health

Certificate I, II and III in General Education for Adults

Certificate III in Community Development Facilitation (Aboriginal Land Care)
Certificate I - III in Business Services, as well as a number of modules in Computing Skills.

Language Maintenance and Preservation Unit

The Language Maintenance and Preservation Unit previously known as the Language and Cultural Center, is an integral part of both the community and IAD. The primary role is to maintain and preserve the language and culture of all 14-language groups represented on our logo in Central Australia. The Centre receives guidance from the Regional Aboriginal Language Management Committee (RALMC), which is made up of delegates from the local and remote communities surrounding Alice Springs. The committee provides important feedback from communities on a range of programs and the operations of the Language Maintenance and Preservation Unit.

William Jungarrayi Fitz is the current Coordinator of the Unit.

Aboriginal Translating and Interpreter Service – (ATIS)

This is a service to Government, non–Government, Aboriginal Organisations, and private enterprises – with translating and interpreting available in most of the languages spoken in and around the Alice Springs Region. This Service is offered on a fee for service basis.

We are still competing with the Northern Territory's Aboriginal Interpreter Service (AIS). Although we have only had the one full time employed Interpreter, Lena Taylor, we have managed to generate more income than we had expected, with the help of freelance interpreters. Lena Taylor remains a valuable member of the Language Maintenance and Preservation team. We expect to rebuild the number of Aboriginal Interpreters once the Diploma of Interpreting is delivered and we have more nationally accredited Interpreters.

Arrernte in Schools – The Language in Schools Program

The Arrernte in Schools program has striven to deliver a professional service to Schools throughout Alice Springs. We have Sabella and Janet Turner delivering the program. Being strong language speakers and proud cultural ambassadors for the Arrernte Language group it was nothing new for them to work on something that was so close to the heart.

Sabella was elected as the proxy of Veronica Dobson to the Federation of Aboriginal and Torres Strait Islander Language (FATSIL) meeting to represent Central Australia. Both Sabella and Janet have attended conferences that involved the language and cultural issues surrounding their people.

There are plans to work on a new Arrernte Curriculum for Years 9 and 10, which will be completed by the end of 2004, for use in the two local High Schools where it will be a valuable resource for teaching the local language. The program continues to be delivered to ANZAC and Alice Springs High Schools, Larapinta, Ross Park and Gillen Primary Schools.

One matter of great concern is the change to the funding arrangements for Indigenous language teaching by the NT Education Department. The burden of funding Indigenous language teaching now rests directly on those individual Schools that want to provide Indigenous languages, unlike other non-English languages that are directly supported by government.

Language Courses

Our Language Courses continue to attract high enrolments. Courses have been offered in Arrernte and Pitjantjatjarra and feedback from students has been very pleasing.

Veronica Dobson and Barry McDonald have developed language kits for the Arrernte language at beginners and intermediate levels. Myra Hayes and Leanne Cook have completed similar language kits for Pitjantjatjarra at beginners and intermediate levels.

Central Australian Dictionaries Program – (CADP)

IAD has a long history of developing and publishing comprehensive and high-quality dictionaries of the Aboriginal languages in Central Australia. We are currently working on the Anmatyerr, Kaytetye and Luritja language dictionaries. Fieldwork and research is well under way in these communities.

There is a great deal of enthusiasm in the bush for these projects, and many language speakers are involved.

The Kaytetye Dictionary is in the final stages prior to publication. The stories of Kaytetye man Tommy Thompson, entitled *Growing up Kaytetye*, is now in publication at IAD Press.

The Anmatyerr dictionary also is nearing completion. Checking of the final draft dictionary continues at Ti Tree, Laramba (Napperby), Mount 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.

The Anmatyerr picture dictionary was officially launched at Ti Tree in June 2003. This project was an initiative of Anmatyerr schools and was partially funded by Northern Territory Department of Education, Employment and Training (DEET) and the Commonwealth Department of Education, Science & Training (DEST). The Anmatyerr picture dictionary is the first in a series of picture dictionaries produced for use in schools in the Central Australian region, with Kaytetye, Luritja, Ngaanyatjarra, Alyawarr, Arrernte, and Warumungu soon to follow.

The staff of CADP continue to provide assistance to schools and a number of community language projects, and language advice to a wide range of other projects including teaching intensive language courses and assistance with language teaching in remote schools.

Aboriginal and Torres Strait Islander Language Initiative Program – (ATSILIP)

Martin Campbell started as the ATSILIP Project Officer building contacts with remote communities associated with our language center and documenting language and culture.

Martin has developed a strategic approach to working with the remote communities across Central Australia, by incorporating into his ATSILIP visits information gathering for funding applications, consulting with communities on how they would like to be more involved with the Regional Aboriginal Language Management Committee and by encouraging them to become more actively involved in other programs in the Language Maintenance and Preservation Unit.

The Regional Aboriginal Language Management Committee (RALMC), is a committee made up of language speakers from communities across the Central Australian Region. This committee has the responsibility for managing ATSILIP funding allocations for the Unit's language maintenance and preservation work and determines culturally appropriate conditions that should apply to the funding grants and provides other guidance to the work of the Unit.

Through the ATSILIP Project Officer IAD maintains its strong commitment to remote communities throughout Central Australia, by providing funding for language maintenance and preservation work.

Services and Enterprises Department 2002-2003

The Services and Enterprises Department has an important role in providing administrative systems, infrastructure and operational support across the IAD. We also have a number of very specialised, and in the case of IAD Press, nationally acclaimed areas of expertise. Through our publishing house IAD Press, our Aboriginal Cultural Awareness Program (ACAP) and the delivery of the Workplace, English, Language and Literacy (WELL) Program this department services a local, national and international clientele.

The Department's main projects focused upon:
- refinement of the Services and Enterprises' Australian Quality Training Framework (AQTF) process manuals for the various sections
- revision and streamlining of the Central Filing System
- revision of the Asset Register, the security and upkeep of the Institute's assets
- effective functioning of IAD's internal committees
- restructuring of the ACAP course materials to include an introduction to Arrernte language and society
- the final stages of the IAD website
- promotion of IAD at events such as the Alice Springs Show and the Alice Expo
- monitoring of administration expenses such as telephone, vehicles, security, stationery etc.
- investigating sources of potential funding or grants for the purchase of library resources such as a bar-coding system for books.

Library

In line with the Institute's vision statement, the Library aims to provide access to a wide range of published information to support the courses offered and other Departments like the Language Centre. It caters for diverse student groups in urban and remote locations across all levels of education.

It is a specialist library and an academic library with an emphasis on Australian Indigenous people's issues. The library is looking forward to being actively involved in further IT development as accredited courses move into an online environment.

Our library also has a function as a "keeping place" for materials and documents on Aboriginal peoples in general, with a special focus on Central Australia.

Wanda Iles has completed the Certificate II and III in Library and Information Services course at Batchelor Institute and is currently enrolled at NTU to complete Certificate IV. Wanda has also completed the Certificate IV in Assessment and Workplace Training at IAD. Wanda is getting a lot more experience with cataloguing and how to use the *Kinetica* web search, which is run by the National Library of Australia.

The Library has been used well by students and staff and it has had various overseas visitors. Some of the local high schools have brought in their students on a regular basis.

Finance

The year saw a number of changes in personnel. Our longest serving-staff member Melly Kruger resigned in February after many years as the Finance Officer. After several years of valuable service, Clive Brown, the Accountant, also resigned. The recruitment processes for these specialist positions took longer than expected and during this time Tanya Dodds acted heroically in the role of the IAD's Accountant as well as carrying out her tasks as the Payroll Officer.

It was not until late June that the positions of Accountant and Finance Officer were filled. The Finance Section looks forward to a stable and prosperous future now that Michael Smith our Finance Officer, and Chris Carey our Accountant, are on board and settling in well.

Payroll

The expanding use of salary sacrifice arrangements has meant a much busier time for Tanya Dodds our Payroll Officer and Lisa Booth who has been her understudy. Early 2003 saw a major change to the Westpac banking program used by the Payroll Office to transfer the pays to employee accounts.

Information Technology

This has been another year full of challenges and opportunities for Li-Ting Lee who is the IT Support Officer. There is constant demand from staff for support and advice as well as trouble-shooting. Improvements are regularly being made in the IAD's use of technology.

The IT section includes network development, hardware upgrades, IT training, software installation, student database maintenance and future IT support and planning.

10 new computers were purchased for students to use in the computer laboratory with the latest Windows Office XP software installed, allowing students to complete their work more efficiently.

All staff who have a computer are connected to the network and able to access the Internet for research and teaching purposes. Staff also have their own email address, which is handled by the IAD mail server. This is a big achievement for IT section but it would not have happened without a great deal of help from our Property Officers.

The current dial-up Internet access is slow and broadband Internet connection is the next priority to help staff and students have higher speed Internet access. This will be happening very soon.

Property Office

The Property Office – Roy Arbon, Lennie Breadon, Lachlan Ross and Peter Murray have been extremely busy over the past year with the proposed campus re-development negotiations and arrangements. The planning for the demolition of the south end of the campus has been an important issue with the cleaning out of offices and sheds, the removal of fixtures and the rearranging of office space and classrooms to the northern end of the campus. The Property Office has been busy also with transporting 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, making recommendations to management and resolving potential OH & S issues before they become problems.

Workplace English Literacy and Language – (WELL)

WELL is a training program designed to cater for English literacy and language training needs in the workplace. It encompasses everything from completing workplace forms to computer training. WELL training is flexible and can be adapted to suit the needs of both workers and their employers. The IAD has been the broker of the WELL program for quite a number of years and has lecturers delivering WELL training at Imparja TV, the Arrernte Council and the Granites Goldmine.

Aboriginal Cultural Awareness Program – (ACAP)

The aims of the ACAP program are 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 these community members also participated in workshops as guest lecturers.

The ACAP facilitator John Lochowiak participated in the 'Future Directions: Courts and Indigenous Cultural Awareness Conference.' The program received positive feedback from various High Court Judges and other participants at this conference.

IAD Press

This year has been a very productive and busy one for IAD Press with the publication of several quality books, a number of highly successful book launches, the development of new publishing initiatives and the arrival of two new staff members. This is the second year of the triennial funding IAD Press has received from the Australia Council. This sponsorship has been valuable in developing the profile and publishing programme of IAD Press. The IAD Press has also been given additional financial support for its language and cultural publications through the Rio Tinto Aboriginal Foundation, which has resulted in a generous triennial grant from 2003 to 2005.

As always, the release of the *2003 Jukurrpa Diary*, in late July, led to a flurry of orders as people scrambled to secure their copy of this increasingly popular publication with its selection of contemporary Central Australian Indigenous artworks.
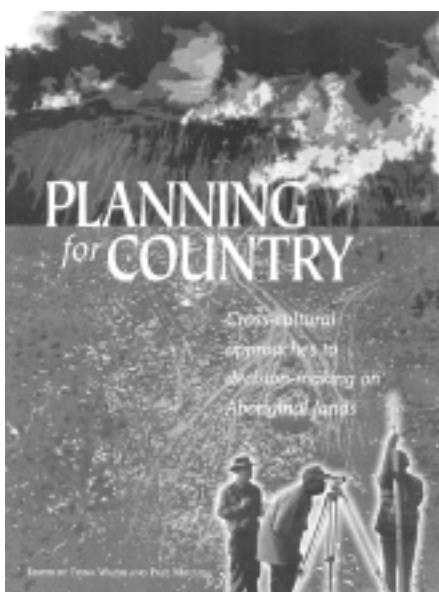

In August, *Planning for Country: Cross-cultural approaches to decision-making on Aboriginal lands* was launched by David Ross, the Director of the Central Land Council at the Central Australian Expo. Two former members of the CLC's Land Management Unit compiled the book and worked with Press staff to help create this landmark publication.

In a fresh approach to supporting Aboriginal language and literacy learning, IAD Press brought out the *Arrernte Colouring Book*, which featured 24 illustrations drawn specifically for Central Australian Aboriginal children that each depicted a keyword in Arrernte. An example sentence on each page expanded the usefulness of this book as a learning tool. Imparja Television's ever-popular Yamba launched this book in September, drawing a large crowd of children and their parents to the Alice Springs Plaza. The Transition Class from Gillen Primary School entertained us with a song in Arrernte and the Ti Tree School Circus gave an engaging performance.

the town
grew up dancing

the life and art of wenten rubuntja
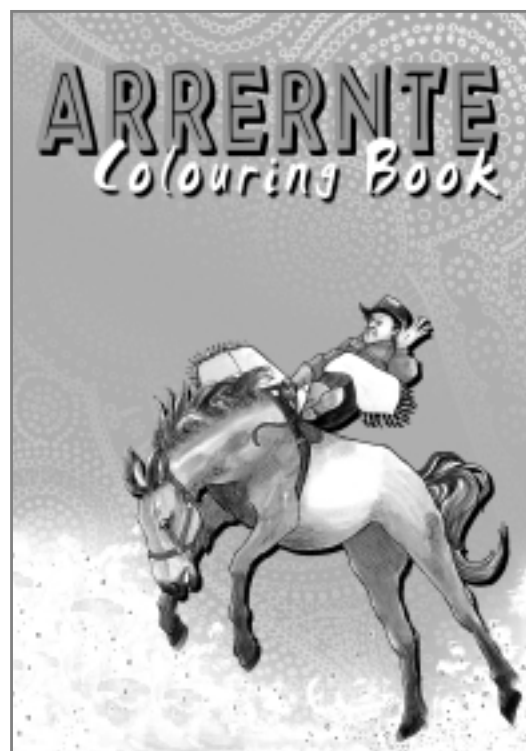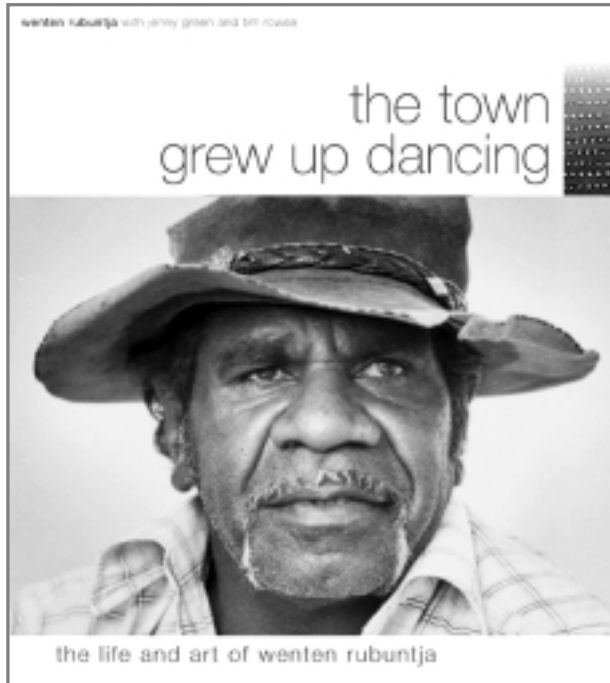
November saw the hugely successful launch of *The Town Grew Up Dancing: the life and art of Wenten Rubuntja*, by local Arrernte man Wenten Rubuntja with linguist Jenny Green. More than 400 people packed the Araluen Centre, where the national media identity Ray Martin launched this beautifully-designed and innovatively presented book.
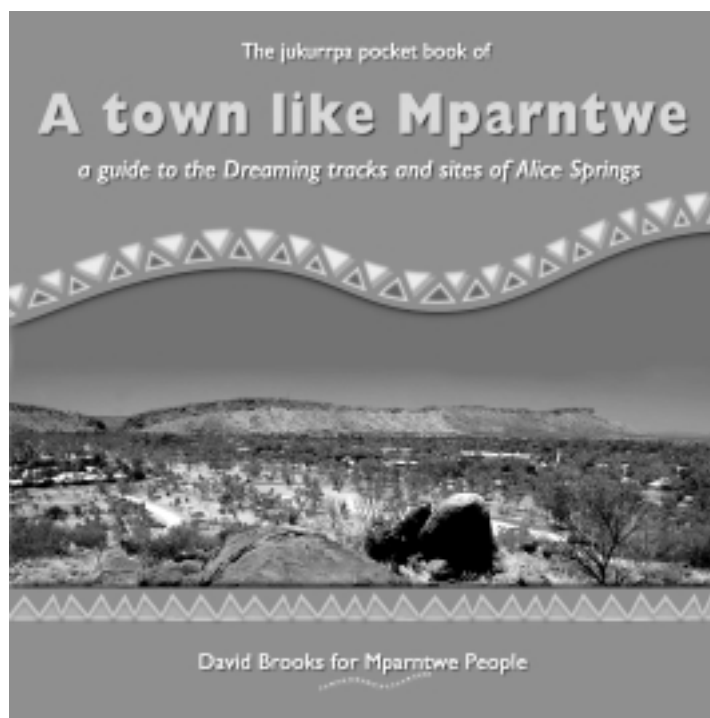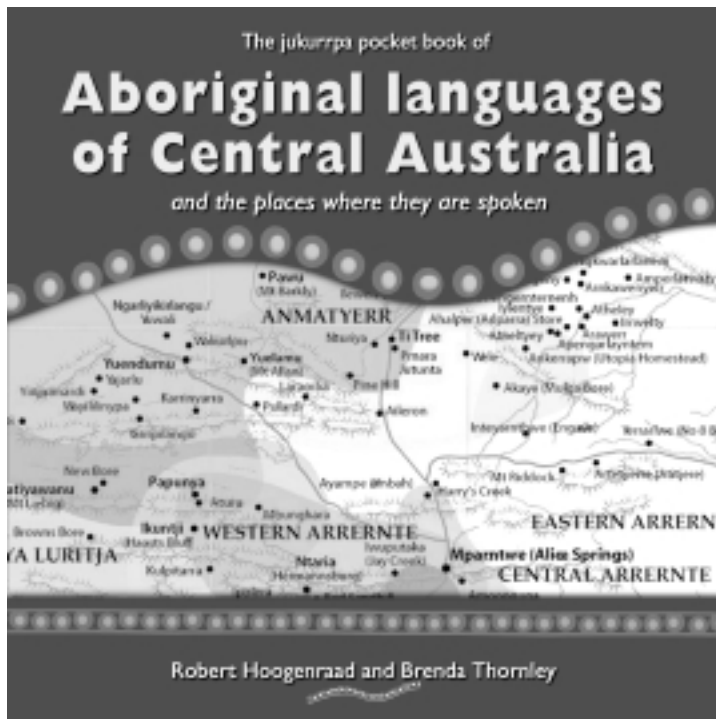

Guest speakers included John Ah Kit MLA, Pat Dodson, the Chief Minister Clare Martin MLA, David Ritchie, David Ross, Geoff Shaw and Warren Snowdon MHR.
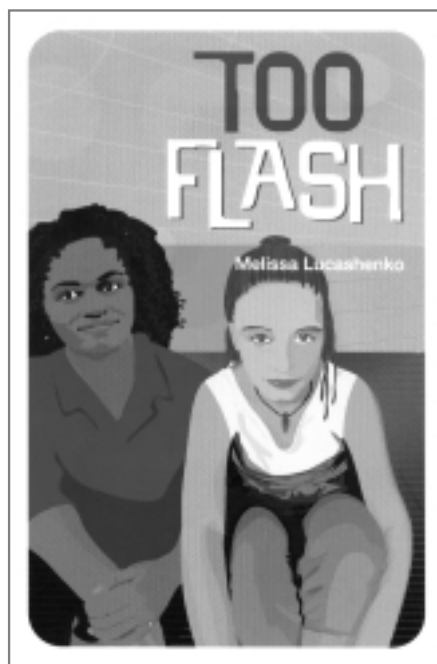

Too Flash, by award-winning author Melissa Lucashenko – the first foray into the genre of young adult fiction for IAD Press, was also published in November and was short-listed in two categories for the Australian Publishing Association Design Awards.

Early this year we released the first in our series of Jukurrpa Pocket Books, *A Town Like Mparntwe* and *Aboriginal Languages of Central Australia.* This initiative will follow on with further books in the near future.

The jukurrpa pocket book of

Aboriginal languages of Central Australia

and the places where they are spoken

Robert Hoogenraad and Brenda Thornley

The jukurrpa pocket book of

A town like Mparntwe

a guide to the Dreaming tracks and sites of Alice Springs

David Brooks for Mparntwe People

Our launch of the *Anmatyerr Picture Dictionary* at Ti Tree School in June this year marked the beginning of a ground-breaking educational initiative, the IAD Press Picture Dictionary series. The Ti Tree, Mount Allan and Laramba (Napperby) communities came up with the idea of the picture dictionary to assist their children to read and write in Anmatyerr and English. Jenny Green, a linguist with IAD, coordinated the development of a template which will be used to produce a further 11 picture dictionaries in other Aboriginal languages. The project has received initial support from the NT Department of Education, Employment and Training, the Commonwealth Department of Education, Science and Technology and the Telstra Foundation. Telstra is supporting a further three picture dictionaries. The Sony Foundation and Ngaanatjarra Council also are sponsoring future picture dictionaries.
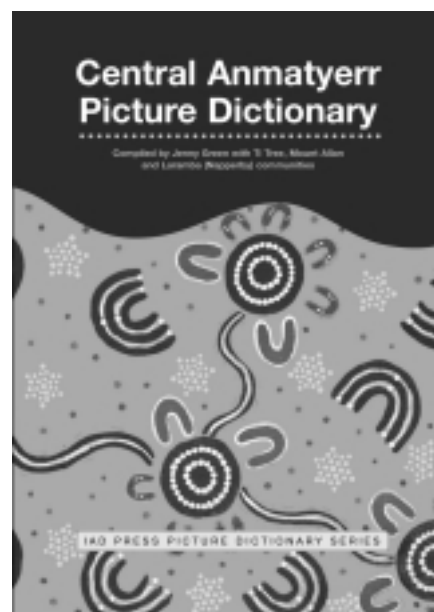
Newmont Mining Ltd has assisted IAD Press with funds towards the publication of two Kaytetye language and culture books: *Growing up Kaytetye – Stories by Tommy Thompson* and the *Kaytetye Dictionary*. Growing up Kaytetye will be published in the second half of 2003.

IAD Press has worked hard to promote its books. Press author Kenny Laughton was a keynote speaker at the Remote Schools Conference at the Alice Springs Convention Centre in May, promoting his book *Not Quite Men, No Longer Boys*. In a joint activity with the Alice Springs Library during Library Week, IAD Press promoted *The Town Grew Up Dancing* as part of the event 'Good Umpires', involving Wenten Rubuntja and Bernie Kilgariff. Wenten's book was also given an additional mini launch in June this year at the CLC-organised National Native Title Conference. In the national arena, we enthusiastically promoted our books to library suppliers, booksellers and other publishers at Australian Publishers Association Book Fair.

In November 2002 we welcomed Gabby Lhuede to IAD Press as our new production manager/designer. Editor Bethune Carmichael came hot on her heels in early December to complete the dynamic team at IAD Press.

Institute for Aboriginal Development

Staff 2002-03

DIRECTORATE
Eileen Shaw (Director)
Joyce Measures (Deputy Director)
Keomi Khan (Executive Assistant)
Sonia Laughton (Receptionist)
Roy Arbon (Development Project Officer)
Tony Irwin (Human Resource Manager)
Rodney Diggens (Special Project Officer)

SERVICES AND ENTERPRISES
Simon MacDonald (Manager – to Dec 2002)
Sharon Hayes (Acting Manager)
Kenni-Anne Iles (Personal Assistant)
Kim Gorey (Receptionist)
Nicole Laughton (Receptionist)

ENTERPRISES UNIT
Press
Josie Douglas (Publisher)
Marg Bowman (Editor)
Bethune Carmichael (Editor)
Veronica Dobson (Senior Language Specialist)
Sam Moulds (Production Officer)
Denella Hampton (Marketing Assistant)
Gabby Lhuede (Production/Designer)

Workplace Training
Kathryn Brewer (Lecturer)
Maria Castles (Lecturer)
Kailas Kerr (Lecturer)
Kerry Le Rossignol (Lecturer – to April 2003)
Sylvia O'Toole's (Lecturer)
Anne Warren (Lecturer)

Aboriginal Cultural Awareness Program
John Lochowiak (Facilitator – to March 2003)

Aboriginal Translating and Interpreting Service
Lena Taylor (Interpreter)
Della Pearce (Language Specialist – to Dec 2002)

SERVICES UNIT
Accounts
Clive Brown (Accountant – to Dec 2002)
Chris Carey (Accountant)
Rowan Churches (Finance Training Officer – to Jan 2003)
Melly Kruger (Finance Officer – to Feb 2003)
Michael Smith (Finance Officer)
Lisa Booth (Payroll Officer)
Tanya Dodds (Payroll Officer)

Library
Doro Zufall-Elvey (Librarian – to Sept 2002)
Wanda Iles (Library Technician)
Nanette Kumar (Library Assistant)

Information Technology and Statistics
Li-ting Lee (IT/Statistics Officer)

Property
Roy Arbon (Property Officer)
Lennie Breadon (Grounds person)
Richard Foster (Grounds person – to July 2002)
Lachlan Ross (Grounds person)
Peter Murray (Cleaner)

LANGUAGE, CULTURE, EDUCATION AND TRAINING
Kay Boylan (Manager)
Lindsay Watson (Acting Manager)
Janice Stanton (Personal Assistant)
Lisa Booth (Receptionist)

EDUCATION AND TRAINING UNIT
Lecturing Staff
Rena Stanton (Coordinator – to Nov 2002)
Coral Franklin (Coordinator – Tennant Creek)
Abdul Khan (Curriculum Officer)
Alicia Buchanan (Lecturer)
Sharon Burns (Lecturer – to March 2003)
Grant Butler (Lecturer)
Sid Carruth (Lecturer – to April 2003)
Ray Cochrane (Lecturer)
Leslie Jury (Lecturer)
Lyn Patterson (Lecturer)
Elaine Peckham (Lecturer)
Henry Peckham (Lecturer)
Pat Walkington (Lecturer)

Student Services Office
Leonie Bray (Student Services Officer – to May 2003)
Michelle Dhu (Student Services Officer)
Brian McDonald (Student Services Officer)
Peter Sevallos (Student Services Officer)

LANGUAGE MAINTENANCE AND PRESERVATION UNIT
William Fitz (Coordinator)
Stacey Stanton (Administration Assistant)

ATSI Language Initiatives Program
Martin Campbell (Project Officer)

Central Australian Dictionaries Program
Jenny Green (Senior Linguist)
Angela Harrison (Linguist – to Aug 2002)
Myfany Turpin (Linguist)
Maureen Campbell (Language Specialist)

Languages in Schools
Sabella Turner (Language Specialist)
Janet Turner (Language Specialist)

INSTITUTE FOR ABORIGINAL DEVELOPMENT INCORPORATED
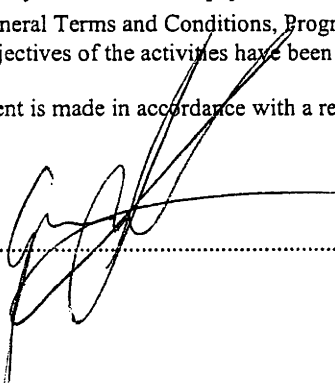
CHAIRPERSON'S CERTIFICATE

The Board has determined that the Association is not a reporting entity as defined in Statements of Accounting Concepts 1: Definition of the Reporting Entity, and therefore there is no requirements to apply Accounting Standards in the presentation of these financial statements. The Board has determined that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the accounts.
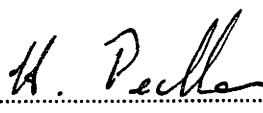
In the opinion of the Board:

(a) The grant monies have been used for the agreed purpose(s) as outlined in the Letter of Offer.
(b) All assets or services purchased with grant monies were purchased in fair and open competition and in accordance with the approved procurement methods for the acquisition of assets or services as set out in the grant Terms and Conditions.
(c) The financial report and attached schedules are drawn up so as to give a true and fair view of the Association's state of affairs and are based on proper accounts and records.
(d) All assets with a written down value exceeding $2,000 acquired with ATSIC grant funds have been insured with an approved insurer.
(e) An asset register has been maintained for all assets acquired with ATSIC funds where the purchase or construction price exceeds $2,000.
(f) Adequate financial controls were maintained by the Association.
(g) At the date of this statement there are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable.
(h) All General Terms and Conditions, Program Specific and Special Conditions have been complied with.
(i) The objectives of the activities have been met.

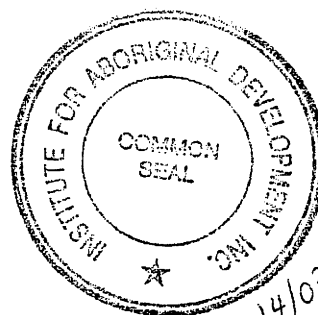This statement is made in accordance with a resolution of the Board.

Graeme Smith

Chairperson

Henry Peckham

Board Member

Peter Ross

Board Member

Dated this   day of October 2003

INSTITUTE FOR ABORIGINAL DEVELOPMENT INCORPORATED

STATEMENT OF FINANCIAL PERFORMANCE
FOR THE YEAR ENDED 30 JUNE 2003

	Notes	2003 $	2002 $
Revenue from ordinary activities		5,437,220	3,871,950
Changes in inventories of finished goods and work in progress		(19,458)	9,363
Raw materials and consumables used		(285,968)	(122,872)
Employee benefits expense		(2,675,494)	(3,025,525)
Depreciation and amortisation expenses		(95,782)	(68,807)
Consultancy and research		(167,876)	(110,331)
Travelling expenses		(117,873)	(183,862)
Grant repayment		(199,808)	-
Transfer to unexpended grants		(205,302)	-
Other expenses from ordinary activities		(638,074)	(707,768)
Borrowing costs expense		(103)	-
Surplus/(Deficit) from ordinary activities		1,031,482	(337,852)

The accompanying notes form part of these financial statements. **19**

INSTITUTE FOR ABORIGINAL DEVELOPMENT INCORPORATED

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2003

	Notes	2003 $	2002 $
CURRENT ASSETS			
Cash assets	2	3,445,835	2,120,032
Receivables	3	58,583	193,751
Inventories		256.494	275.952
TOTAL CURRENT ASSETS		3.760.912	2.589.735
NON-CURRENT ASSETS			
Fixed Assets	4	1.502.901	1.459.719
TOTAL NON-CURRENT ASSETS		1.502.901	1.459.719
TOTAL ASSETS		5.263.813	4.049.454
CURRENT LIABILITIES			
Payables	5	421,171	262,469
Provisions	6	212,629	150,584
Other	7	1.517.567	1.555.437
TOTAL CURRENT LIABILITIES		2.151.367	1,968.490
TOTAL LIABILITIES		2.151.367	1.968.490
NET ASSETS		3.112.446	2.080.964
MEMBERS' FUNDS			
Reserves	8	320,088	320,088
Accumulated surplus	9	2.792.358	1,760,876
TOTAL MEMBERS' FUNDS		3.112.446	2.080.964

The accompanying notes form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2003

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 17:   Leases

AAS 28:   Statement of Cash Flows

AAS 22:   Related Party Disclosures

AAS 3:   Income Taxes

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) 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.

(b) Fixed Assets

Freehold land is carried at cost or at independent or directors' valuation.

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.

The revaluation of freehold land and buildings has taken account of the potential tax payable on assets which are subject to capital gains tax.

(c) 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.

(d) Recognition of Grant Income

Government grants are recognised as revenue when control over the granted asset has been obtained. Control over granted assets is normally obtained upon their receipt or upon prior notification that a grant has been secured.

Unexpended ATSIC grants are shown as current liabilities in accordance with a directive from the funding body.

(e) Segment Information

The Institute for Aboriginal Development provides educational facilities to the Central Australian Aboriginal Community.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2003

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

(f) Work in Progress

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

(g) Economic Dependency

The association is dependent upon receiving grant funding in the future to continue as a going concern.

(h) Bequeaths & Donations

The following bequeaths and donations were received during the year ended 30 June 2003

Contributor	$
Bequeaths	
Estate Late Leslie Hocking Cock	666
Donations	
Aboriginal Areas Protection Authority	500
Centrecorp	1,880
Rio Tinto	46,200
Yipirinya School	1,000
Staff Donations	854
Sundry	6,195
Total Donation Received	56,629
Total Donations And Bequeaths Received	57,295

(i) Grants Received

The following grants were received during the year ended 30 June 2003

Funding Body	Amount
2002-2003 Grant Receipts	**$**
AERF	3,000
ARTS NT	580
ATAS	89,827
ATSIC	424,286
Australia Council	252,450
DEET	1,104,136
DEST	2,412,982
Ngaanyatjarra	3,538
NT Deputy Chief Minister's Office	20,000
NT Education and Training Authority	22,400
NT Racing, Gaming and Licencing	3,000
Sony Foundation	20,900
Telstra Foundation	48,000
Total Grants received during the year	4,405,099
(+) Grants in Advance previous year	
DEST	1,436,460
(-) Grants in Advance current year	
DEST	(1,206,491)
Total Grants and Subsidies for the year	4,635,943

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	Note	2003 $	2002 $
NOTE 2: CASH ASSETS			
Cash on hand		912	470
Cash at bank		3,444,923	2,119,562
		3,445,835	2,120,032
NOTE 3: RECEIVABLES			
CURRENT			
Trade debtors		69,969	261,366
Less provision for doubtful debts		(30,000)	(90,000)
		39,969	171,366
Other debtors		18,614	22,385
		18,614	22,385
		58,583	193,751
NOTE 4: FIXED ASSETS			
LAND			
Freehold land:			
At independent valuation		893,000	893,000
BUILDINGS			
At cost		358,636	358,636
Less accumulated depreciation		(71,772)	(49,690)
		286,864	308,946
At independent valuation		227,000	227,000
Less accumulated depreciation		(130,525)	(119,175)
		96,475	107,825
Total buildings		383,339	416,771
Total land and buildings		1,276,339	1,309,771
PLANT AND EQUIPMENT			
(a) Plant and equipment			
At cost		395,288	293,577
Less accumulated depreciation		(323,544)	(292,834)
		71,744	743
(b) Motor vehicles			
At cost		415,213	415,213
Less accumulated depreciation		(321,737)	(344,428)
		93,476	70,785
(c) Furniture, fixtures and fittings			
At cost		426,253	435,606
Less accumulated depreciation		(404,629)	(403,876)
		21,624	31,730

	Note	2003 $	2002 $
NOTE 4: FIXED ASSETS (Continued)			
(d) Other capital assets			
At cost		213,354	204,881
Less accumulated depreciation		(173,636)	(158,191)
		39,718	46,690
Total plant and equipment		226,562	149,948
Total property, plant and equipment		1,502,901	1,459,719
NOTE 5: PAYABLES			
CURRENT			
Unsecured liabilities			
Trade creditors		81,655	98,838
Sundry creditors and accruals		339,516	163,631
		421,171	262,469
NOTE 6: PROVISIONS			
CURRENT			
Employee entitlements		212,629	150,584
NOTE 7: OTHER LIABILITIES			
CURRENT			
Accrued expenses		37,898	33,487
Unexpended ATSIC grants		100,038	-
Other unexpended grants		105,264	-
Grants received in advance		1,206,491	1,436,460
Other current liabilities		67,876	85,490
		1,517,567	1,555,437
NOTE 8: RESERVES			
Asset revaluation reserve		320,088	320,088
NOTE 9: ACCUMULATED SURPLUS			
Retained profits at the beginning of the financial year	10	1,760,876	2,098,727
Net profit (loss) attributable to members of the entity		1,031,482	(337,851)
Retained profits at the end of the financial year		2,792,358	1,760,876

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	Note	2003 $	2002 $
NOTE 10: OPENING RETAINED PROFITS			
Opening Accumulated Funds		1,760,876	2,350,697
Separation of CARHTU		-	(251,970)
Adjusted Opening Accumulated Funds		1,760,876	2,098,727

ADJUSTED OPENING ACCUMULATED FUNDS

The opening accumulated funds in the previous year had been adjusted to reflect the separate incorporation of CARHTU who until that year were operating under The Institute for Aboriginal Developments incorporation. The opening accumulated funds had been decreased by $251,970.

INSTITUTE FOR ABORIGINAL DEVELOPMENT INCORPORATED
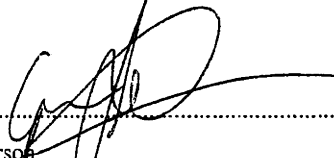
STATEMENT BY MEMBERS OF THE BOARD

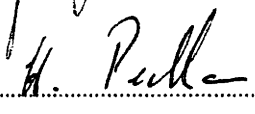The Board have determined that the association is not a reporting entity.

The Board 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 Board the financial report as set out on pages 1 to 7:

1.   Presents fairly the financial position of Institute For Aboriginal Development Incorporated as at Monday, 30 June 2003 and it's 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 Board and is signed for and on behalf of the Board by:

.... Graeme Smith ....

Chairperson
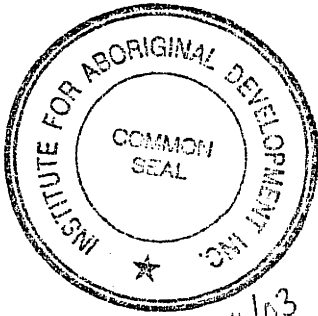
.... Henry Peckham ....

Board Member

.... Peter Ross ....

Board Member

Dated this   day of October 2003

INSTITUTE FOR ABORIGINAL DEVELOPMENT INCORPORATED

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

Scope

We have audited the financial report, being a special purpose financial report of Institute For Aboriginal Development Incorporated for the financial year ended Monday, 30 June 2003 being the Statement of Financial Performance, Statement of Financial Position, notes to the Financial Statements and the Statement by Members of the Committee. The committee is responsible for the financial report and have determined that the accounting policies used and described in Note 1 to the financial statements which form part of the financial report are appropriate to meet the requirements of the Associations Incorporation Act of the Northern Territory and are appropriate to meet the needs of the members. We have conducted an independent audit of this financial report in order to express an opinion on it to the members of Institute For Aboriginal Development Incorporated No opinion is expressed as to whether the accounting policies used, and described in Note 1, are appropriate to the needs of the members.

The financial report has been prepared for the purpose of fulfilling the requirements of the Associations Incorporation Act of the Northern Territory. 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.

Our audit has been conducted in accordance with Australian Auditing Standards. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report, and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial report is presented fairly in accordance with the accounting policies described in Note 1 to the financial statements so as to present a view which is consistent with our understanding of the association's financial position, and 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.

The audit opinion expressed in this report has been formed on the above basis.

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 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 fairly 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 Monday, 30 June 2003 and the results of its operations for the financial year then ended.

Horwath NT Partnership

Horwath NT Partnership
Chartered Accountants
44 Bath Steeet (cnr Gregory Terrace)
Alice Springs, NT

Chartered Accountants

P.J. Hill

P.J. Hill

Partner

20 October 2003

Alice Springs