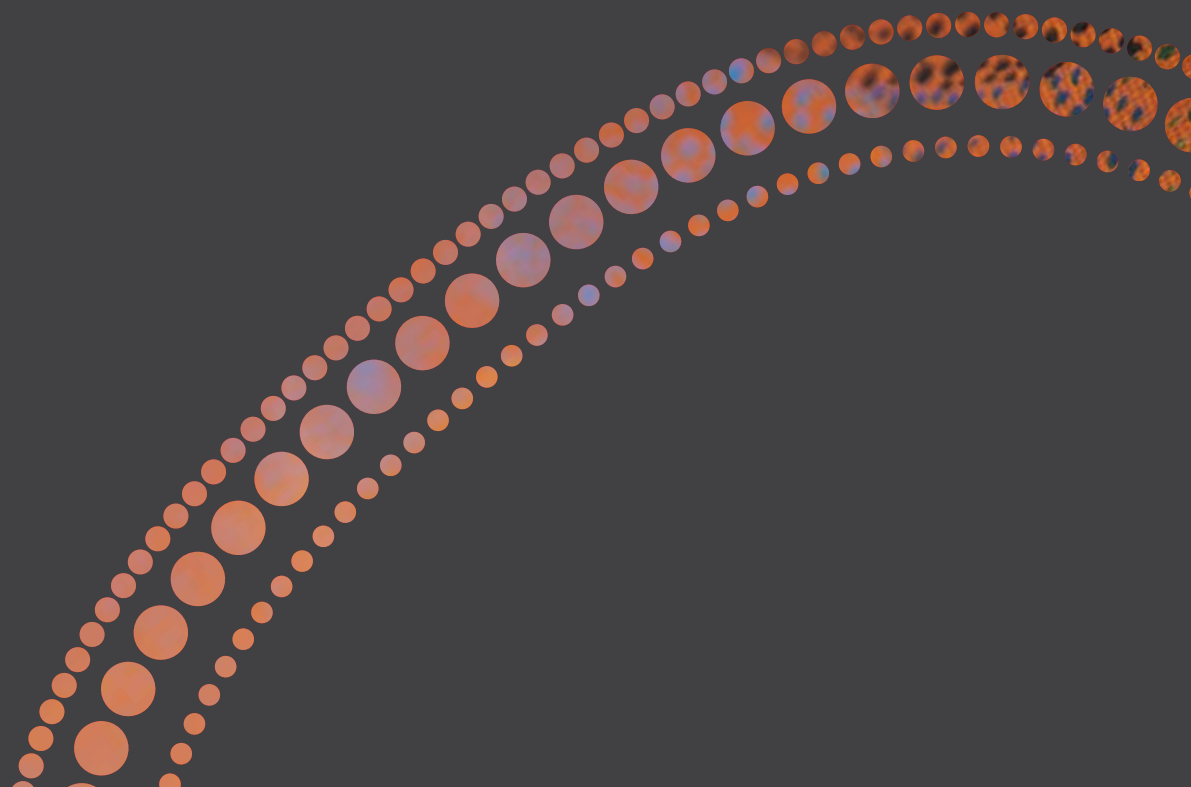




Australian Indigenous Leadership Centre

ANNUAL REPORT **19-20**



The Australian Indigenous Leadership Centre would like to acknowledge our primary supporters for 2019 -20.

National Indigenous Australians Agency (NIAA).

Special thanks to the AILC Board, Alumni family, and to the facilitators, trainers, staff, and supporters who make the amazing work that we do possible.

Particular thanks to those who have given their time to be profiled in this publication, Michelle Deshong and Natasha Hunter.



Australian Government
National Indigenous
Australians Agency



NIAA

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Foundations for growth

Created by Indigenous people, for Indigenous people.

The AILC was founded by Indigenous leaders in recognition of the importance of leadership in driving sustainable change in Indigenous communities. The importance of Indigenous Leadership and Governance is now recognised across Australia; and actively supported by many of the nation's leading corporations. The AILC operates a unique model of place-based education, taking programs across Australia so that courses can be delivered where they are most needed. The AILC remains a not-for-profit company owned and controlled by Indigenous Australians.

Built on the core values of Cultural Safety & Respect, Cultural Authenticity & Integrity, Thought Leadership, Diversity, Courage, Innovation and Excellence - the AILC continues to enable Indigenous Australians of all ages to develop their careers and expand the ways they contribute to the community. In doing so the AILC unlock opportunities for current and future Indigenous leaders across the country. It is with a strong commitment to delivering a premier service built on solid foundations that the AILC will achieve its long-term goals for Aboriginal and Torres Strait Islanders.

The AILC is the peak body for Indigenous leadership, committed to embedding cultural and traditional values in Indigenous leadership practice. Our comprehensive, culturally safe leadership pathways are complemented by innovative support networks and tools.

The AILC has extensive experience in the delivery of culturally safe, place-based learning that leads to proven employment progression. Funded by the Department of Prime Minister and Cabinet, our unique place-based delivery model ensures we are able to deliver our training where it is needed most.

With an Alumni network of more than 2,500 Indigenous Australians', the AILC has well and truly established itself as the nation's leading provider of specialised Indigenous leadership and governance training. The amazing work we do is part of our ongoing commitment to developing the next generation of Indigenous leaders to lead our mob today and into the future.

I went into the course with an idea of how I would be a leader, by the first block my thinking had shifted on what a leader has to be. The knowledge in what was shared during the course had changed my perspective of leading.

The AILC continues to provide culturally informed programs and courses to Indigenous people all over the country. The demand for courses continues to be high and our alumni are our biggest marketing tool. We continue to build robust partnerships with organisations around the country to work together to deliver place-based programming and grow the scope of the organisation beyond one stream of funding.

The AILC is committed to providing opportunities for all. We work to ensure our courses are inclusive and accessible for Aboriginal and Torres Strait Islander people throughout the country by providing fully and partially funded places.

The AILC liaises closely with communities and organisations across Australia to ensure our courses remain relevant and effective. Through our network of personal contacts and close relationships with many of our Alumni, the AILC keeps close tabs on local and regional issues, striving for new ways to deliver improvements in Indigenous leadership and governance.

OUR VISION

For Australia's First Peoples to be leading,
connecting and influencing positive change for
the benefit of all Australians.

.....

OUR MISSION

To develop leadership through elevated training,
cultural values, knowledge and wisdom to
empower Australia's First Peoples.

.....

OUR VALUES

Cultural Safety, Respect, Authenticity, and Integrity

Diversity of Thought

Innovation

Excellence



Message from the Chair

Some would argue that 2020 is a year to forget! The global COVID-19 crisis has threatened the loss of our Elders, along with the cultural knowledge and practices they hold, because the virus particularly impacts the elderly and those with compromised immune systems or poor health. Whilst the virus has impacted all Australians, and exposed and exacerbated the inequalities within our society, there exists this disproportionate disadvantage and threat to First Nations peoples, particularly those of us who live in rural or remote locations.

We also saw an increased attention on the rights of First Nations and minority peoples. We have witnessed through the recent 'Black Lives Matter' and 'Black Deaths in Custody' rallies the implications of racial injustices perpetuated by individuals, organisations and states, and the collective response of communities who are advocating for racial inclusion for all and an end to institutional violence and respect for First Nations people's rights.

The COVID virus also impacted the AILC's ability to deliver face to face learning and we developed a new range of learning and assessment materials and flexible delivery means and methods so that we could continue to serve our students and communities and enable them to learn and interact in a virtual environment.

Despite all of these challenges, our people continue to thrive and have demonstrated our collective resilience and strength throughout this pandemic crisis.

The AILC believe that the preservation and promotion of our people's traditional knowledge, cultures, languages and practices should be prioritised in the nation's post-COVID recovery because they are precious to this Country. We believe that there are many talented and well governed First Nations owned and managed organisations and businesses that are well placed to deliver services and solutions so that we can rebuild a stronger, smarter and more equal Australia.

The AILC is one of these organisations. We are well placed to ensure that no one is left behind on the road to recovery and that our communities and leaders, young and old, whether living in urban, regional and remote areas, are well supported and have the relevant competencies and skills to lead this national recovery process. So here's looking forward to a better and brighter 2021 where we will celebrate the 20th anniversary of the founding of the AILC, the successes of more than 3,000 AILC course graduates and alumni, and the excellence of our peoples' inherent wisdom and abilities.

Cath Brokenborough
Chairperson of the Board
Australian Indigenous Leadership Centre



Message from the CEO

The past year has been one that none of us could have seen coming. When the COVID 19 Pandemic hit our shores in early in 2020 I like many others could not have predicted the effect that it would have. However, for the AILC it created opportunities for us to review and reset our purpose and programs.

We commenced the year with a successful collaboration with the Australian Indigenous Governance Institution hosting the “Our Voice: Our Truth” Symposium, celebrating good governance through strong leadership in Canberra during NAIDOC Week. We saw participants travel from across the country to attend and to hear the voices of some exceptional speakers. We look forward to hosting more of these events in future years.

We established a physical presence in Queensland opening the door to new possibilities and opportunities including new partnerships with Queensland based clients and organisations.

A huge step for the organisation over the past year has been going digital. With restrictions on travel and face to face training we used this opportunity to move our programs to a virtual format. This ensured that our participants were not disadvantaged with the continued delivery of quality training. For some this was a challenge with limited access to

technology but the more programs we ran, and the more proficient people became with access and participation, the more rewarding it became.

If this year has taught us anything it was that we are adaptable and flexible. We can work together to improve our offerings and create educational opportunities for our mob nationally. It has taught us that we can be innovative in our delivery, as we met the needs and aspirations of those we service.

I thank our AILC Chair Cath Brokenbrough and the board for their continued support providing frank and fearless advice. I also thank our staff for their dedication and ongoing commitment in supporting the delivery of high-quality training. I look forward to the year ahead and to ensuring that we continue to thrive.

Robyn Forester
Chief Executive Officer
Australian Indigenous Leadership Centre

Training Overview

The Australian Indigenous Leadership Centre had one qualification and four accredited courses on scope in 2020-21, which included:

- 10412NAT Certificate II in Indigenous Leadership
- 10413NAT Certificate IV in Indigenous Leadership
- BSB41915 Certificate IV in Business (Governance)

The AILC delivered 8 non-accredited workshops during this financial year.

The AILC ran a total of 5 accredited courses this financial year and 8 non-accredited workshops. This included 9 courses funded by the Department of Prime Minister and Cabinet and 4 courses delivered in a fee-for-service capacity.



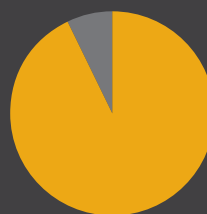
NATIONAL INDIGENOUS AUSTRALIANS AGENCY (NIAA) FUNDED COURSE COMPLETION RATE



136 Completed

FEE-FOR-SERVICE COURSE COMPLETION RATE

57 enrolled and 53 completed



Completion rate
92.89%

COURSE DELIVERY LOCATIONS

Intro to Leadership



Intro to Diversity Mentoring



Intro to Leadership





ailc
Australian
Indigenous
Leadership
Centre



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Expanding Our Reach

We are really excited to announce that we have officially opened an office in Brisbane. The AILC has partnered with the Australian Indigenous Governance Institute (AIGI) to co-locate offices. Based at Technology Park in Eight Mile Plains, the two national organisations held the launch of their joint Brisbane offices on Friday March 13th, 2020.

The launch was attended by the Hon. Leeanne Enoch, MP who spoke about the importance of training for Aboriginal and Torres Strait Islander people and job creation. Minister Enoch welcomed both organisations to QLD and is looking forward to ongoing collaboration with the QLD state government.

Photos clockwise from top left:





Minister Enoch welcomed both organisations to QLD and is looking forward to ongoing collaboration with the QLD state government.

Photos clockwise from left:

The AILC board and CEO have for some time been discussing moving forward and prioritising relationships with communities nationally. Many national organisations are choosing to decentralise their offices and move to states and territories that provide broader opportunities to engage with communities.

CEO Robyn Forester said that as an organisation, the AILC are looking to having a presence nationally. AILC want to be available to communities and work to continue to build leaders all over the nation to ensure First Nations peoples voices are being heard at all levels.

CEO of AIGI Michelle Deshong said that the partnership is historical and will continue into the future. Michelle said that the AIGI and AILC have a history of partnership in Indigenous Leadership and Governance and hope to continue collaborating in the future.

The Brisbane office is located at Building 8, 107 Miles Platting Road, Eight Mile Plains, Brisbane.

Working Together to Invest in Future Leaders



Caption

Young people are not only the leaders of the future but are key participants in decision making within their communities and at the state and national level. The AILC have partnered with local Indigenous organisations to develop and deliver youth leadership programs.

One of these partnerships is with Kalwun Development Corporation based on the Gold Coast. Kalwun is the only community-controlled health service addressing the primary health care needs of Aboriginal and Torres Strait Islander people in the gold coast. They also provide human services ranging from Early Learning Programs; health care; affordable housing; family support programs; cultural education and aged care.

Kalwun and the AILC have signed an MOU to work together in partnership to develop leadership skills in young people in the region. The youth program engaged with young people aged between 16 to 25. Participants in the course work to build their confidence, learn skills and tools for change and continue to grow their leadership capabilities in all areas of their life whether that be in their family, community, their school or their workplace.

The youth program is being delivered over 10 months and is developed to address the needs of young people and the region they are from. The program is delivered online and face to face and there will be opportunities for participants to undertake a community project.

Long-term Leadership

I think that the most important thing we can do as Indigenous leaders is to find ways to continue to influence and invest in a positive future for our people. Says Michelle Deshong.

Born and raised in Townsville in Far North QLD, Michelle is from the Kuku Yalanji nation and is the mother of three adult children. She is well known to many for her work in Indigenous Affairs, especially leadership and governance. Michelle holds a BA Honours in Political Science and Indigenous Studies. She is a National NAIDOC Scholar of the year, an Australian/American Fulbright Scholar and a Churchill Fellow. Michelle has recently relocated back to her home in Townsville from Canberra.

Michelle became involved in the AILC in the early days of the organisation's development, she was living in Canberra and was moving into leadership roles within the Public Service. I had participated in the concept study consultations, and I was very fortunate to be on the second ever program of AILC. It was a timely opportunity to consider my career intentions and leverage off the fantastic network of speakers and participants. Michelle said that the AILC course came at the right time in her professional life. She was needing to make some critical decisions for her future. The AILC came at a time where I was at a crossroads with my public service career and my community work. It helped inform my future decisions, provided critical support networks and was a contributor to promotions and new opportunities for me.

Michelle is not only an AILC alumni, but she has also been a facilitator and has spent more than seven years as a director on the AILC board and has made a significant long-term contribution to the Centre "shortly after participating on the course I was invited to join the board alongside Charles Prouse who also did the same program as me. I remained on the board for almost 7 and a half years.

The AILC works to support alumni to step into leadership roles particularly within the organisation. Michelle was instrumental in developing course content and strengthening course facilitation skills "I also became a regular facilitator for the program and over many years contributed to all the courses, including the Inaugural Diploma program. After leaving the board I was contracted by AILC to work on some of the curriculum development."

After participating in the AILC course she went on to the Rural Leadership program which worked to support the early model of the AILC. Michelle said it was a good opportunity to complete both courses "Additionally, a few years later I also undertook the Australian Rural Leadership program to test my leadership capability outside Indigenous affairs. The ARLF was critical to the establishment of AILC in the early days and they proved to be complementary opportunities, while also being very different.

Michelle says that the AILC has been through significant periods of transformation, and she has been able to see it happen from many different vantage points within the organisation "I have watched this from both a board perspective and a long-time associate of the organisation. At times the struggle of trying to find the right fit for the Indigenous nature of the work within an RTO compliance structure has been challenging. In some ways this has been both beneficial but limiting in its reach".

Michelle said that the AILC has strength being a strong Indigenous organisation being built upon Aboriginal and Torres Strait Islander knowledge. "Being Indigenous led, using expertise, insight and Indigenous knowledge has to be at the core of the organisation's strength and sustainability."



More so I think I am drawn to leadership capabilities and behaviours that resonate with mine. A firm commitment, passion, insight and integrity for what they do and how they engage with others is probably what draws me to people as effective leaders.

- Michelle Deshong



Introduction to Indigenous Leadership and Governance

This course is designed to provide an overview of the key knowledge areas in leadership and governance relevant to Aboriginal and Torres Strait Islander people. Indigenous governance alongside Indigenous leadership provides a responsible and sustainable framework that will deliver long term outcomes for Indigenous communities throughout Australia. This introductory will build your capacity to support the aim of 'Closing the Gap' for Aboriginal and Torres Strait Islander people and improve in leadership and strong governance outcomes for the future.

.....

Topics Covered

- Exploring Indigenous Leadership
 - Leadership styles, qualities, and behaviours
 - Exploring Indigenous governance
 - Indigenous corporate governance in practise
 - Governance and community based organisations
 - Managing conflict
 - The risks and responsibilities of sitting on a board
 - Options for board composition and structure
 - Methods of succession planning
-

Introduction to Diversity Mentoring

This course is delivered as a series of four x 1.5 hour sessions and is designed for Indigenous Australians and non-Indigenous Australians who wish to further develop leadership knowledge, skills and networks; and non-Indigenous Australians who wish to work effectively with Indigenous people in the workplace and/or Indigenous communities.

Topics Covered

- What is diversity mentoring?
- How is cultural diversity included in the mentoring process?
- What are the ethical considerations?
- How do we develop successful diversity mentoring relationships?

Introduction to Indigenous Leadership

This course is delivered online as a series of four x 1 hour sessions. The introductory course will assist individuals to build leadership skills that are relevant, effective and informed by both Indigenous culture and Western best practice.

Topics Covered

- The value and importance of leadership for Aboriginal and Torres Strait Islander people
- Leadership styles, qualities and behaviours
- The risks and responsibilities of being a leader
- Practical skills such as negotiating, problem solving and above-the-line thinking
- This useful two-day course will assist individuals to build leadership skills that are relevant, effective and informed by both Indigenous culture and Western best practice.

National NAIDOC Symposium

AILC and AIGI hosted a national Symposium event to kick off NAIDOC week celebrations. The symposium was developed in conjunction with the National NAIDOC gala ball being held in on Ngunnawal Country.

They day long Symposium offered a line-up of speakers and a panel discussion on themed topics of “Our Voice | Our Truth: good governance through strong leadership.”, and was attended by participants from all over the country from as far north as the Torres Strait to Arrente country in the central desert and across to the Birripai country on the central coast.

NITV The Point presenter and AILC Deputy Chair John Paul Janke and AILC CEO Robyn Forester opened the event and invited Traditional Owner, Ngunnawal woman Glenda Merritt to welcome delegates to Ngunnawal country. AILC Chair Cath Brokenborough gave opening remarks followed by AIGI CEO Michelle Deshong giving the Keynote speech.

An amazing Trailblazer panel spoke from their personal experiences in leadership and governance. Rhonda Radley, community Elder at Wollotuka, Port Macquarie campus, University of Newcastle. John Roe, AILC alumni, Air combat and Electronic Attack (ACEA)

Photo below....., right....





**Leadership is about nurturing,
motivating and inspiring people to
think, act and do things differently.**

- Chair Cath Brokenborough



Enterprise Manager and Manager of the Projects Office Systems (ACEA) and AMSANT CEO John Patterson shared their experiences of leadership with the symposium. Other speakers included Greens Senator Lydia Thorpe, Andrea Kelly from the National Indigenous Australians Agency (NIAA) and Ivan Ingram from the Australian Indigenous Governance Institute (AIGI).

Closing remarks were made by Chair of AIGI Jason Glanville. Delegates then had the opportunity to view the inspiring

Adam Goodes documentary *The First Quarter* before its release, followed by a panel to discuss the film.

The event finished off with a cocktail reception in the museum foyer.

Photos this page clockwise from top left:



Getting Online

2020 has certainly brought with it many challenges! However, as we all know there are always positive outcomes even in the hardest of times.

We are proud of our ability to be nimble and adapt to the restrictions of COVID. Our courses started online in early 2020. We had to adapt our face-to-face courses into an online format in record time! Our Lead Trainer Timmy Duggan worked around the clock to make this happen and all the staff provided support and adapted quickly to delivering online and the tech skills within the organisation escalated quickly!



Reflective Leadership

Tash Hunter is a Nykina woman from the Kimberley in Western Australia and the granddaughter of Dorothy Watson. Tash was born in Port Hedland on Karriyarra country and grew up in Karratha on Yindjibarni/Nguluma country and on Onslow Thalanyji country.

Tash spent 5 years in the Australian army as a medic and then went into education when her boys started school. While she was working in the education sector, she applied for the first regional AILC course “The Deputy Principal of the school I was working at, encouraged me to apply for the course” Tash said. “The course was in Port Hedland in 2004 and it really took me out of my comfort zone” Tash said it was this feeling that really sparked her interest in self-determination “The course really put me on the path to exploring leadership and self-determination. I started to become more reflective in the ways that I work, I became more assertive and more aware of Indigenous issues and the impacts of racism, oppression and the part politics has to play.”

Tash said that the course really opened her eyes especially when it comes to different styles of leadership and we can all experience challenges “There are so many facets of leadership and its complexities. I saw that no matter if you are black or white, issues around the Tall Poppy syndrome can sometimes hold us back.”

Tash then went on to complete Certificate IV in Indigenous Leadership in 2013. Tash said that because the courses are designed by Aboriginal people for Aboriginal people, it's easier for people to participate and build confidence. “The AILC made it easy to connect and understand our mob and where we are coming from. They enable Aboriginal people to step up and have an impact. It is worth taking the time to participate in an AILC course.”

It was more than a decade after her first AILC course when Tash was made redundant from her job and sector she loved. On top of this challenge, Tash was diagnosed with breast cancer and started the long journey of treatment. Even after these difficult life challenges Tash is still committed to the community she lives in and works in supportive roles for the mob in Karratha “I am passionate about supporting our women to step up into decision making roles and realising their potential.”

Tash also feels fortunate with her life and the people she has in it “I have been so fortunate to be surrounded by greatness. The people I surround myself with bring the best out in me and make me want to be better. My advice is to always watch who you surround yourself with. Some people can be full of hot air. The doers and thinkers make me want to stand taller and be better than I was yesterday.”



Board of Directors



Cath Brokenborough Chair

BA, Dip (OHS, Environment, Training and Assessment), GAICD



Karen Mundine

Cath Brokenborough is a proud Wiradjuri woman and currently the Executive Lead, Indigenous Engagement and Reconciliation at Lendlease, where she provides strategic advice and leadership in the development and implementation of the company's Elevate Reconciliation Action Plan. Cath has 30 years of construction and property industry management experience including construction, risk, environment, heritage and safety management, skills and competency course development, management and delivery, and mentoring women and Indigenous business people in the industry.

Karen Mundine is from the Bundjalung Nation of northern New South Wales. As the Deputy CEO at Reconciliation Australia, Karen brings to the role more than 20 years' experience in community engagement, public advocacy, communications, and social marketing campaigns. She holds a Bachelor of Arts in Communications from the University of Technology, Sydney, and is on the Board of the Gondwana Children's Choirs, including the Gondwana Indigenous Children's Choir.



Aaron Clark

Aaron is a proud descendant from the Tjap Whurrung people of the Gunditjmarra nation. Raised in southwest Victoria at the Framlingham Mission, Aaron is currently the Director of the Korin Gamadji Institute (KGI) alongside the Richmond Football Club. Throughout the past 15 years, Aaron has held a range of positions across the community control sector in health, cultural heritage / land management and Education. In 2017 Aaron was selected to be a part of the inaugural Emerging Indigenous Executive Leadership program, delivered by the Australian Graduate School of Management University of New South Wales.



Phillipa McDermott

Phillipa is a Wakka Wakka and Mulinjali woman from the North Coast of New South Wales. Phillipa has a BA in Communications from UTS. Phillipa has worked as a radio broadcaster and was board member and chairperson of Koori Radio in Sydney's Redfern from 1995-2000. Phillipa has headed the ABC's Indigenous Employment and Diversity Program since August 2013. Under her leadership the ABC has for the first time reached and moved beyond their 2% Indigenous employment target currently at 2.6% with a new stretch target set this year of 3% employment by 2018.



Prof. Peter Raddoll

Professor Radoll is a descendant of the Anaiwan people of NSW and has extensive experience in senior management in Indigenous higher education. He currently holds the position of Dean for Indigenous leadership and strategy at the University of Canberra. Professor Radoll, who was a motor mechanic for 11 years before taking up tertiary study, and has Bachelor and Master Degrees in Information Technology from the University of Canberra. He also holds a PhD from the Australian National

University which focused on the factors affecting the adoption of information and communication technologies in remote and urban Australian Indigenous households.

AUSTRALIAN INDIGENOUS LEADERSHIP CENTRE LIMITED

ABN 68 091 455 551
Financial Report
Year ended 30 June 2020

AUSTRALIAN INDIGENOUS LEADERSHIP CENTRE LIMITED
ABN 68 091 455 551

FINANCIAL REPORT

YEAR ENDED 30 JUNE 2020

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Australian Indigenous Leadership Centre Limited

ABN: 68 091 455 551

Directors' Report

The Directors of the Australian Indigenous Leadership Centre Limited (the Company) present their report together with the financial statements for the Company for the year ended 30 June 2020.

Directors' details

The following persons were Directors of the Company during the reporting period and since the end of the financial year.

Cath Brokenborough

Chairperson

BA, Dip (OHS, Environment, Training and Assessment), GAICD

Cath is a proud Wiradjuri woman and currently the Executive Lead, Indigenous Engagement and Reconciliation at Lendlease, where she provides strategic advice and leadership in the development and implementation of the company's Elevate Reconciliation Action Plan.

Cath has almost 30 years of construction and property industry management experience including construction, risk, environment, heritage and safety management, skills and competency course development, management and delivery, and mentoring women and Indigenous Business people in the industry.

Cath is also a Board member, Chair of the People and Culture Committee and member of the Insurance Committee at the Queensland Building and Construction Commission; a Graduate of the Australian Institute of Company Directors; and the Facilitator of the Maranguka Justice Reinvestment Project in Bourke NSW that is achieving great social and self-determination outcomes.

John Paul Janke

Independent Non-Executive Director
Resigned 9 September 2019

John Paul is from Wuthathi Country on Cape York Peninsula and from Murray Island in the Torres Strait.

He has worked as a journalist in Aboriginal and Torres Strait Islander Affairs for nearly three decades, developing, initiating and implementing a wide range of communication and media strategies, solutions and materials. He was the Director of Public Program in the Public Engagement Program at AIATSIS in Canberra.

He is currently co-owner of Rork Projects, a national Indigenous fit-out and refurbishment company, and the co-host of NITV's flagship news and current affairs show 'The Point'. He is also Co-Chair of the National NAIDOC Committee, an Expert Advisory Panel member for the Diversity Council of Australia and an Ambassador for Mayi Kuwayu - a national study of Aboriginal and Torres Strait Islander wellbeing.

Karen Mundine

Independent Non-Executive Director

Karen Mundine is from the Bundjalung Nation of northern NSW. As the CEO at Reconciliation Australia, Karen has more than 20 years' experience in community engagement, public advocacy, communications and social marketing campaigns. She holds a Bachelor of Arts in Communications from the University of Technology, Sydney, and is on the Board of the Gondwana Choirs, and is a member of PWC Diversity Advisory Board.

Prof. Peter Radoll

Deputy Chairperson

Professor Radoll is a descendant of the Anaiwan people of NSW and has extensive experience in senior management in Indigenous higher education. He currently holds the position of Pro Vice-Chancellor, Indigenous at the University of Canberra. Professor Radoll, who was a motor mechanic for 11 years before taking up tertiary study, has a Bachelor and Master Degrees in Information Technology from the University of Canberra.

He also holds a PhD from the Australian National University which focused on the factors affecting the adoption of information and communication technologies in remote and urban Australian Indigenous households.

Australian Indigenous Leadership Centre Limited

ABN: 68 091 455 551

Directors' Report (continued)

Aaron Clarke

Independent Non-Executive Director

Aaron is a proud descendant from the Tjap Whurrung people of the Gunditjmara nation. Raised in south west Victoria at the Framlingham Reserve, Aaron is currently the Director of the Korin Gamadji Institute (KGI) alongside the Richmond Football Club. Throughout the past 15 years Aaron has held a range of positions across the community control sector in health, cultural heritage/land management and Education. In 2017 Aaron was selected to be a part of the inaugural Emerging Indigenous Executive Leadership program, delivered by the Australia Graduate School of Management University of New South Wales. Aaron presented at the United Nations permanent forum on Indigenous issues in New York with The National Congress of Australia's First Peoples. Beyond his role at RFC, Aaron has been providing strategic advice and leadership to a number of organisations on their reconciliation journey.

Phillipa McDermott

Independent Non-Executive Director

Phillipa is a Wakka Wakka and Mununjali woman. Phillipa has a Bachelor of Arts in Communications from the University of Technology Sydney. Phillipa has more than 25 years' experience working across government and the private sector in media, arts, employment and economic development. Phillipa is the Lead on Indigenous Employment at the ABC and was recently appointed as Chair of Bangarra Dance Theatre.

Company Secretary

Michael Willoughby has been the Company Secretary since February 2018.

Principal Activities

During the year, the principal activity of the Company was the promotion, development and delivery of Indigenous leadership courses across Australia.

The Company is a registered training organisation providing a unique suite of accredited courses in Indigenous leadership and governance, as well as non-accredited short courses in leadership, cultural awareness and mentoring.

There have been no significant changes in the nature of these activities during the year.

Review of Operations

The Company reported a surplus of \$19,395 (2019: deficit of \$499,085). The Company received grant funds during the year for which it has ongoing performance obligations for these grant arrangements. Unspent funds have been recognised as other liabilities in the statement of financial position.

Benny Egmolesse

Independent Non-Executive Director

Appointed 29 May 2020

Benny is a Maiawali Mbarbaram Man from North Queensland. Benny began his career in Aboriginal workforce development and has a wealth of experience in diversity employment. He is a small business owner and Director of AAK-ITHER, Ice Cream Productions, Yawul and successful career as an Aboriginal Stand Up Comedian. He has been a 2016 and 2017 Deadly Funny National Finalist, 2018 runner up ACT Raw Comedy, organised and toured the 2018 sell out season of Koori And The Cracker and hosted the sell-out Koori Comedy show at the Canberra Comedy Festival. Benny is currently writing several screen projects.

Bill Wilson

Independent Non-Executive Director

Appointed 23 September 2020

Bill is a proud Ngarrindjeri Man. He has held a wide range of positions working with the empowerment, health and wellbeing of Aboriginal Communities for over 25 years in South Australia, most recently as Executive Officer with Ngarrindjeri Ruwe Empowered Communities in Murray Bridge. He is skilled and experienced in working within a team environment to develop rapport and promote community interests.

Australian Indigenous Leadership Centre Limited

ABN: 68 091 455 551

Directors' Report (continued)

Objectives

We envision a future Australia whereby Aboriginal and Torres Strait Islander Peoples excel in leadership for the benefit of all Australians.

The Company is Australia's pre-eminent provider of Indigenous leadership training, addressing the tremendous unmet need for Indigenous leadership education. The Company aims to be recognised as the leading authority on Indigenous leadership in Australia, lending expert advice on Indigenous leadership to government, large corporations and communities.

The Company continues to set the benchmark for Indigenous education quality, delivering tailored, evidence-based programs. The curriculum is enhanced through an action learning framework, informed by our students and the wider community.

We continue to review and assess the needs of the Australian people, adding to, and amending our courses to ensure they remain current and relevant to current issues faced by Indigenous Australians.

The Company continues to facilitate transformational change in delivering solutions for all Australians and mobilising leaders to inspire social and political change.

Strategy for achieving objectives

The Company aims to foster and nurture the next generation of Indigenous leaders by:

- Delivering high quality programs that equip Indigenous leaders with skills, knowledge and opportunities in leadership and governance;
- Connecting and supporting Indigenous leaders by linking them with mentors in their chosen fields and by providing opportunities to network and to learn from other graduates;
- Researching what makes effective leadership in an Indigenous context, so that deeper knowledge and understanding can be reached about how to support Indigenous people to move forward and tackle current disadvantages;
- Creating a national 'space' that encourages conversation and learning about what makes effective Indigenous leadership;
- Promoting the value of fostering Indigenous leadership as a key strategy for addressing the issues that confront Indigenous communities today; and
- Raising the profile of the value and positive impact of Indigenous leaders across Australia.

The Company is funded by fee for service courses, course sponsors (government departments, companies and not-for-profit organisations) and from grants and donations. Most courses are sponsored, so that Indigenous students are able to attend at no cost. However, our current contract through the Department of Prime Minister and Cabinet mandated a requirement for some students to financially contribute to the cost of their training. To date only two students have been required to pay however, under this contract there is no guarantee that all students will receive fully funded places.

During the financial year, 6 meetings of Directors and 1 meeting of the Audit and Risk Committee were held. Attendances by each Director during the year were as follows:

	Directors' Meetings		Audit and Risk Committee	
	Number eligible to attend	Number attended	Number eligible to attend	Number attended
Cath Brokenborough	6	6	1	1
John Paul Janke	-	-	-	-
Karen Mundine	6	5	-	-
Prof. Peter Radoll	6	6	1	1
Aaron Clark	6	4	-	-
Phillipa McDermott	6	5	-	-
Benny Eggmoesse	1	1	-	-

Australian Indigenous Leadership Centre Limited

ABN: 68 091455551

Directors' Report (continued)


Members' Guarantee

The Company is incorporated under the Corporations Act 2001 and is a Company limited by guarantee. In the event of, and for the purpose of winding up of the Company, the amount capable of being called up from each voting member while a member, or within one year afterwards prior to the winding up, is limited to \$10 subject to the provisions of the Company's constitution.

Auditor's Independence Declaration

The auditor's independence declaration in accordance with Subdivision 60-40 of the Australian Charities and Not-for-profits Commission Act 2012, for the year ended 30 June 2020 has been received and is attached to this report.

Signed in accordance with a resolution of the Directors.



Ms Cath Brokenborough

Director

20 November 2020



**Auditor's Independence Declaration
Under Subdivision 60 - 40 of the Australian Charities and Not-for-profits Commission
Act 2012
To the Directors of Australian Indigenous Leadership Centre Limited**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2020 there have been no contraventions of the auditor independence requirements as set out in any applicable code of professional conduct in relation to the audit.

Nexia Duesburys (Audit)
Canberra, 20 November 2020

R C Scott
Partner

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Australian Indigenous Leadership Centre Limited

ABN: 68 091 455 551

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020 \$	2019 \$
Revenue			
Grant Funding		1,115,496	1,244,613
Fee for Service		57,905	267,432
Interest		1,409	2,439
Other income		161,774	213
		<u>1,336,584</u>	<u>1,514,697</u>
Expenses			
Accounting and audit fees		69,420	107,144
Administrative expenses		113,178	107,668
Compliance costs		26,855	76,881
Conference expenses		9,725	32,172
Contractors costs		990	14,911
Course material		27,517	24,864
Depreciation and amortisation expense	9	14,760	14,680
Employee benefits expense		892,679	1,135,225
Facilitator/trainer costs		33,176	191,876
Finance expenses	9	1,603	1,876
IT and accommodation expenses		32,181	33,874
Marketing and promotional expenses		32,371	46,505
Meeting and travel expenses		51,242	66,977
Professional fees		1,038	132,305
Sundry expenses		9,333	1,849
Travel and accommodation		1,121	24,975
		<u>1,317,189</u>	<u>2,013,782</u>
Surplus / (Deficit) before income tax		19,395	(499,085)
Income tax expense	1 (c)	-	-
Surplus / (Deficit) for the year		<u>19,395</u>	<u>(499,085)</u>
Other comprehensive income / (loss) for the year		-	-
Total comprehensive income / (loss) for the year		<u><u>19,395</u></u>	<u><u>(499,085)</u></u>

The accompanying notes form part of these financial statements.

Australian Indigenous Leadership Centre Limited

ABN: 68 091 455 551

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	840,027	2,151,299
Trade and other receivables	4	130,798	26,799
Other assets	5	10,552	16,188
Right-of-use assets	10	11,980	-
TOTAL CURRENT ASSETS		993,357	2,194,285
NON-CURRENT ASSETS			
Property, plant and equipment	6	30,434	53,288
TOTAL NON-CURRENT ASSETS		30,434	53,288
TOTAL ASSETS		1,023,791	2,247,573
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	7	79,086	257,065
Employee provisions	8	60,017	50,800
Other liabilities	9	808,216	1,892,954
Lease liabilities	10	3,193	-
TOTAL CURRENT LIABILITIES		950,512	2,200,819
NON-CURRENT LIABILITIES			
Provisions	8	3,521	5,500
Lease liabilities	10	9,108	-
TOTAL NON-CURRENT LIABILITIES		12,629	5,500
TOTAL LIABILITIES		963,141	2,206,319
NET ASSETS		60,650	41,255
EQUITY			
Retained earnings		60,650	41,255
TOTAL EQUITY		60,650	41,255

The accompanying notes form part of these financial statements.

Australian Indigenous Leadership Centre Limited

ABN: 68 091 455 551

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2020

	Retained Earnings	Total
	\$	\$
Balance as at 1 July 2018	540,340	540,340
Deficit for the year	(499,085)	(499,085)
Other comprehensive income	-	-
Balance as at 30 June 2019	<u>41,255</u>	<u>41,255</u>
Balance as at 1 July 2019	41,255	41,255
Surplus for the year	19,395	19,395
Other comprehensive income	-	-
Balance as at 30 June 2020	<u>60,650</u>	<u>60,650</u>

The accompanying notes form part of these financial statements.

Australian Indigenous Leadership Centre Limited

ABN: 68 091 455 551

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020 \$	2019 \$
Cash Flows from Operating Activities			
Receipts from government grants and other customers		135,233	3,845,533
Payments to suppliers and employees		(1,444,142)	(2,198,421)
Interest received		1,409	2,439
Interest paid on lease liabilities		(750)	-
Net cash provided by/(used in) operating activities		<u>(1,308,250)</u>	<u>1,649,548</u>
Cash Flows from Investing Activities			
Payments for plant and equipment		-	(1,554)
Net cash provided by/(used in) investing activities		<u>-</u>	<u>(1,554)</u>
Cash Flows from Financing activities			
Repayment of lease liabilities		(3,023)	-
Net cash provided by/(used in) financing activities		<u>(3,023)</u>	<u>-</u>
Net increase/(decrease) in cash and cash equivalents held		(1,311,271)	1,647,994
Cash and cash equivalents at beginning of year		<u>2,151,299</u>	<u>503,305</u>
Cash and cash equivalents at the end of financial year	2	<u>840,028</u>	<u>2,151,299</u>

The accompanying notes form part of these financial statements

Australian Indigenous Leadership Centre Limited

ABN: 68 091 455 551

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of preparation

The financial statements of Australian Indigenous Leadership Centre Limited (the Company) are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements of the Australian Accounting Standards Board and the Australian Charities and Not-for profits Commission Act 2012.

The Company is a not-for-profit public company limited by guarantee, incorporated in the Australian Capital Territory under the Corporations Act 2001. The financial statements are presented in Australian dollars which is the Company's functional and presentation currency. The amounts presented in the financial statements have been rounded to the nearest dollar. The financial statements cover the Company as an individual entity.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

The financial statements were authorised by the Directors on the date of signing the attached directors' declaration. The Directors have the right to amend and re-issue the financial statements after they are issued.

The following is a summary of the material accounting policies adopted by the Company in the preparation of the financial statements. Unless otherwise stated, the accounting policies adopted are consistent with those of the previous year.

Change in Accounting policies

a) New and Amended Accounting Policies Adopted by the Company

The Company has adopted all of the new, revised or amended accounting standards and interpretations issued by the Australian Accounting Standards Board that are mandatory for the current reporting period. The adoption of these Accounting Standards and Interpretations did not have any material impact on the financial performance or position of the Company in either the current or prior financial reporting periods.

For the year ended 30 June 2020, the Company has adopted the following new Accounting Standards (and their relevant amending standards issued by the AASB):

- AASB 15 *Revenue from Contracts with Customers*
- AASB 1058 *Income of Not-for-Profit Entities*
- AASB 16 *Leases*

AASB 15 Revenue from Contracts with Customers and AASB 1058 Income of Not-for-Profit Entities

The mandatory date of adoption for AASB 15 and AASB 1058 was 1 July 2019.

AASB 15 involves the use of a five-step recognition model for recognising revenue, the steps are:

- Step 1 – Identify the contract with the customer
- Step 2 – Identify the sufficiently specific performance obligations to be satisfied
- Step 3 – Measure the expected consideration
- Step 4 – Allocate that consideration to each of the performance obligations in the contract
- Step 5 – Recognise revenue

Australian Indigenous Leadership Centre Limited

ABN: 68 091 455 551

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT.)

a) New and Amended Accounting Policies Adopted by the Company (continued)

AASB 15 Revenue from Contracts with Customers and AASB 1058 Income of Not-for-Profit Entities

The Company has described its new accounting policy below in Note 1 d). The Company has elected to adopt the practical expedient whereby contracts that are considered to be 'complete' (where revenue has been fully recognised in accordance with previous standards) are not adjusted upon the adoption of the new standards. AASB 1058 measures income by reference to the fair value of the asset received. The asset received, which could be a financial or non-financial asset, is initially measured at fair value when the consideration paid for the asset is significantly less than fair value, and that difference is principally to enable the Company to further its objectives. Otherwise, assets acquired are recognised at cost.

Where the asset has been measured at fair value, AASB 1058 requires that elements of other Accounting Standards are identified before accounting for the residual component. These standards are:

- AASB 15 Revenue from Contracts with Customers
- AASB 16 Leases
- AASB 1004 Contributions
- AASB 137 Provisions, Contingent Liabilities & Contingent Assets
- AASB 9 Financial Instruments

A transfer that requires the Company to use those funds to acquire or construct a recognisable non-financial asset to identified specifications; does not require the Company to transfer the non-financial asset to the transferor or other parties; and occurs under an enforceable agreement is recognised as income when (or as) the Company satisfies its obligations under the transfer.

Any donations, bequests or grants not recognised as described above are recognised as income when the Company obtains control of these funds.

AASB 16 Leases

AASB 16 replaces AASB 117 Leases and has been applied for the first time from 1 July 2019. The accounting policy adopted by the Company from that date is described in Note 1 f). In the previous financial year, lease rentals payable on operating leases were recognised as an expense on a straight-line basis over the lease term.

On initial application of AASB 16, the Company has elected to adopt the modified retrospective approach, whereby the lease liability is measured at the present value of the remaining lease payments, discounted using the Company's incremental borrowing rate at 1 July 2019. The Company's incremental borrowing rate was 5%. The right of use asset has been recognised at an amount equal to the lease liability, adjusted by the amount of any prepaid or accrued lease payments at the transition date. As a result, comparative financial information has not been restated.

Upon initial application of the Standard, the following amounts were recognised as at 1 July 2019:

Right-of-use Asset	\$15,323
Lease Liability	\$15,323

b) Income tax

No provision for income tax has been raised as the Company is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

c) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less which are convertible to a known amount of cash and subject to an insignificant risk of change in value, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

Australian Indigenous Leadership Centre Limited

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NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT.)

d) Revenue

In the previous financial year, revenue recognised in accordance with AASB 118 *Revenue* was measured at the fair value of the consideration received or receivable. The Company recognised revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the Company and specific criteria have been met for each of the Company's activities.

Revenue recognised under AASB 15 is measured at the amount which the Company expects to receive in consideration for satisfying performance obligations to a customer. A performance obligation is the distinct good or service defined within the contract with a customer. The transaction price is allocated to one or more performance obligations contained within the contract, with revenue being recognised as or when the performance obligation is satisfied.

Where consideration comprises variable components, the amount recognised as revenue is constrained to that amount that would not result in a significant reversal of the cumulative revenue recognised when that uncertainty is resolved.

Timing of Revenue Recognition

Revenue is recognised either at a point in time or over time, when (or as) the Company satisfies performance obligations by transferring the promised goods or services to its customers.

If the Company satisfies a performance obligation before it receives the consideration, the Company recognises either a contract asset or a receivable in its statement of financial position, depending on whether something other than the passage of time is required before the consideration is due. All revenue is stated net of the amount of goods and services tax (GST).

Grant income

Grants received that are subject to specific conditions on the use of those funds are recognised as and when the Company satisfies its performance obligations by providing goods or services under the funding agreements. A contract liability is recognised for unspent grant funds for which a refund obligation exists in relation to the funding period. General grants that do not impose specific performance obligations on the Company are recognised as income when the Company obtains control of those funds, which is usually on receipt. Grant funding may either be received up front or at the completion of milestones.

Sales of Goods and Services

Revenue from the sale of goods and the rendering of services is brought to account as income when the performance obligation has been satisfied, which is when the related goods or services have been provided.

Interest revenue

Interest income is recognised on an accruals basis using the effective interest method.

Government Assistance

Government assistance has been received during the year under the JobKeeper and Cash Flow Boost programs. Payments under these programs are recognised as revenue once the Company is entitled to receive the payments. A receivable is recognised at year end for any payments that the Company is entitled to that have not been received. Payments received are recognised as 'Other income' in the statement of comprehensive income.

Australian Indigenous Leadership Centre Limited

ABN: 68 091 455 551

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT.)

e) Plant and equipment

Plant and equipment are measured on the cost basis less depreciation and impairment losses. Cost includes expenditure that is directly attributable to the asset.

Where a revaluation has been performed, any accumulated depreciation at the date of the revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the re-valued amount of the asset.

The carrying amount of plant and equipment is reviewed at the end of the reporting period by the Directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets' employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Increases in the carrying amount arising on revaluation of assets are credited to a revaluation reserve and recognised in other comprehensive income. Decreases that offset previous increases of the same asset are charged against fair value reserves and recognised in other comprehensive income. All other decreases are charged to the profit or loss.

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of the reporting period.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the profit or loss. When re-valued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to retained earnings.

Depreciation

The depreciable amount of all fixed assets and capitalised leased assets, is depreciated on a straight-line and diminishing value basis over the asset's useful life to the Company commencing from the time the asset is 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 depreciation rates used for each class of depreciable assets are:

Class of fixed asset	Depreciation rate
Furniture, fixtures and fittings	10%-25%
Motor vehicles	13%
Office equipment	10%-67%
Software	40%

Australian Indigenous Leadership Centre Limited

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NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT.)

f) Leases

At inception of a contract, the Company assesses whether a contract is, or contains, a lease. A contract is considered to contain a lease if it allows the Company the right to control the use of an identified asset over a period of time in return for consideration.

Where a contract or arrangement contains a lease, the Company recognises a right-of-use asset and a lease liability at the commencement date of the lease.

A right-of-use asset is initially measured at cost, which is the present value of future lease payments adjusted for any lease payments made at or before the commencement date, plus any make-good obligations and initial direct costs incurred. Lease assets are depreciated using the straight-line method over the shorter of their useful life and the lease term. Periodic adjustments are made for any re-measurements of the lease liabilities and for impairment losses.

Lease liabilities are initially measured at the present value of future minimum lease payments, discounted using the Company's incremental borrowing rate if the rate implicit in the lease cannot be readily determined, and are subsequently measured at amortised cost using the effective interest rate. Minimum lease payments include fixed payments, amounts expected to be paid under a residual value guarantee, the exercise price of purchase options for which the Company is reasonably certain to exercise and incorporate the Company's expectations of lease extension options.

The lease liability is remeasured when there are changes in future lease payments arising from a change in rates, index or lease terms from exercising an extension or termination option. A corresponding adjustment is made to the carrying amount of the lease assets.

Short term leases (lease term of 12 months or less) and leases of low value assets (\$10,000 or less) are recognised as incurred as an expense in the statement comprehensive income. Low value assets comprise computers and items of IT equipment.

g) Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions of the instrument: For financial assets, this is the equivalent to the date that the Company commits itself to either the purchase or sale of the asset (i.e. trade date accounting is adopted).

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs, except where the instrument is classified "at fair value through profit or loss", in which case transaction costs are expensed to profit or loss immediately. In most circumstances trade receivables are initially measured at the transaction price.

Classification and subsequent measurement

Financial instruments are subsequently measured at either fair value or amortised cost using the effective interest rate method. The subsequent measurement depends on the classification of the financial instrument as described below.

Fair value represents the amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Australian Indigenous Leadership Centre Limited

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NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

1) SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT.)

g) Financial instruments (continued)

The effective interest method is used to allocate interest income or interest expense over the relevant period.

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Financial assets that meet the following conditions are subsequently measured at amortised cost:

- the financial asset is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding;
- Financial assets that meet the following conditions are subsequently measured at fair value through other comprehensive income (FVTOCI);
- the financial asset is held within a business model whose objective is achieved by both collecting contractual cash flows and selling the financial assets; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

By default, all other financial assets are subsequently measured at fair value through profit or loss (FVTPL).

Despite the above, the entity may make the following irrevocable election/designation at initial recognition of a financial asset:

- the Company may irrevocably elect to present subsequent changes in fair value of an equity instrument in other comprehensive income if certain criteria are met; and
- the Company may irrevocably designate a financial asset that meets the amortised cost or FVTOCI criteria as measured at FVTPL if doing so eliminates or significantly reduces an accounting mismatch.

Financial liabilities

All financial liabilities are subsequently measured at amortised cost using the effective interest method or at FVTPL.

Impairment of financial assets

The Company recognises a loss allowance for expected credit losses on financial assets that are measured at amortised cost or at FVTOCI. No impairment loss is recognised for investments in equity instruments. The amount of expected credit losses is updated at each reporting date to reflect changes in credit risk since initial recognition of the respective financial asset.

The Company recognises lifetime expected credit losses for trade receivables. The expected credit losses on these financial assets are estimated based on the entity's historical credit loss experience adjusted for factors that are specific to the debtors, general economic conditions and an assessment of both the current as well as the future direction of conditions at the reporting date, including time value of money where appropriate.

h) Impairment of non-financial assets

At the end of each reporting year, the Company reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of profit or loss and other comprehensive income.

Where it is not possible to estimate the recoverable amount of an individual asset, the Company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Australian Indigenous Leadership Centre Limited

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NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT.)

i) Employee benefits

Provision is made for the Company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based upon historical data.

j) Provisions

Provisions are recognised when the Company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

k) 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 the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows are presented in the statement of cash flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cashflows.

l) Comparative figures

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

2) CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

The Directors make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key judgments - grant income

Grant funding revenue recognised in the statement of profit or loss and other comprehensive income is subject to a minimum number of students attending courses. Due to the Covid pandemic the Company has not yet met the minimum number of students as required in the funding agreement.

The Company has negotiated with the funding body for a variation to the original contract by reducing the number of students and extending the timeframe. The Company is awaiting the executed contract from the funding body.

The Company believes that minimum student numbers under the contract variation will be met in the future and the revenue currently recognised in these financial statements is fairly stated. If the minimum student numbers under the current agreement, or under any variation that might be agreed, is not achieved an adjustment to revenue recognised under the existing agreement may be needed in the future.

Australian Indigenous Leadership Centre Limited

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NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

	2020	2019		
	\$	\$		
NOTE 3: CASH AND CASH EQUIVALENTS				
Cash at bank	839,932	2,150,952		
Cash on hand	95	347		
	<u>840,027</u>	<u>2,151,299</u>		
NOTE 4: TRADE AND OTHER RECEIVABLES				
CURRENT				
Trade receivables	48,873	12,711		
Goods and services tax	3,575	-		
Other debtors	78,350	14,088		
	<u>130,798</u>	<u>26,799</u>		
	2020	2019		
	\$	\$		
NOTE 5: OTHER ASSETS				
CURRENT				
Prepayments	10,552	13,125		
Deposits	-	3,063		
	<u>10,552</u>	<u>16,188</u>		
NOTE 6: PROPERTY, PLANT AND EQUIPMENT				
Furniture, fixtures & fittings				
At cost	3,753	15,463		
Accumulated depreciation	(3,580)	(8,612)		
Total property, plant and equipment	<u>173</u>	<u>6,851</u>		
Motor Vehicles				
At cost	54,016	54,016		
Accumulated depreciation	(24,334)	(17,452)		
	<u>29,682</u>	<u>36,564</u>		
Office equipment				
At cost	11,226	51,653		
Accumulated depreciation	(10,647)	(41,780)		
	<u>579</u>	<u>9,873</u>		
	<u>30,434</u>	<u>53,288</u>		
	Furniture, fixtures & fittings	Motor Vehicles	Office Equipment	Total
	\$	\$	\$	\$
Year ended 30 June 2020				
Balance at beginning of year	6,851	36,564	9,873	53,288
Additions	-	-	-	-
Disposals	-	-	-	-
Depreciation expense	(5,924)	-	(5,513)	(11,437)
	<u>(754)</u>	<u>(6,882)</u>	<u>(3,781)</u>	<u>(11,417)</u>
Balance at end of the year	<u>173</u>	<u>29,682</u>	<u>579</u>	<u>30,434</u>

Australian Indigenous Leadership Centre Limited

ABN: 68 091 455 551

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

	2020 \$	2019 \$
NOTE 7: TRADE AND OTHER PAYABLES		
CURRENT		
Trade creditors	3,102	16,948
Accrued expenses	61,351	51,513
GST Payable	-	167,019
Other payables	14,633	21,585
	<u>79,086</u>	<u>257,065</u>
	2020 \$	2019 \$
NOTE 8: EMPLOYEE PROVISIONS		
CURRENT		
Employee benefits		
* annual leave	60,017	50,800
	<u>60,017</u>	<u>50,800</u>
NON-CURRENT		
* long service leave	3,521	5,500
	<u>3,521</u>	<u>5,500</u>
NOTE 9: OTHER LIABILITIES		
Income in advance	<u>808,216</u>	<u>1,892,954</u>

NOTE 10: LEASE LIABILITIES

The Company has applied AASB 16 using the modified retrospective approach, therefore the comparative information has not been restated and continues to be reported under AASB 117 and related Interpretations.

The Company has a lease over a photocopier. The lease term is assessed as 5 years and there are no increases in the lease payments for the life of the lease.

	2020 \$	2019 \$
Right-of-use asset		
Balance as at 1 July 2019	15,323	-
Additions in the year	-	-
Balance as at 30 June 2020	<u>15,323</u>	<u>-</u>
Accumulated Amortisation		
Balance as at 1 July 2019	-	-
Amortisation for the year	3,343	-
Balance as at 30 June 2020	<u>3,343</u>	<u>-</u>
Net book value - right of use assets	<u>11,980</u>	<u>-</u>
Lease Liabilities		
	\$	
Current	3,193	-
Non-current	9,108	-
	<u>12,301</u>	<u>-</u>
Movement of lease liabilities during the year:		
Balance as at 1 July 2019	15,323	-
Lease payments	(3,772)	-
Interest expense	750	-
Balance as at 30 June 2020	<u>12,301</u>	<u>-</u>

Australian Indigenous Leadership Centre Limited

ABN: 68 091 455 551

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

NOTE 11: FINANCIAL RISK MANAGEMENT

The Company's financial instruments consist mainly of deposits with banks, short-term investments, accounts receivable and payable.

The carrying amounts for each category of financial instruments, measured in accordance with AASB 9: Financial Instruments as detailed in the accounting policies to these financial statements, are as follows:

	2020 \$	2019 \$
Financial Assets		
<i>Financial assets at amortised cost:</i>		
Cash and cash equivalents	840,027	2,151,299
Trade and other receivables	<u>127,223</u>	<u>26,799</u>
Total financial assets	<u>967,250</u>	<u>2,178,098</u>
Financial Liabilities		
<i>Financial liabilities at amortised cost:</i>		
Trade and other payables	79,086	90,046
Lease liabilities	<u>12,301</u>	<u>-</u>
Total financial liabilities	<u>91,387</u>	<u>90,046</u>

NOTE 12: MEMBERS' GUARANTEE

The Company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstandings and obligations of the Company.

NOTE 13: RELATED PARTY TRANSACTIONS

Key management personnel is defined by AASB 124 "Related Party Disclosures" as those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director of the entity.

	2020 \$	2019 \$
Total key management personnel compensation	<u>311,965</u>	<u>357,927</u>

The Company has paid insurance premiums of \$1,850 (2019: \$1,775) for Association Liability insurance which incorporates directors' and officers' liability insurance and is included in the above figures.

NOTE 14: CONTINGENT ASSETS AND LIABILITIES

In the opinion of the Directors, the Company did not have any contingencies at 30 June 2020 (30 June 2019: None).

NOTE 15: EVENTS AFTER THE END OF REPORTING PERIOD

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

Australian Indigenous Leadership Centre Limited

ABN: 68 091 455 551

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

NOTE 16: CORPORATION DETAILS

The registered office and principal place of the company is:

Australian Indigenous Leadership Centre Limited
Unit 3A Molongo Mall
105 Newcastle Street
Fyshwick ACT 2609

Australian Indigenous Leadership Centre Limited

ABN: 68 091455551

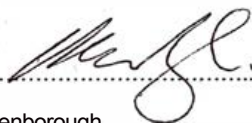
Directors' Declaration

The Directors of Australian Indigenous Leadership Centre Limited (the Company) declare that:

1. The financial statements and notes, as set out on pages 7 to 21 are in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and;
 - a. comply with Australian Accounting Standards - Reduced Disclosure Requirements; and other mandatory professional reporting requirements; and
 - b. give a true and fair view of the financial position as at 30 June 2020 and of the performance for the year ended on that date of the Company.
2. In the Directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

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

Director:



Ms Gath Brokenborough

Dated: 20 November 2020

Independent Auditor's Report To the Members of Australian Indigenous Leadership Centre Limited

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Australian Indigenous Leadership Centre Limited ('the Company'), which comprises the statement of financial position as at 30 June 2020, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial statements of the Company, are in accordance with the Australian Charities and Not-for-profits Commission Act 2012, including:

- (i) giving a true and fair view of the Company's financial position as at 30 June 2020 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards – Reduced Disclosure Requirements and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the financial statements section of our report. We are independent of the entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (the Code) that are relevant to our audit of the financial statements in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Other information

The directors are responsible for the other information. The other information comprises the information in the Company's directors' report for the year ended 30 June 2020 but does not include the financial statements and the auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

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If, based on the work we have performed, we conclude that there is a material misstatement of the other information we are required to report that fact. We have nothing to report in this regard

Directors' responsibility for the financial statements

The directors of the Company are responsible for the preparation of the financial statements that give a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the Australian Charities and Not-for-profits Commission Act 2012 and for such internal control as the directors determine is necessary to enable the preparation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibility for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

A further description of our responsibilities for the audit of the financial statements is located at The Australian Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.



Nexia Duesburys (Audit)
Canberra, 20 November 2020



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Partner



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