

# Annual Report

2015/2016



**IBN Corporation Pty Ltd**  
As Trustee for IBN Charitable  
Foundation (CHAT)

ABN 71 519 343 254

**IBN Corporation Pty Ltd**  
As Trustee for IBN Foundation 2  
Financial Assistance Trust (FAT)

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## Purpose

Supporting the Yinhawangka, Banyjima and Nyiyaparli people.

## Goal

Building resilience and capacity for the present and strong foundations for the future.



## About IBN

### Who we are

IBN Corporation Pty Ltd is the Trustee for the Yinhawangka, Banyjima and Nyiyaparli people, whose traditional lands extend across the high country of the Pilbara. IBN was established in 2001 to manage payments from the agreement (called the MAC Agreement) between the Traditional Owners and BHP Billiton for the mining operations in Mining Area C. These payments are managed through the Charitable Assistance Trust and the Financial Assistance Trust.

Many people within the IBN community suffer from social and economic disadvantage, directly related to dispossession and marginalisation. IBN aims to address these circumstances through targeted services and projects designed to relieve poverty, improve the health and wellbeing of members and families and build community resilience.

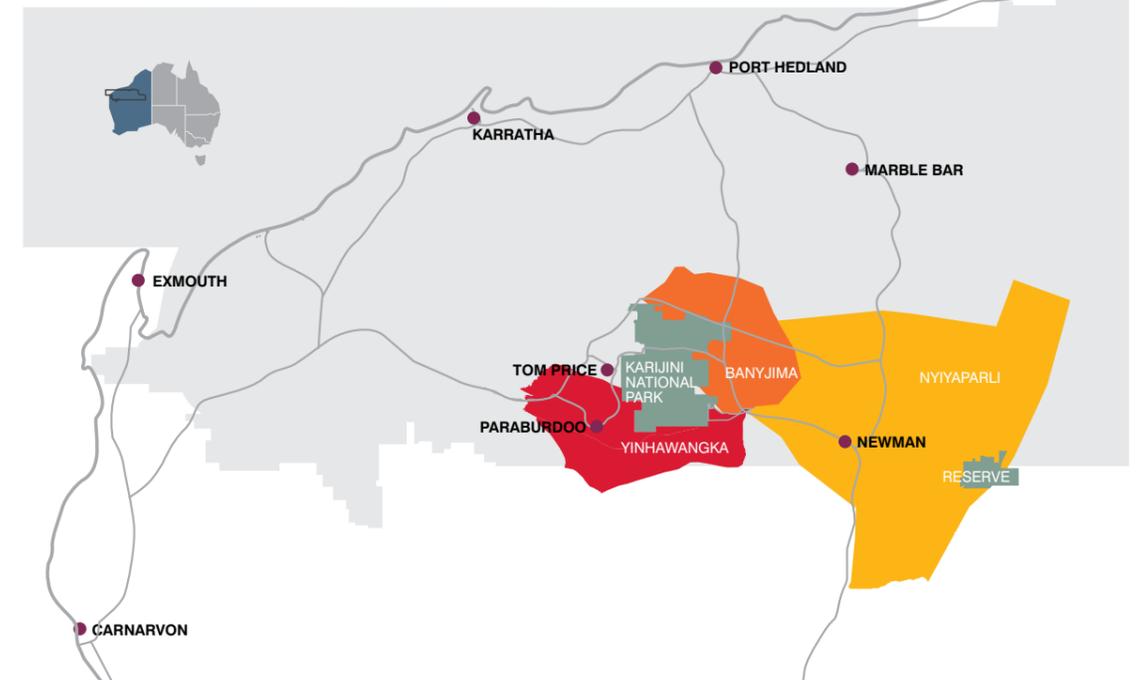
We have offices in South Hedland, Tom Price and Karratha, offering IBN members the most services of any Aboriginal Trust in the Pilbara.

Our community reach extends beyond our members and families with direct financial assistance and IBN's Community Programs reaching thousands of people across the region and our offices provide assistance every day to many other Pilbara Aboriginal people who are not IBN members.

IBN has 75 staff members with 60% of all staff being Aboriginal people and more than half being IBN members.

IBN has a strong financial record and has a Board that is working to build a Future Fund to provide the IBN Community with resources and services long after the end of mining. It is because of this solid leadership by the Board and good financial management that IBN is recognised as one of the strongest Aboriginal organisations in Western Australia.

Western Australia Native Title Applications and Determination Areas (As per the Federal Court 30 September 2015)





**Lorraine Injie** (Minadhu) Chairperson



**Churchill Jones** (Minadhu)



**Phillip Dhu** (Banyjima)



**May Byrne** (Milyuranpa Banyjima)



**Peter Derschaw** (Niyaparli)



**Evelyn Krocze** (Niyaparli)



**Alan Scott** (Independent)



**Clive Senior** (Independent)



**John Cunningham** (Independent)



**Tom Stephens** (Independent)

## IBN Leadership and Accountability

### The Representative Corporations of IBN

The IBN Corporation structure is set out in the IBN Constitution and comprises of four Representative Corporations (Minadhu, Milyuranpa Banyjima, Banyjima and Niyaparli) that each hold a share in the company on behalf of the Traditional Owners of the three language groups. These 'Rep Corps' have 40 Traditional Owner Directors that work with the community to advise the IBN Board on community membership and IBN programs and services.

### A strong Board of Directors

IBN operates a single Board for its Trust and for the Corporation's operations and funds management. The IBN Board consists of six Traditional Owner Directors elected by the members of the Representative Corporations, and four Independent Directors.

### Auditors

Stielow & Associates acts as Auditor of both the Financial and Charitable Trusts, providing expert and independent analysis of IBN financial management and accounts. Stielow & Associates also conduct quarterly audits for the IBN Finance and Investment Committee and CEO. These audits ensure IBN complies with the Corporations Act and remains accountable to the IBN Community.

### Investment Advisors

The Myer Family Company (MFCo) was appointed in 2011 as the investment advisors to IBN. Under instructions from the Trustee, MFCo manage IBN investments in accordance with IBN's investment strategy and the terms of the Trusts.

Due to the solid leadership by the Board and good financial management, IBN is recognised as one of the strongest Aboriginal organisations in Western Australia.

IBN Strategic Plan 2016-2020  
Core Objectives



## Chairpersons Report

Thanharru! *Welcome.*



The 2015/16 year marks the end of an era for IBN, as we enter into a new phase with a clear direction as a strong charitable organisation. After more than 9 years of continued growth in income, asset base, services and operations, IBN is now required to adapt and reform so that it can continue to be a significant Aboriginal organisation for IBN communities and the Pilbara.

IBN's programs and services have been evolutionary across the years and has experienced significant growth in response to demand from members. IBN continues to provide targeted services that aim to improve the health and well-being of members and build community resilience.

Through upskilling members of the IBN Community, diversifying income streams and commercialising our services, it is envisaged that IBN will be able to ensure that the long term viability and sustainability of IBN continues into the future.

To grow opportunities within the new Pilbara economy, IBN acquired Indigenous Mining and Marine Services (IMMS), a Pilbara Aboriginal labour hire and recruitment company. IMMS will generate additional revenue for IBN which results in direct reinvestment back into the IBN communities and their families.

The Board was very pleased with the outcome of the General Meeting held in May, which resolved the negotiations with BHP Billiton and finalised the amendments to the MAC Agreement. Countless people have worked hard for these changes over many years and I congratulate everyone on their efforts. The IBN Board believes these changes can bring lasting and tangible benefits for IBN members and new opportunities and happiness for our children.

This year, the Board focused on the development of the 2016 – 2020 Strategic Plan, with the intention to revise the organisation's purpose, objectives, strategies and

outcomes. IBN's Strategic Plan outlines our core focus moving forward including;

- Language, Culture and Heritage,
- Personal, Family and Community Esteem,
- Health and Well-being,
- Education, Training and Employment,
- Economic and Social Enterprise.

This new Strategic Plan will enable IBN to have a transparent view of the organisational purpose, deliver targeted services to members, develop governance, increase operational efficiencies and engage the IBN staff group.

In the coming years, IBN will be entering a period of financial constraint. For the next 5 years, all Mining Area C royalty payments will go to the new Approved Trusts, totalling more than \$100 million by 2021. The IBN Board of Directors are determined that as IBN shifts from being a dual trust to a single charitable trust, the focus will be on economic sustainability and building Aboriginal capacity.

I am really proud of the IBN people for their resilience, strength and determination throughout these challenging times. The Board will continue to respond innovatively to the ongoing challenges and ensure best practice in all that we do.

On behalf of the IBN Board, I would like to thank the CEO, the Executive Team and IBN staff for their commitment in delivering another successful year. I would also like to thank my fellow Directors, as we seek to sustain our cultural heritage, enhance wellbeing and encourage a future that is strong and vibrant for the future generations of the IBN Community.

**Lorraine Injie**  
IBN Chairperson

## CEO Report

*Thanharu!*



Thanarru and welcome to the 2015/16 IBN Annual Report, covering another year of great achievement across the IBN Community.

### Key Achievements

IBN is a leading Pilbara Aboriginal organisation because we have great people delivering quality services to members. We measure our work by asking if we have made a positive contribution to the communities where we work.

In 2015/16 IBN set a new benchmark for service, dealing with a record number of applications and responses for assistance. This year, more than \$2 million has gone towards members' education, employment and training and health services.

This year saw the first on-country children's cultural camp in Karijini National Park, where *Camp Kurlungka* was a huge success. We are working to make this an annual event for IBN kids from across the Pilbara. We also worked with Ninitiri in Tom Price to develop a unique children's play, *All Aboard the Spinifex Express*. The 'Spinifex Express' opened at Karijini Experience and the response of our kids, Elders and campers at Karijini sparked plans to tour the play to towns and communities throughout the Pilbara.

The exhibition of the *Kurkayima Ngatha* – Remember Me project was launched after years of work by IBN leaders, Elders and linguists. This project is a linking of Aboriginal ecological knowledge and western botany, the Pilbara's landscapes and cultural identity.

IBN's contribution to the construction of Elements Estate in South Hedland was recognised through national awards for urban design and we will be bringing those properties to market in the coming year. In February 2015, my first day at work with IBN was to help open 'Mirli Maya' in South Hedland. Mirli Maya provides secure and supported housing for IBN Elders, with the first residents in 'Mirli Maya' making this great place, their home. We expect many more elders will join them over the coming years.

One of the pleasing aspects of 2015/16 has been the developing business partnerships between IBN's labour hire company 'IMMS' and the landscape gardening business of IBN Services. These two arms of IBN have become important elements of IBN's broader strategy, delivering on the parallel objectives of social outcomes and financial sustainability.

### IBN Strategic Plan

More than 250 members were directly involved in the discussions and generating ideas for the new IBN Strategic Plan 2016-2020. Meetings were held in all major Pilbara communities and Perth as well as involving the IBN Board, IBN Representative Corporations and staff. I am grateful to everyone who could attend and share ideas on the future direction of IBN. With the changes to the MAC Agreement, IBN can now concentrate on its role as a Charitable Foundation and the new Strategic Goal: *'Building resilience and capacity for the present, and strong foundations for the future.'*

### The MAC Agreement (MACA)

Thank you to everyone involved in the General Meeting in May. The meeting was the last in a long series of negotiations and meetings since 2009 and finalised the changes to the MAC Agreement (MACA), allowing the creation of new 'Approved Trusts' for each language group. The changes to the MAC Agreement will be implemented in 2016/17 and bring more change to IBN's role and programs.

During the change-over to the new Approved Trusts, IBN will receive no income from MAC royalties. This back-pay to the new 'Approved Trusts' and period of no royalties to IBN is being called the 'Rebalancing Period' and it is expected to take 5 years for all of the \$104million to be paid to the new Trusts. The Rebalancing Period will require IBN to focus on reducing expenditure, increasing our partnerships and delivering services at lower cost. IBN is in good financial health as we move into this new phase and I am confident that we can deliver an efficient and effective organisation that continues to grow its support for the IBN Community.

## Covering another year of change and great achievement for the IBN Community.

### The IBN Team

It is a real privilege to work with such a great team of people. There are so many IBN staff members who come to work each day, wanting to make a contribution to the IBN Community and to the general advancement of Pilbara Aboriginal people. This year's staff Yule River bush meeting was a great opportunity for us to come together and share stories and culture and get cooking tips on the best way to do 'roo tails in the sand. I want to especially acknowledge IBN's Indigenous staff who lead and mentor their non-Indigenous colleagues in ways that make all of us culturally richer, more compassionate and more capable people.

### The Future

There are always plenty of challenges for a great organisation like IBN.

IBN is one of a growing group of Pilbara Aboriginal organisations and Trusts that must find ways to work together for the benefit of all Pilbara Aboriginal people. In less than 5 years, there will be at least 10 organisations like IBN in the Pilbara. This will bring opportunities that few other Aboriginal people in Australia have had, which is the capacity to use money and expertise to influence what happens on-country and in the services and business across the region.

By working together, Pilbara Aboriginal people will have a bigger say in the economy and social organisation of the region and have more power in protecting

Aboriginal culture, language, and heritage. We must also continue to work together to ensure local, State and Commonwealth Governments deliver on their responsibilities and do not 'pass the buck' to Aboriginal people for services that other citizens expect as a right. The 'Community Closures' agenda will continue to be a major conflict until decision-making power and resources are shared properly with Aboriginal people.

IBN will continue to contribute to the Pilbara Aboriginal Corporations & Enterprises (PACE Inc.) and important events such as the Yule River Bush Meeting hosted by YMAC for the past two years. In 2017, IBN and PACE will work to bring Elders, leaders and community contributors together to reshape the political, social and economic agenda of the Pilbara for Aboriginal people. It is an exciting and challenging time for IBN and the Yinhawangka, Banyjima and Nyiyaparli communities we serve.

Thank you to the staff and Directors of IBN for their continuing support in this very successful year. Our direction is clear and we are ready to embark on this new journey. I invite you to walk with us.

**Tony McRae**  
Chief Executive Officer





Building resilience  
and capacity for the  
present and strong  
foundations for  
the future.

# What we do

IBN delivers life-changing outcomes through a range of programs and services in the key areas of language and culture, education, health services, housing, training, employment and business enterprise, as well as crisis support.

## Community Programs

The IBN Community Programs provide financial assistance across a range of services, scholarships and grants to assist the IBN Community.

Community Programs focus on the following key areas:

- **Education**  
Education can make sustainable and positive changes for whole families. IBN provides scholarships for high school, fee reimbursement for TAFE and university study as well as helping with general educational costs for students.
- **Employment, Training and Enterprise**  
IBN helps with getting 'job ready' skills by providing practical support, including with licences, tickets, and other certifications. IBN also provides business development and planning grants for developing a business in the Pilbara.
- **Housing**  
IBN works to reduce homelessness and increase emergency assistance to people who are at risk of becoming homeless or living in overcrowded circumstances.
- **Health**  
IBN is targeting better health as a major step to improving our members' lives. We provide financial assistance with general health, dental expenses and extra help for the critically ill, elderly and disabled.
- **Crisis and Hardship**  
IBN provides support with essentials during times of unexpected hardship or in emergencies. We also offer extra help for Elders and people who are ill.

## Crisis and Hardship

Crisis and Hardship is the biggest Community Program, providing IBN members and families with emergency funds during times of ill health, loss of work or unexpected hardship. The type of help available includes essentials such as food, clothing and bills, plus financial advice, patient support, funeral costs and additional assistance to Elders and people who are ill or disabled.

**Applications:** 11,071  
**Total program expenditure:** \$3,566,359

### IBN has never provided so much support to so many people before this year.

This financial year, IBN received a record number of requests for assistance from the IBN Community. Across all programs of support, IBN processed more than 45 member applications every working day and over 90% were approved.

Year	Number of Applications (all programs)
2012	2284
2013	6138
2014	10,786
2015	12,884
2016	13,860

This continued growth in support is a powerful indicator of how IBN works to make a positive difference to the health, education and well-being of every member and family in the IBN Community.

## Field Officers

Field Officers provide support in accessing IBN Community Programs and offer guidance to connect with mainstream programs. IBN Field Officers provide personal assistance and help with practical things such as; career counselling, literacy and numeracy assistance, driver's licences, identification cards and beating drug and alcohol dependency.



## Major Programs and Projects

IBN delivers a range of programs and projects to help build sustainable futures for the IBN Community with a focus on housing, health, education, employment, enterprise and culture.

Our key projects in the current year include:

- **Ensuring access to IBN support services:** Connecting with members across the Pilbara with offices located in South Hedland, Tom Price and Karratha.
- **Health:** In partnership with the Pilbara Health Network and Nintirri Centre, IBN employs two full time nurses based in Karratha and Tom Price to work with IBN members and families.

- **Work Ready:** Assisting members get access to work preparation, employment, training and placement through the IBN labour hire company IMMS into work at IBN Services in Wedgefield and the open job market.
- **School Ready:** Working with local schools to help IBN children stay at school for longer and provide a range of scholarships and support people to attend school, TAFE and higher education.
- **Language and Culture:** IBN is the only Aboriginal organisation in the Pilbara to have a full-time linguist employed to record and preserve the traditional languages and cultural knowledge of the IBN Community.





## Health

Promote health and well-being to IBN members and support healthy living programs and projects.

### Health (Community Programs)

Health is a key priority for IBN and good health is essential to happy lives. IBN employs two fulltime nurses to care exclusively for IBN people in and around Tom Price and Karratha. This unique service enables people in remote areas, who often find it difficult to access healthcare, to receive expert care within their own communities. We also provide support with general and dental health expenses and offer extra help for those who are elderly, ill or disabled.

**Applications:** 1,608

**Total program expenditure:** \$1,014,831

### The IBN Nurse

IBN is the only Aboriginal organisation in the Pilbara to provide two full-time nurses to deliver free and expert healthcare to their members. The IBN Nurses, based in Karratha and Tom Price, make home visits, hold regular community clinics and connect members with the specialist services they need. The nurses have made a positive difference in the lives of our community and we hope to expand this valuable service to other areas in the future.

### Spirit Carnival

The *Go for 2&5 Regional and Remote Aboriginal Communities Swimming Program* provides support for an after school and weekend swimming program in regional and remote Aboriginal communities. The program encourages physical activity and promote healthy lifestyle habits to the communities. The program aims to create direct links to increase participation in aquatic based sports such as water polo, competitive swimming and pool lifesaving.

IBN children from the Tom Price area had the opportunity to attend the Spirit Carnival in South Hedland along with groups from Marble Bar, Yandiyarra and Hedland. The kids had a fantastic time competing in swimming and lifesaving events and learning the importance of a healthy lifestyle.

### The IBN Nursing Program

Dorothea Skelly has been providing medical assistance to IBN members for nearly three years and is becoming very well known around the Karratha region within the IBN Community. This year, Dorothea has primarily been based in Karratha due to the lack of General Practitioner (GP) support in the Super Clinic. This issue, has now been rectified and she is hoping to recommence home visits with the IBN Field Officers.

Stacey Robinson joined IBN in 2015 and is an experienced nurse with a special interest in remote health. She spends much of her working week travelling around Tom Price, visiting communities and holding weekly clinics. Stacey has spent the last year familiarising herself with the local community and meeting IBN Elders, members and their families. This year, Stacey has commenced her Master of Nursing (Nurse Practitioner).

The role of a Nurse Practitioner has multiple clinical, economic and community benefits, which will make a substantial contribution to healthcare in the Pilbara and closing the gap between Indigenous and non-Indigenous health. Having Dorothea as the IBN coastal Nurse Practitioner and Stacey servicing IBN members inland, these skills are fundamental to improving Aboriginal health.



IBN is the only Aboriginal organisation in the Pilbara to provide two full-time nurses to deliver free and expert healthcare to their members.



# Education

A good education is the best foundation for IBN people and their families to be able to 'walk strong in two worlds'.

## Education (Community Programs)

IBN assists with a range of essential education costs and offers children the opportunity to attend some of the best schools in Western Australia. IBN introduced a Higher Education program in 2015 to help with the costs of studying at university or TAFE. We also offer a grant of up to \$20,000 toward HECS fees at the completion of studies, to encourage people to bring their new skills home to the Pilbara.

**Applications:** 888

**Total program expenditure:** \$1,053,827

## Layneisha Sgro, Highest ATAR ever scored by an Indigenous student

With help from an IBN High School Scholarship, Layneisha 'Lay' Sgro competed her high school studies at the prestigious Presbyterian Ladies College (PLC) in Perth with an Australian Tertiary Admission Rank (ATAR) over 92. This placed her in the top 8 per cent of students in Australia and is the highest ATAR ever scored by an Indigenous student in Western Australia. Lay also received a Future Footprints Award as well as the General Exhibition Award for Indigenous students from the Government of Western Australia for her fantastic results.

Back home in Broome, Lay was also awarded the 'Youth of the Year' at the Kullarri NAIDOC Festival and 'Scholar of the Year' at the national 2016 NAIDOC awards in Darwin.

Lay is planning to continue her studies in Law at the University of Melbourne where she was awarded the Chancellor's Undergraduate Scholarship.

The whole of the IBN community is proud of Lay and we congratulate her on all her achievements. You are truly inspirational.



## Violence against women Make women's safety a man's issue too

*1 woman is killed every 4 days in Australia as a result of domestic violence.*

*1 in 4 children are exposed to domestic violence, this is child abuse.*

White Ribbon Day, (25th November each year) is a national campaign encouraging men to take a stand and speak up against violence against woman. This was an opportunity for IBN to raise awareness about the impact of domestic and family violence and promote programs that support both victims and perpetrators.

With six domestic violence incidents reported every day in the Pilbara, IBN called on all male staff to show their support to the White Ribbon campaign, take the oath and end domestic violence against women.



**"I swear never to commit, excuse or remain silent about violence against woman. This is my oath."**

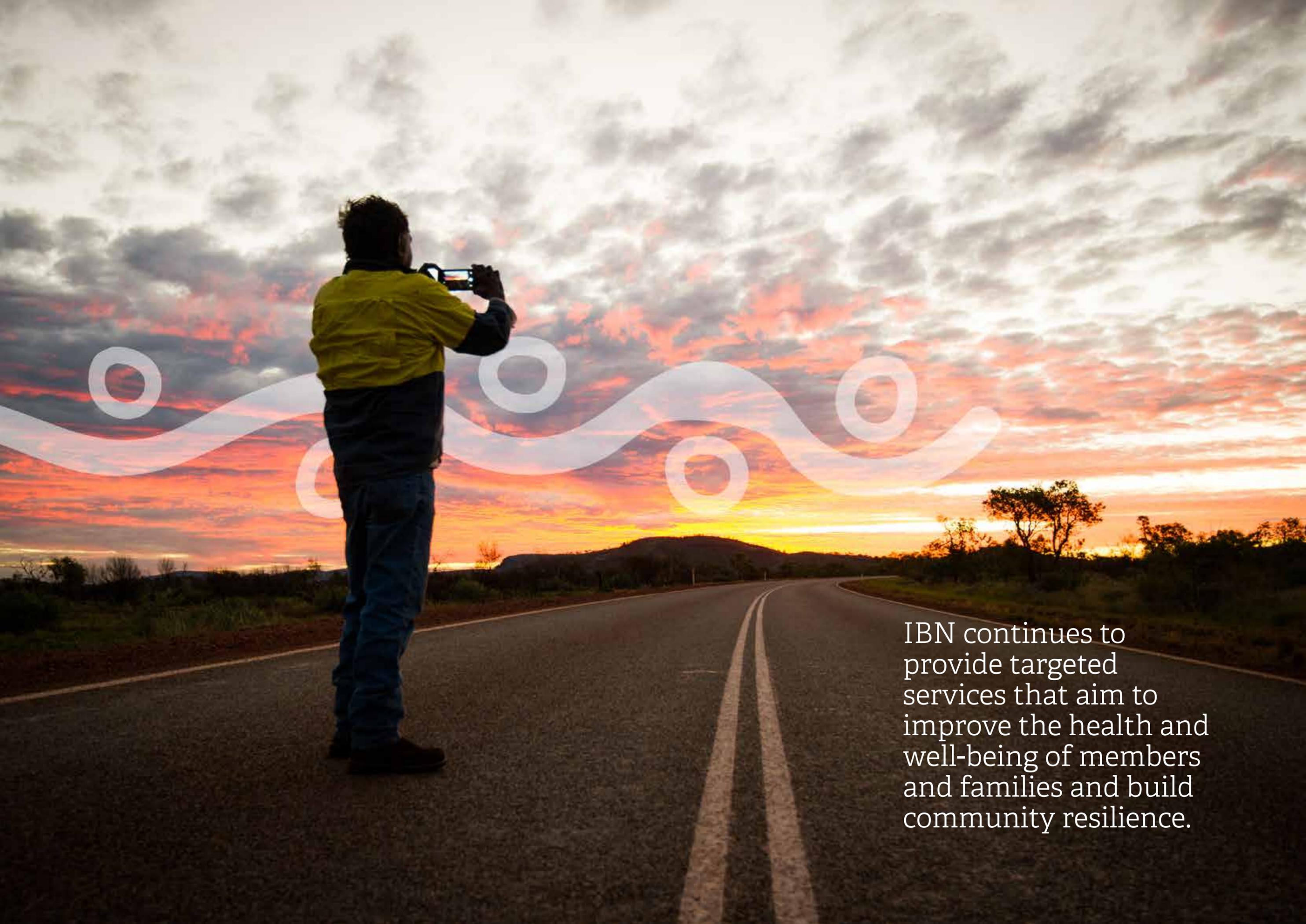


## Congratulations

### Sharmaine Dhu

Sharmaine Dhu graduated with a Bachelor of Arts Degree, Majoring in Anthropology from Deakin University, Victoria. Sharmaine chose anthropology because she "wanted to learn more about people's cultures around the world." In 2002, Sharmaine began her tertiary education journey and has been motivated and disciplined to complete her remote part-time studies, balancing motherhood, work and personal commitments. Throughout this time, she also studied Indigenous Mentoring and completed a Diploma in Human Resources and Business Management. Sharmaine said "I had my goal and that's what it's all about, once you get it, it's the best feeling in the world." We are very proud of your dedication and hard work Sharmaine, well done!





IBN continues to provide targeted services that aim to improve the health and well-being of members and families and build community resilience.



## Camp Kurlungka

Offering IBN children an opportunity to connect with Country and traditional cultural understandings while also engaging in music, sport and the culinary arts.

### IBNs first on-Country children's cultural camp in Karijini

Developed in partnership with the not-for-profit Nintirri Centre in Tom Price, *Camp Kurlungka* ran for a week alongside the Karijini Experience. Targeted at IBN kids aged 10 to 15 years the camp gave them the opportunity to connect with Country while also getting involved with music, cooking and sport. Highlights included bush-tucker classes with Aboriginal celebrity chef, Mark Olive, and traditional painting workshops with Newman artist Jacinta Lane, who at just 15 years of age received international acclaim.

The kids worked closely with renowned Aboriginal opera singer, Deborah Cheetham AO, of Short Black Opera Company, to compose and produce an original song called 'Red Dust Sky'. On the last night of the camp the song was performed in front of a live audience alongside a talented line-up of Aboriginal musicians.

The camp was packed with a mixture of cultural activities, including traditional tool and weapon making, spear and boomerang throwing, the astronomy of the Pilbara night sky from an Aboriginal perspective and connecting to Country through bush walks and interaction with Elders.

Fair Game Australia also delivered health and fitness programs with a focus on sport and yoga daily throughout the event. *Camp Kurlungka* was hugely successful and we hope to use this first camp as a pilot project for bigger and better camps in coming years.

### IBN kids sing on new Archie Roach album

Four IBN kids travelled to Melbourne in June to join the national Dhungala Children's Choir and sing backing vocals in traditional language on the new album from Archie Roach.

Samuel Calyun, Kane James, Parys Cook and Montel Kelly were handpicked to join the choir by well-known Aboriginal opera singer and founder of the choir, Deborah Cheetham AO, after excelling in musical workshops held during IBN's *Camp Kurlungka*.

Since its inception in 2009, the Dhungala Children's Choir has brought together young singers from across Australia to become the peak choral performance group for Indigenous children. As part of the choir, children aged eight to twelve are taught musicianship, stagecraft, song writing and performance skills to inspire leadership and confidence.

Ms Cheetham, who is also founder of the Short Black Opera Company, organised the event and said performing with Archie Roach was an inspiration for the kids. "He's such an incredible role model and you could just see their eyes open in wonder."

Roach was deeply moved by the talent he saw in the children and he has included their voices in two tracks on his new album due out in September 2016. "They are truly inspirational, just to see the energy and life in their eyes," he said.



"The beauty of this country holds a secret you cant keep. When you see it for yourself then you'll know why."

*Red Dust Sky*

WRITTEN BY THE CHILDREN OF CAMP KURLUNGKA 2016



IBN wanted to develop a unique child-centred story that reflects the Pilbara and IBN Community. This little story of a train has Pilbara languages, culture and animals all bundled up with songs. It's the perfect way to engage children and the young-at-heart.

## All Aboard the Spinifex Express

*All Aboard the Spinifex Express* is an interactive theatre show for children that follows the sidings and waterholes on the track from Port Hedland to Marble Bar, using song and dance to teach children about Aboriginal language and the animals that call the Pilbara home.

Developed by IBN, in collaboration with the Nintirri Centre in Tom Price, *All Aboard the Spinifex Express* is designed specifically for children aged 6 and under. The show is an interactive mix of language, movement, sound and puppets that teaches children about Aboriginal languages and animals in the Pilbara.

CEO of IBN, Tony McRae, said that "IBN wanted to develop a unique child-centred story that reflects the Pilbara and IBN Community, the Yinghawanka, Banyjima and Nyiyaparli people. This little story of a train has Pilbara languages, culture and animals all bundled up with songs. It's the perfect way to engage children and the young-at-heart."

The Spinifex Express adventure is inspired by the iconic Pilbara train the 'Spinifex Express' that ran between Port Hedland and Marble Bar from 1911 to 1952. The show is based on a "japi song", the Aboriginal name for a 'travelling song'. Japi songs are created by one person to share an experience, like the train ride to journey

through country, from waterhole to waterhole, and named places. The song about the train has created its own version of a 'songline' and was recorded in 1964 and is now preserved by the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS).

The show premiered at the annual Karijini Experience in the Karijini National Park earlier this year and was later awarded a grant under the Royalties for Regions Program to undertake a tour of the Pilbara in 2016. *All Aboard the Spinifex Express* will be visiting 11 regional towns and remote communities, performing over 25 shows across the Pilbara.





IBN is a leading Pilbara  
Aboriginal organisation  
because we have great  
people delivering quality  
services to members.

# Employment, Training and Enterprise

IBN helps with getting 'job ready' skills by providing practical support, including with licences, tickets, and other certifications. IBN provides business development and planning grants for developing a business in the Pilbara.

## Employment, Training and Enterprise (Community Programs)

This program is aimed at gaining 'job ready' skills, such as completing training courses and gaining licences, tickets and other certifications. IBN has helped a range of small businesses get started with grants to investigate new business ideas or develop an existing business.

**Applications:** 88

**Total program expenditure:** \$177,169\*

\*Including Enterprise Grants

## IBN Services

IBN Services was established in 2013 to provide job-preparation and training opportunities for Aboriginal people in the Pilbara. It has since developed into a major part of IBN's broader strategy, delivering on social outcomes and realising the parallel objective of financial sustainability.

This year, IBN Services has experienced rapid growth. The crew has grown from five in 2013 to 17 crew members in 2016. IBN Services now offers employment and skills in horticulture and general maintenance services through the Pilbara's only Indigenous owned and operated native plant nursery. IBN Services employees are provided with structured training and practical skills as well as enrolment in nationally recognised qualifications, licences and workplace tickets.

In 2015, IBN Services expanded to deliver residential and commercial landscaping, reticulation services, general non-licensed building maintenance and refurbishment works. With contracts to supply more than 180,000 native seedlings, the nursery has been expanded to include a new 'hardening' area for the seedlings to catch the full sun, with over 120,000 plants currently in stock.

IBN Services have been working on numerous new contracts including the Port Hedland International Airport Garden Upgrade, which will provide native plants for expansion works around the airport and the potential development of a native garden at the Port Hedland Fire Station and a garden maintenance contract for properties owned by the Water Corporation.

IBN have started two new ventures to provide members with more opportunities to learn work ready skills. IBN Services have started making furniture with help from furniture designer, Andrew Christie. The crew are recycling wooden pallets into stylish 'pallet furniture' that is becoming increasingly popular in cafes and homes. IBN Services Project Manager, Evelyn Kroczek is hoping "to build up the crew's skills and start selling furniture to the general public soon."



## Congratulations

### Brandon Dhu

Brandon Dhu is our first IBN Services Apprentice Boilermaker. Brandon registered with IMMS, our labour hire and recruitment business and was picked up as a great candidate for an apprenticeship. He will be learning his trade under the steady guidance of one of our Leading Hands, Henry (Ross) Lockyer. Brandon will be the first to benefit from the new welding workshop and will be the first of many IBN people that will complete their apprenticeship at IBN Services.



## IMMS (Indigenous Mining and Marine Services)

### Pilbara Labour, Recruitment and Services

IMMS connects Indigenous and non-Indigenous people with outstanding job opportunities in mining, construction and marine throughout the Pilbara and Australia. Operating since 1998, IMMS has built a reputation for first-class labour market services through the provision of skilled Indigenous employees across the region and in diverse workplaces. IMMS is a leader in Indigenous recruitment, training and induction services tailored to the needs of Pilbara businesses.

IMMS recruits permanent, contract and temporary employees across a range of roles and provides ongoing training and induction services tailored to meet the needs of our clients in diverse industry sectors.

IMMS is a wholly-owned subsidiary of IBN Corporation and the primary labour hire and recruitment agency for IBN businesses and programs. IMMS is part of a broader development chain, providing training and job preparation opportunities and expanding the pool of skilled employees to accommodate our clients. IMMS generates additional revenue for IBN which results in direct reinvestment back into the IBN communities and their families.





**ABOVE:** Resource Network for Linguistic Diversity (RNLD) staff presenting IBN members with their Certificate III in Aboriginal Languages for Communities and Workplaces. **LEFT:** Surrounding Pannawonica Country by Winnie Sampi.



IBN is the only Aboriginal organisation in the Pilbara to have a linguist dedicated to the recording and preservation of the traditional languages, dance, songs and stories of its members.

# Language, Culture and Heritage

Maintaining and teaching language connects us to our past and unites us in our future.

## Language, Culture and Heritage (Community Programs)

IBN is the only Aboriginal organisation in the Pilbara to have a linguist dedicated to the recording and preservation of the traditional languages, dance, songs and stories of its members. IBN encourages and assists members to record and preserve their cultural heritage by visiting country, creating learning aids to teach children language and publishing the stories and knowledge of IBN people in books and videos.

**Applications:** N/A

**Total program expenditure:** \$451,699\*

\*Includes expenditure under funding agreements in addition to individual member applications

## IBN Language Project – IBN Linguist

Based at Wangka Maya Pilbara Aboriginal Language Centre in South Hedland, Annie Edwards-Cameron has led the IBN Language Project through another busy and successful year. Numerous recordings were made with members from the Yinhawangka, Banyjima and Nyiyaparli language groups and a range of new books and learning aids have been created to share and teach language to the wider IBN Community.

This year, five IBN members successfully completed their Certificate III in Aboriginal Languages for Communities and Workplaces. This training supports the long term maintenance of Aboriginal languages and provides valuable skills in language, linguistics and technology. The course was held at Wangka Maya and facilitated by the Resource Network for Linguistic Diversity (RNLD). The training course has enabled IBN members to share their language knowledge with their families and the broader IBN Community to revitalise and maintain Aboriginal Languages in the Pilbara. It is anticipated that the program will be available to more members in the future.

IBN partnered with FairGame Australia to create the Wellness Walkabout Yoga program which involved producing a yoga activity book using Aboriginal languages and stories. The program has been a huge success delivering positive health and fitness outcomes to IBN members in remote communities.

## Key achievements of the IBN Language Project include:

- Five IBN members successfully completed a Certificate III in Aboriginal Languages for Communities and Workplaces.
- Wellness Walkabout Yoga program
- *Kurkayima Ngatha – Remember Me* project
- *All Aboard the Spinifex Express* project

## Publications:

- Third Edition of Short Stories in Banyjima
- Rumble in the Mountain yoga activity books in each language group
- Banyjima Dictionary\*
- Nyiyaparli See-It, Say-It book\*
- Yinhawangka See-It, Say-It book\*

\*Publication currently in development

The Aboriginal languages of the Pilbara are highly endangered and if they die out, culture dies too. IBN believes that maintaining language is essential in helping our young people remain strong in their Aboriginal culture and identity. The IBN Linguist is always available to IBN members to record language or oral history.

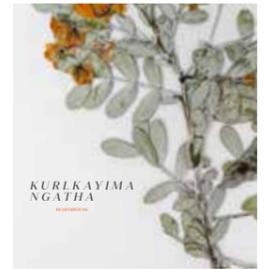
## Winnie Sampi – Finalist in Telstra National Aboriginal & Torres Strait Art Award

Winnie's painting 'Surrounding Pannawonica Country' was painted at Spinifex Hill Studio in South Hedland and shows an ant hill and country around Red Hill Station. Painted from her memories of the station when she was a girl, when asked about the painting Winnie said "you can't see this kind of thing, the hill, from the road. All this country here, there's no mining, no nothing; it's the land of a cattle station."





## Kurlkayima Ngatha Remember Me



Aboriginal people have a unique connection with the land and have developed distinct knowledge systems and practices incorporating biodiversity, land and cultural values.

*Remember Me* provides a unique glimpse into the complexity of Aboriginal ecological knowledge and explores the links between botany, land and cultural identity. Aboriginal people of the Pilbara not only have distinct identities, but they come from distinct places where they have specific knowledge about the plants of those places. In Aboriginal culture, almost every aspect of life has something to do with plants. Plants provide different types of food, medicines, tools and are an important resource to Aboriginal people.

Developed in partnership with FORM and the Yinhawangka, Banyjima and Nyiyaparli people, *Remember Me* created a platform for people to reconnect with memories of bush tucker and bush medicine through return trips to Country.

*Remember Me* was presented as a multi-part exhibition with a range of art forms including film, documentation, paintings and installations. Over 25 IBN members participated in the project in collaboration with international and nationally significant artists. Aboriginal voices were captured through films shot by cinematographer, Giovanni Lorusso and plant samples were illustrated by Phillipa Nikulinsky AM, who specialises in plants from harsh environments. The exhibition also features Budjala artist, Fiona Foley, who is one of Australia's most important contemporary Aboriginal artists. Foley was commissioned to create three site specific installations inspired by visits to IBN country.

The exhibition was launched in Perth at the 2016 International Arts Festival before returning home to the Pilbara to exhibit at the Port Hedland Courthouse gallery. Lorraine Injie, IBN Chairperson and head of the IBN Language, Culture and Heritage Project, spoke at the Pilbara opening highlighting that "this project shows the great knowledge Aboriginal people have about plants and the part this plays in maintaining our cultural identity."

IBN believes that the ability to participate in cultural initiatives like *Remember Me* is critically important in creating an understanding about Aboriginal community and country. For most IBN people, the loss of land through dispossession means that the connection with country requires support. IBN believes this project connects people to the strong cultural identity that is fundamental to Aboriginal social and emotional well-being and recognises the traditional historical and botanical knowledge of Aboriginal people in the Pilbara. These knowledge systems and cultural expressions continue to remain a source of strength, pride and resilience.





## Warajanga Cultural Evening

IBN was a major sponsor of the 'The Reflection Tour' featuring Stephen Pigram, William Barton and the Narli Ensemble.

This sponsorship allowed the Warajanga Alliance to host a Cultural Evening to celebrate the strength and unity of Pilbara Aboriginal culture. It was also an opportunity for a show of solidarity between Aboriginal and non-Aboriginal people opposing the forced closures of Aboriginal communities on traditional country.

At the South Hedland event, more than 600 people enjoyed a 3-hour program filled with traditional dance and songs, local musicians and the launch of the WAM (West Australian Music) CD – *Sounds of the Pilbara II: Songs in Language*.

The Warajanga Cultural Evening was a great example of IBN working in partnership with communities across the Pilbara. IBN provided seed funding for the project and then worked with volunteers and a community organisation (Warajanga Alliance) to make something very special happen.

### Warajanga Alliance

The Warajanga Alliance is a collective group of concerned Aboriginal people opposing the forced closures of communities in the Pilbara. The Warajanga Cultural Evening raised awareness of the State Government's plans to close Aboriginal communities and celebrated the strength and unity of Pilbara Aboriginal culture. IBN is continuing to provide support, staff time and resources to fight the closures and support the Warajanga Alliance.





## IBN General Meeting

The IBN General Meeting was held on the weekend of May 14th at the Wanangkura Stadium in South Hedland.

More than 600 IBN members and their families attended the meeting and joined in the discussions about the future direction of IBN. The purpose of the General Meeting was to consider the proposed changes to the IBN MAC Agreement which have been negotiated with BHP Billiton Iron Ore Pty Ltd (BHPBIO) over a long period of time.

Following the decision made by the IBN Community at the General Meeting, the responsibility of the Financial Assistance Trust (FAT) will be transferred from IBN to the new approved language group based Trusts. IBN will remain the Trustee for the Charitable Foundation and will continue to provide direct support to the IBN Community.



# Housing

IBN works to reduce homelessness and increase emergency assistance to people living in overcrowded circumstances.

## Housing (Community Programs)

IBN works to help IBN people access affordable, secure housing and reduce overcrowding and homelessness.

**Applications:** 205

Housing Grants: \$187,329\*

\* includes Financial Assistance Trust Housing Grants (now closed)

## Residents moved into Mirli Maya

In 2015, IBN opened the first Aboriginal owned and operated, purpose built retirement facility, 'Mirli Maya'. This centre is specifically designed to meet the cultural and lifestyle needs of Aboriginal elders. The property features five fully-furnished two-bedroom, one-bathroom units and are wheelchair friendly and fitted with security support buttons. The first two IBN elders moved in September 2015 that a number of other elders are discussing options to lease the remaining units.

## Elements Estate Award

IBN completed a construction project in the Elements Estate, South Hedland, as part of a housing program during the mining boom. These properties are now being assessed for inclusion in a shared equity home ownership scheme for the IBN community.

The Elements Estate was awarded the Urban Development Institute of Australia (UDIA) Award for Excellence. This award celebrates innovation in urban development and recognises the high quality of developments across Australia. We are proud of this Award and of our partnerships with Foundation Housing and Cedar Woods.



## IBN Housing Survey

Earlier this year, IBN undertook a housing survey to gather data on the current housing circumstances, employment status and main source of income of IBN members. IBN contracted Keogh Bay to consult with the IBN membership, who completed a survey to capture housing priorities. Over 100 members took part in the housing survey which resulted in some important findings.

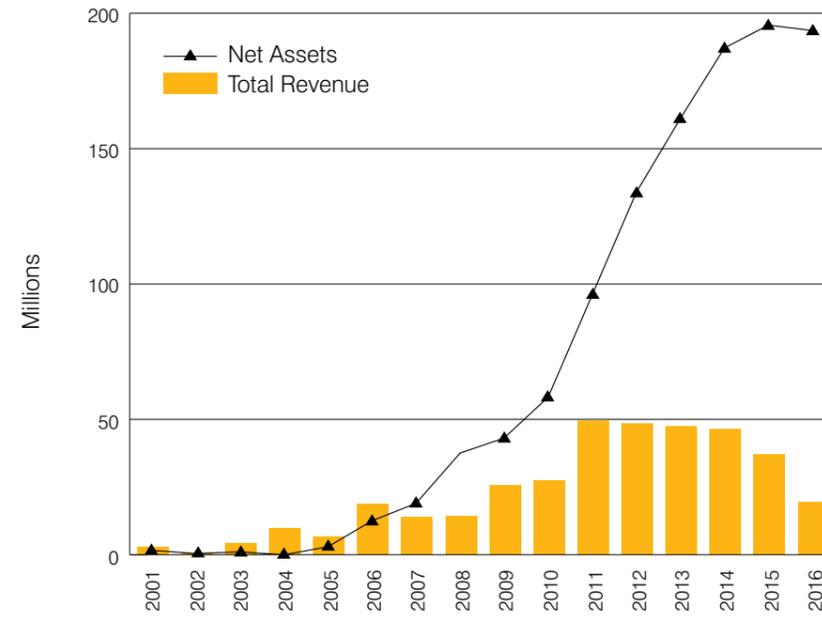
### Key findings include:

- 23% of respondents own their own home.
- 77% of respondents indicated a desire to own their own home.
- Statistics indicate that a far higher proportion of IBN members are living in more overcrowded dwellings than the state average.
- 41% of respondents consider their accommodation overcrowded.
- 43% of respondents consider they are at risk of becoming homeless, with lack of income and family disputes being the main reasons behind this perceived risk of becoming homeless.

The information collected will assist the IBN Board to develop a strategy which best utilises IBN assets, to deliver sustainable housing solutions for IBN members.

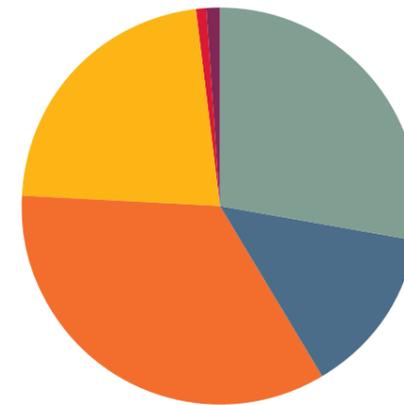


# Summary of Financial Position



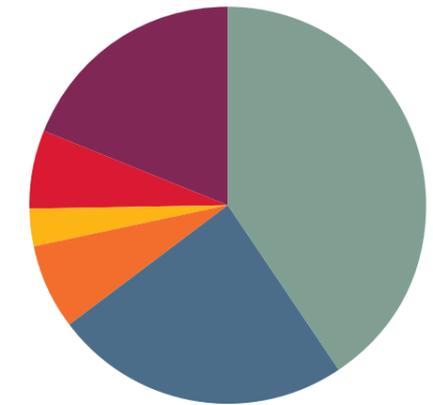
**Annual Income & Net Assets**

The graphs shows the revenue received from BHP Billiton and other income (in orange) and the net assets of IBN (in black).



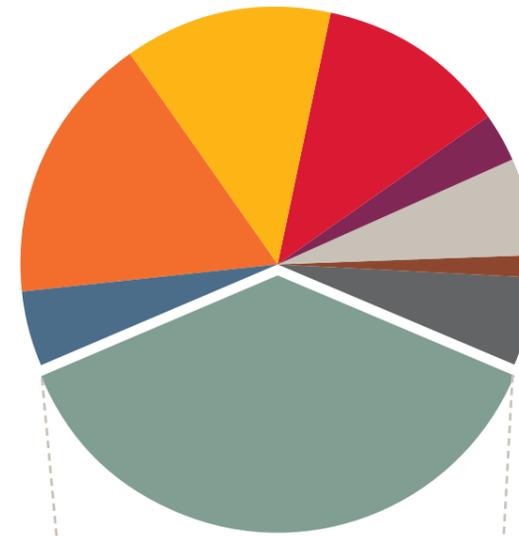
**Charitable Assistance Trust: Major Assets**

51,996,741	Future Fund
25,345,583	Project Finance Fund
64,112,478	Proxy
41,801,056	Fixed Assets
1,637,397	Reactive Buffer
1,632,145	Cash (IBN Accounts)



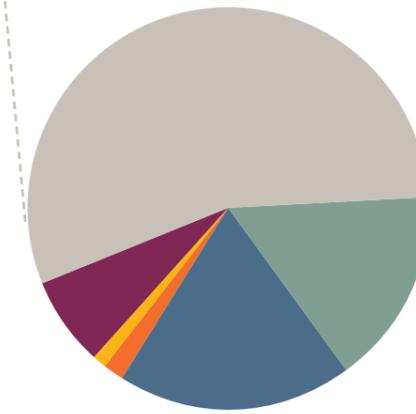
**Charitable Assistance Trust: Expense Breakdown**

7,309,626	Community Programs/Operations
4,340,860	Member Service Exp
1,247,981	Rep Corps & Group Mtgs
569,186	Board Exp
1,143,987	Professional Fees
3,378,848	Admin Exp



**Charitable Assistance Trust:  
Major Expenses**

6,905,411	Community Programs and Operations
869,216	IBN Operations
3,104,680	Staffing – Member Services
2,417,375	Staffing – Admin
2,197,653	Operating Expenses
569,186	Board
1,143,987	Professional Fees
229,843	Rep Corps
1,018,138	IBN Community Meeting

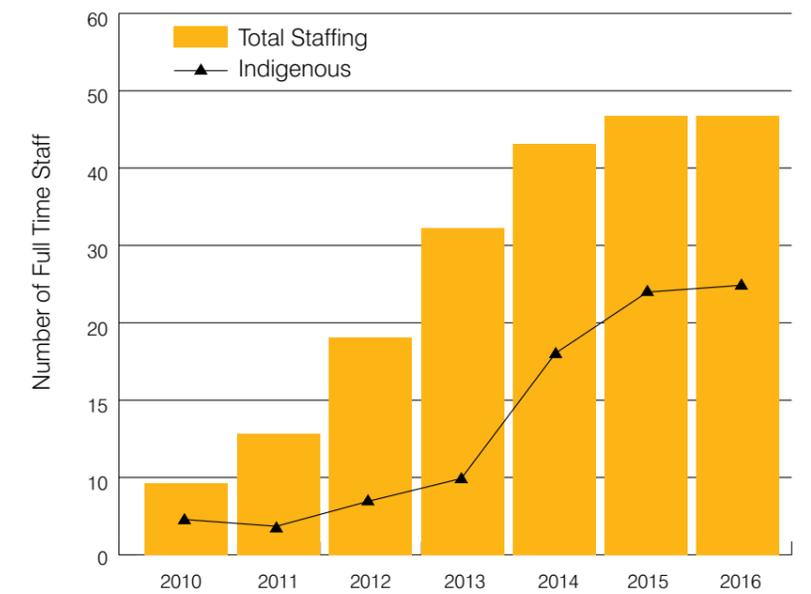


**Community Programs**

3,566,359	Crisis & Hardship
1,014,831	Health & Wellbeing
1,232,566	Education, Employment, Training & Enterprise
107,626	Donation & Sponsorship
67,329	Housing
451,699	Lore, Language & Culture

**Staffing**

Staff numbers have remained consistent this year.



## INDEPENDENT AUDIT REPORT

### To the Beneficiaries of IBN Charitable Foundation

#### *Report on the financial report*

We have audited the financial report of IBN Charitable Foundation, which comprises the statement of financial position as at 30 June 2016, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the directors' declaration.

#### *Trustees' responsibility for the financial report*

The trustee is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the Corporations Act 2001, and for such internal control as the trustee determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

#### *Auditor's responsibility*

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluation the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the trustee, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### *Independence*

- (i) In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001. We confirm that the independence declaration required by the Corporations Act 2001, which has been given to the trustees' of IBN Charitable Foundation, would be in the same terms if given to the trustees' at the time of this auditor's report.

#### *Opinion*

In our opinion:

The financial report of IBN Charitable Foundation is in accordance with the Corporations Act 2001 including:

- I. Giving a true and fair view of the entities financial position as at 30 June 2016 and of its performance for the year ended on that date; and
- II. Complying with Australian Accounting Standards and the Corporations Regulations 2001.

STIELOW & ASSOCIATES



LEON STIELOW  
CHARTERED ACCOUNTANT  
PRINCIPAL

ASIC REGISTERED AUDITOR N# 270930

Dated this *20th* day of *October* 2016

Perth, Western Australia



## INDEPENDENT AUDIT REPORT

### To the Beneficiaries of IBN Financial Assistance Foundation

#### *Report on the financial report*

We have audited the financial report of IBN Financial Assistance Foundation, which comprises the statement of financial position as at 30 June 2016, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the directors' declaration.

#### *Trustees' responsibility for the financial report*

The trustee is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the Corporations Act 2001, and for such internal control as the trustee determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

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We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### *Independence*

- (i) In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001. We confirm that the independence declaration required by the Corporations Act 2001, which has been given to the trustees' of IBN Financial Assistance Foundation, would be in the same terms if given to the trustees' at the time of this auditor's report.

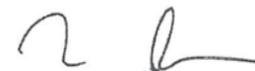
#### *Opinion*

In our opinion:

The financial report of IBN Financial Assistance Foundation is in accordance with the Corporations Act 2001 including:

- I. Giving a true and fair view of the entities financial position as at 30 June 2016 and of its performance for the year ended on that date; and
- II. Complying with Australian Accounting Standards and the Corporations Regulations 2001.

STIELOW & ASSOCIATES



LEON STIELOW  
CHARTERED ACCOUNTANT  
PRINCIPAL

ASIC REGISTERED AUDITOR N# 270930

Dated this *20th* day of *October* 2016

Perth, Western Australia





**Contact IBN**

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