

ANNUAL REPORT

2020/2021



Keeping the desert connected

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CHAIR REPORT

Hello All,

It is with great pleasure that I present our annual report for 2021. This report adds a new chapter to the story of our organisation's development as the vital network for rangers looking after country across our beautiful desert country, our home.

This report tells of an organisation that is passionate about supporting rangers through co-design and the delivery of projects and activities, such as those being delivered through the ranger development program. It tells of an organisation that is focused on building its core operational capacity and empowering Indigenous governance. Finally, it tells of an organisation that remains true to its roots, ensuring that the voice of desert rangers is being heard louder and clearer with every passing year.

Across the globe people are struggling to respond to a pandemic that has changed our lives forever. I am proud that the Indigenous Desert Alliance (IDA) continues to find new ways to do the job of keeping the desert connected while ensuring that the safety of our members is always front of mind.

Please stay safe, and please get vaccinated so that you can keep looking after our desert for all our children to play, learn, live, and work in.



Nyaparu Rose
Chairperson



ABOUT US

Our Vision and Mission

The IDA empowers Indigenous people managing Australia's desert country to realise their social, cultural, environmental and economic aspirations.

We bring together ranger groups from across the desert to share, inspire and act on issues that matter to Indigenous rangers.

We ensure that Indigenous people define the priorities for the desert.

Our relationships with members, partners and providers is based on trust and respect.

Figure 01: IDA region



CEO EXECUTIVE REPORT

If last year was a 'breakout year' for the IDA in terms of being its first full year of operating as a company, then this year has been about making deliberate choices to grow the organisation against a backdrop of a global pandemic. As the saga of COVID-19 rolls on, we are thankful that our desert communities have escaped any serious issues or outbreaks. The IDA has been active in our role to help mitigate this massive risk by ensuring that our work is undertaken with the highest priority placed on the safety and wellbeing of our staff and community members.

At this difficult and uncertain time, it is important to truly reflect on and celebrate the accomplishments of the past year. These successes are all the more profound given how hard won they have been. **In the past year, the IDA has been focused on achieving outcomes aligned to the third pillar of our strategic plan; building the IDA as a strong organisation.**

We have adapted our approach to connecting and working with our members whilst maintaining the integrity of the IDA.

We have been purposeful in the growth of our organisation including:

- » recruiting the best people
- » telling our story to an ever-growing audience of supporters
- » developing long term partnerships
- » staging the delivery of our strategic plan.

In short, we have matured into an organisation that stands not only on the strength of its membership but on our dynamic and sophisticated operational and strategic abilities and assets.



Lindsey Langford
Chief Executive Officer



Image 01: (top left) Mr. Ronald Hunt, senior ranger watching on the big screen, beside the fire with some good kuka in the camp oven and a billy of tea brewing away at Warburton



Images 02,03: (top and bottom right) IDA Conference 2020

In August we ran our first ever online Southern Desert Ranger Forum. As we could not get together physically, we set ourselves the target of creating a compelling virtual forum given most attendees would be connecting with us from their 'on-country' ranger HQ's. **On the strength of participation alone the forum was a huge success with the uniqueness of this event setting it apart.**

For the IDA to be a strong representative organisation we must be able to connect with our members regularly and effectively. While this should be front of mind for any organisation working with Indigenous people, the IDA has taken steps to prioritise our communication and engagement across all of our work.

Sam Murray, Manager Ranger and Sector Development, has worked closely with the IDA management team to develop our *conceptual communications* approach. I have singled out Sam's work exclusively as it has had the positive effect of improving connections between the IDA and Indigenous rangers, board members and staff.

Sam sums up the approach in her comment, simply by saying that 'Indigenous ways of thinking and doing aren't exclusive. There are tools and approaches that all of us can use to get better at what we do'.

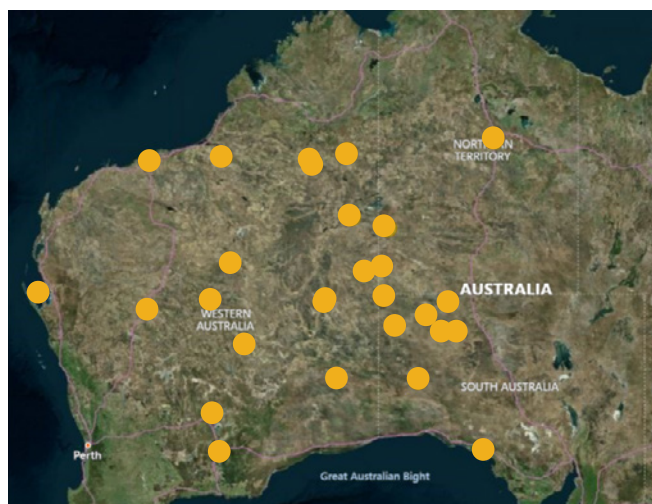


Figure 02: Locations of ranger groups attending SDRF 2020

In November, with travel restrictions making it hard to get together again, we decided to 'scale up' our digital presence and take the entire annual IDA conference online. With a full production team in tow we facilitated a three-day conference for around 250 participants. From our studio at the University of Western Australia we beamed into our members' HQs with locally and regionally presented content and the occasional special guest.

Fred Chaney's plenary address at the opening of the third day was a lesson in history, politics, and hope. I urge all of you to search it out on our Facebook page.

The achievements of the past year are numerous but are perhaps best expressed by the CEO of the BHP Foundation in relation to the IDA being in a position to take on the management of the 10 Deserts Project in 21/22.

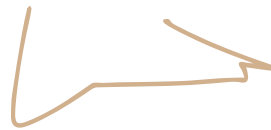
"The IDA is a strong organisation, good at listening, and is a respected partner that the BHP Foundation supports as the right group to deliver the long-term and ambitious outcomes of the 10 Deserts Project. We are proud to have walked this path beside you while the IDA has grown and we are excited about the journey we will continue together, with you in the lead."

James Ensor, CEO BHP Foundation

All of our supporters are important to us, and I would like to thank our core partners, the 10 Deserts Project/Desert Support Services, BHP, Northern Star Resources and the National Indigenous Australians Agency (NIAA) for supporting us this past year. We look forward to continuing the relationship alongside new partners like Lotterywest and the BHP Foundation.

I would also like to thank our staff and directors. It has again been a privilege to work with you and learn from you. Your commitment to ensuring that our members are central to our business and the care with which you hold the IDA is laudable.

Finally, I would acknowledge the hard work of our members in continuing to value the importance of connecting with each other. It is only through coming together and sharing our stories, skills, solutions, and ambitions and for the desert that we can ensure it and its people continue to thrive.



Lindsey Langford
Chief Executive Officer



Image 04: IDA team and members at 10 Deserts Steering Committee meeting, Perth 2021

NEW STRUCTURE

In early 2021 the IDA management team undertook a restructure of the organisation to better suit the implementation of our strategic plan. The three arms of the new structure are:

THE NETWORK

Keeping our members connected and continuing to provide opportunities for rangers and partner organisations to come together to share information and learn from each other.

MAJOR PROJECTS

Developing and delivering major regional collaborative land management projects.

RANGER AND SECTOR DEVELOPMENT

Ranger development works directly with ranger teams to co-design personal and team development projects. In late June, Lotterywest became a major partner supporting our ranger development program.

Sector development will focus on enhancing the professional capacity of the Indigenous land management sector in the desert.

Image 05: Ngururra Rangers participating in a Ranger Development Program workshop



10 DESERTS PROJECT

In 2018 the BHP Foundation committed nearly \$21 million for the 10 Deserts Project (10DP); a multi-partner project aimed at building the capacity of desert based Indigenous rangers to look after country across the ten deserts of Australia for a range of economic, social, cultural and environmental outcomes. A desired outcome of the 10DP has been the successful transition of the project to the IDA by June 2021.

For the IDA to take on the management of a project of this size and profile, it required our small organisation to pull together to ensure that:

- » significant due diligence requirements of the funder could be satisfied
- » our organisation could manage the impact and change wrought by this considerable 'acquisition'
- » our members were supportive of the transition.

Our board provided excellent guidance on the transition and were well supported by a considerable effort and expertise from our management team. At the end of June 2021, we received word that the both the Desert Support Services Board as well as the BHP Foundation Board had signed off on the novation of the 10DP contract to the IDA.



Image 06: Birriliburu rangers having dug out an important soakage on their country



STRONG RANGER TEAMS

IDA Conference

Could we run a conference online? Would people be interested? These questions were quickly and forcefully answered by the will of rangers and our member organisations who turned out in numbers to ensure their connection to each other would continue despite the current environment.

Thirty ranger teams attended from across the Australian deserts, as well as representatives from the Mispawistik Cree Nations in Canada. All up, approximately 250 people were in attendance in total across the three days.

The conference coincided with the rescheduled NAIDOC Week and was a great way to celebrate the work rangers have undertaken in 2020 – a most challenging year.

Despite the challenges of going online there were some unintended benefits:

- » Traditional Owners and rangers participating in the conference from their own country where they feel comfortable
- » the IDA proved-up a model to be able to bring the desert together without the need for costly and difficult travel.

Highlights from the conference included:

- » a fantastic opening session hosted by IDA chair Nyaparu Rose with the Hon Ken Wyatt AM, Minister for Indigenous Australians providing the opening keynote address to the conference
- » ranger-to-ranger sessions where again, priorities were discussed and recorded to inform and guide the work of the IDA
- » the active participation of multiple ranger teams from across the desert.

Even though we couldn't come together face-to-face, we still helped to keep the desert connected! The numbers tell the story.

3 DAYS
250 ATTENDEES
31 RANGER TEAMS

Image 07: (left) Oak Valley rangers

Figure 03: Feedback for the event, was strongly positive and is represented in the form of a 'word cloud', as below



Southern Desert Ranger Forum

The Southern Desert Ranger Forum was held 11–13 August 2020 via Zoom, with 19 Australian desert ranger groups attending.

The IDA resourced some groups with audio-visual hardware so they could participate and provided training opportunities and materials for all attendees to ensure success.

Highlights from the forum included:

- » an address and question time with Minister for Indigenous Australians, the Hon Ken Wyatt
- » rangers telling their stories direct from country as well as participating in real time data collection activities using the fulcrum application
- » informal conversations that happened between rangers from across the desert over lunch and via zoom!

150 ATTENDEES
60 RANGERS
20 RANGER TEAMS
1 CANADIAN TEAM



Image 08: APY rangers participating in the SDRF from their HQ at Umuwa, APY lands



Image 09: Rangers participating in the Two Way Science workshop

Ranger Development Program

The ranger mentoring project experienced a successful year with several on-country trips, workshops and materials being created. Importantly, through this activity there have been a significant majority of women participating which is a key priority communicated by rangers over time into the IDA.

TWO-WAY SCIENCE WORKSHOP

The mentoring project took a significant step forward, with a ranger-led priority two-way science workshop followed by an on country exchange.

The workshop objectives included:

- » connecting rangers, cultural educators, and key staff
- » exploring what makes two-way learning programs work in the desert
- » ensuring the needs of the desert are understood and incorporated in educational department strategies and programs.

A few months later, the Ngaanyatjarra Lands School (NLS) Warakurna Campus hosted an exchange between eight ranger teams and the Department of Education (DoE). The exchange was an outcome from the workshop held in Perth and was for rangers to participate in and experience the NLS two-way learning program in action.

Highlights included:

- » an on-country camp with school kids from Warakurna and the rangers
- » sharing of two way learning approaches and tools from rangers to educators
- » being on the ground as an important and natural collaboration unfolded.

RANGER MENTORING WORKSHOP

Sixteen rangers from four WA based ranger teams attended our first workshop in Broome. The workshop saw rangers focus on:

- » setting priorities
- » mentoring
- » co-designing the ranger mentoring framework.

At the workshop, key ranger-led projects including two-way science and ranger wellbeing were discussed and developed.

The Australian Indigenous Leadership Centre (AILC) ran an Introduction to leadership course covering what leadership looks like and self-awareness around leadership traits.

FUTURE DIRECTIONS

The ranger development program is moving beyond mentoring and into both individual ranger and team planning, priority setting and partnership development.

We are proud to report that, based on the models developed and the success to date, Lotterywest has agreed to support the roll out of the program across Western Australia for the next two years commencing in July 2021.

STRONG ORGANISATION

In line with the accelerated growth of the IDA there has been significant 'off field' activity, with the IDA team continuing to build a strong organisation to serve its members well into the long-term.

We are now in a position where the IDA is scalable. We can take on more large-scale projects that align with ranger and member priorities.

The IDA is now also able to look at long-term sustainability with the new structure supporting much greater opportunity for diversity in both partnerships and funding.

Our People

This year the IDA organisational chart and staffing profile was significantly modified to ensure that we were appropriately resourced to continue to deliver on IDA core activities and new projects.

The key changes to the organisational structure during the 2020/2021 financial year included:

- » moving the 'Executive Officer' position to a 'Chief Executive Officer' (Lindsey Langford)
- » creation of a 'General Manager' role (Emmanuel Hondros)
- » creation of a 'Legal and Governance Officer' role (Christina Araujo).

The expansion of the team also required solidifying human resource services, policies, procedures, and processes.

A senior management team was also formed consisting of the CEO, General Manager, and the Legal and Governance Officer.

The senior management team met weekly to discuss issues of organisational significance including governance, financials, staffing and strategic matters.

Image 10: 10DP steering committee meeting June 2020





Image 11: IDA staff and board at 2020 conference

Working in 2 Worlds – A Track to Follow

This core IDA project is focused on assisting organisations to better engage and retain Indigenous employees. It involves organisations undertaking a number of workshops which includes cultural education, self-reflection and designing actions to improve recruitment, professional development and retention of Aboriginal people.

Content development has taken place through a series of interviews with Aboriginal people from a range of ages, genders, and industries. These interviews provided real-life examples of both poor and good organisational practice that people have experienced in their careers.

Two small 'pilot' workshop sessions have been run with organisations to date and it is anticipated this product will be ready for full roll out by mid 2022.

A TRACK TO FOLLOW – 7 WORKSHOPS

Connecting and Committing to This Journey

Listening to Our Community

Coming From a Place of Understanding

Making Our Workplace More Welcoming

Opening the Doors

Looking After Our Staff

How Are We Travelling?



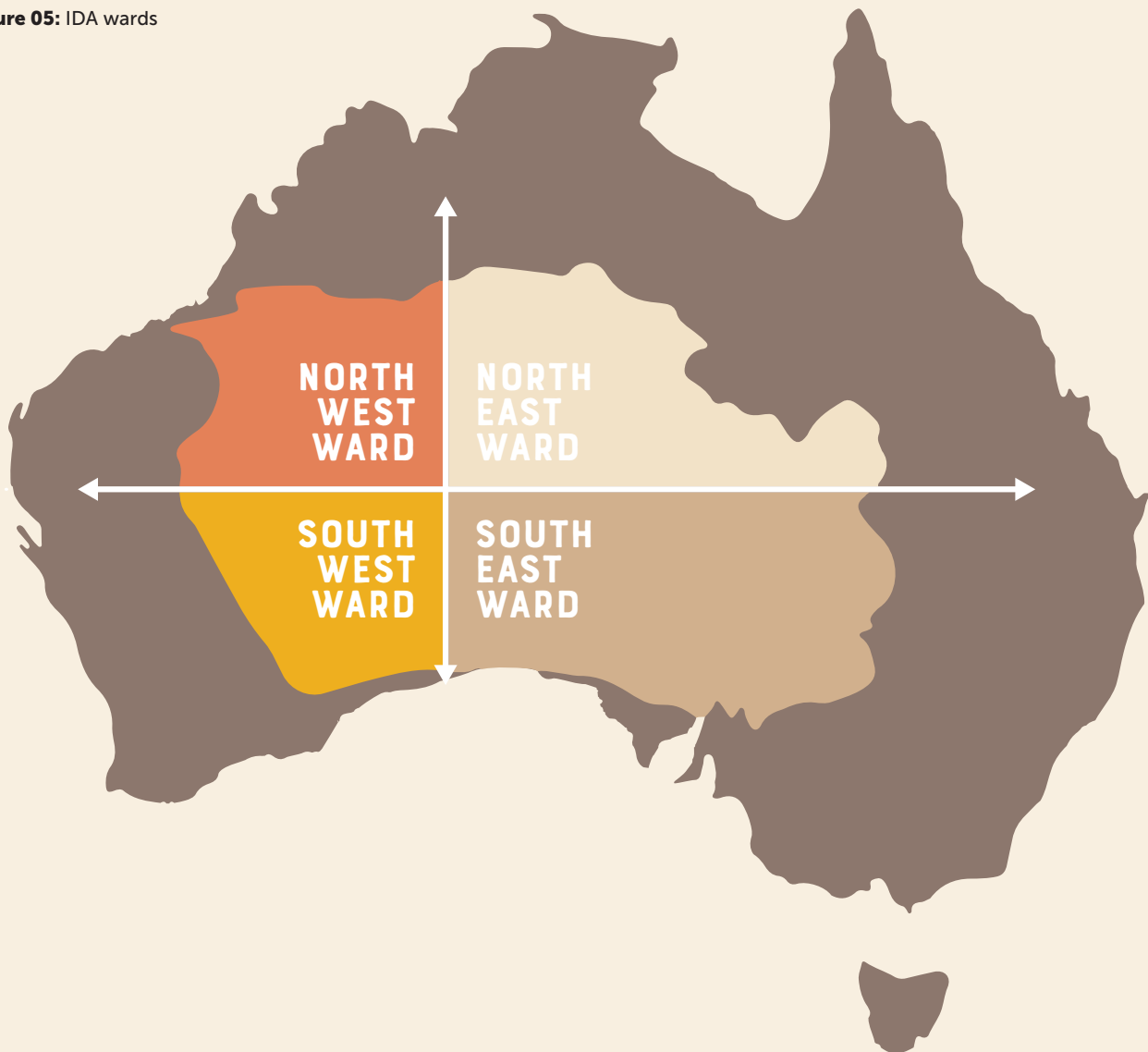
Figure 04: A track to follow

Governance

During the 2020/2021 financial year the IDA Board welcomed Boyd Elston as a director for the North East Ward and farewelled Jacob McKenzie from the South East Ward. Boyd was appointed by the IDA members at the 2020 AGM, having previously sat as a casual vacancy.

Region	Director
NW (Female)	Nyaparu Rose
NW (Male)	Andrew Minyardie
SW (Female)	(Vacant Position)
SW (Male)	Ethan Hansen
SE (Female)	Hillary Williams
SE (Male)	Jacob Mckenzie
NE (Female)	Josephine Grant
NE (Male)	Boyd Elston
ID	Rob Carruthers
ID	Stephen Moloney

Figure 05: IDA wards



In 2020/2021 the board continued to build on the IDA's solid foundation by regularly considering financial reports and implementing governance and financial management policies and procedures. The board is also working with staff to develop social and community cultural key performance indicators for the strategic plan.

Significantly, the board also spent a considerable amount of time working through the transition of the 10DP. A sub-committee was established by the board to consider all aspects of the proposed transition. The sub-committee met regularly and intensively for the period of November 2020 to June 2021 until the transition was finalised. Before agreeing to take on the 10DP, the board was faced with the huge task of considering:

- » the due diligence on the project
- » having due diligence conducted on the IDA
- » the financial, risk and resourcing implications of taking on the project
- » working through a complex and substantial funding agreement.

All of this was completed on time allowing for a successful transition of the project.

POLICIES AND PROCEDURES

The IDA continued to develop and implement best practice policies and procedures for the organisation, staff, and board. Major policies that were developed included:

- » workplace health and safety policy aligned to the new WHS legislation
- » zero tolerance policy
- » anti-corruption and bribery policy
- » procurement policy
- » delegation policy
- » conflict of interest policy.

Funding and Program Delivery

The IDA's continued success in delivering on its strategic objectives has attracted additional funding streams to support the organisation and our key programs.

Lotterywest provided funding to expand the ranger mentoring program into a ranger development program on the back of the successful pilot. The funding will be used in the 2021/2022 financial year to extend the program to an additional four teams bringing the total number of ranger teams participating in the program to eight.

The Thin Green Line and DoE committed funding to support two-way science workshops which provide ranger-led cultural land management education with desert-based schools.

The organisation also received philanthropic funding from private donors through the Australian Environmental Grantmakers Network (AEGN). The AEGN is a network of trusts, foundations and donors who want to support organisations or projects with environmental outcomes.

These funding streams are in addition to funding received from the BHP Foundation, the Indigenous Land and Sea Council, and BHP.



Image 12: Tjurabalan country

STRONG VOICE

The IDA's forums and events again provided the opportunity for rangers to come together, discuss priorities and put forward their views to make sure the desert is in the mind of decision makers.

During 2020/21, through the IDA's activities, rangers, members, and IDA staff have had the opportunity to speak directly to decision makers from government, and the corporate and philanthropic worlds. Our network of supporters is growing, and our voice is being heard in various and diverse places.

Image 13: Ngururrpa IPA Dedication



IDA Board of Directors

Representative of the four wards of the IDA.



Nyaparu Rose (Chair)
NW Ward



Andrew Minyardie
NW Ward



Ethan Hansen
SW Ward



Josephine Grant
NE Ward



Boyd Elston
NE Ward



Jacob McKenzie
SE Ward



Hilary Williams
SE Ward



Robert Carruthers
Independent



Stephen Moloney
Independent

Members

SOUTH AUSTRALIA

- » Maralinga Tjarutja Aboriginal Corporation
- » Anangu Pitjantjatjaraku Incorporated

NORTHERN TERRITORY

- » Central Land Council

WESTERN AUSTRALIA

- » Desert Support Services
- » Goldfield Land And Sea Council
- » Kanyirninpa Jukurrpa
- » Kimberley Land Council
- » Mungarlu Ngurraraunkatja Rirraunkatja Aboriginal Corporation
- » Ngaanyatjarra Council Aboriginal Corporation
- » Ngadju Conservation
- » Nyangumarta Warrarn Aboriginal Corporation
- » Ngurra Kayanta Aboriginal Corporation
- » Pila Nguru Aboriginal Corporation
- » Parna Ngururpa Aboriginal Corporation
- » Tjamu Tjamu Aboriginal Corporation
- » Yanunijarra Aboriginal Corporation
- » Yilka Heritage And Land Care

FINANCES

2020/21

DIRECTOR'S DECLARATION

In accordance with a resolution of the directors of Indigenous Desert Alliance Limited, the directors of the company declare that:

1. The financial statements and notes, as set out in pages 14 to 32 are in accordance with the Corporations Act 2001 and:
 - a. Comply with Australian Accounting Standards – Reduced Disclosure Requirements; and
 - b. Give a true and fair view of the financial position of the company as at 30 June 2021 and of its performance for the year then ended on that date.
2. There are reasonable grounds to believe that the company will be able to pay its debts as and when they fall due.

Chairperson



Nyaparu Rose
20 October 2021

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
For the year ended 30 June 2021

	Note	2021 \$	2020 \$
Revenue			
Operating grants, subsidies and contributions	4	439,146	319,500
Fees and charges	5	794,599	323,874
Interest received		654	366
Other revenue	6	408,832	351,282
		<u>1,643,231</u>	<u>995,022</u>
Expenses			
Employee costs		(642,941)	(301,376)
Materials and contracts	7	(680,685)	(238,673)
Depreciation	14	(31,761)	-
Interest Expenses		(3,313)	-
		<u>(1,358,700)</u>	<u>(540,049)</u>
Operating result for the year before income tax		<u>284,531</u>	<u>454,973</u>
Income tax expense		-	-
Operating result for the year after income tax		<u>284,531</u>	<u>454,973</u>
Other comprehensive income for the year			
Items that will not be reclassified subsequently to profit or loss		-	-
Items that will be reclassified subsequently to profit or loss when specific conditions are met		-	-
Total other comprehensive income for the year		<u>-</u>	<u>-</u>
Total Comprehensive Income for the year		<u>284,531</u>	<u>454,973</u>

The accompanying notes form part of these financial statements

STATEMENT OF FINANCIAL POSITION
As at 30 June 2021

	Note	2021 \$	2020 \$
Current Assets			
Cash and cash equivalents	8	1,398,687	600,819
Trade and other receivables	9	57,396	41,019
Total Current Assets		<u>1,456,083</u>	<u>641,838</u>
Non-Current Assets			
Right of use assets	14	37,536	-
Total Current Assets		<u>37,536</u>	<u>-</u>
Total Assets		<u>1,493,619</u>	<u>641,838</u>
Current Liabilities			
Trade and other payables	10	517,785	44,513
Provisions	11	39,661	17,599
Lease liabilities	14	35,579	-
Total Current Liabilities		<u>593,025</u>	<u>62,112</u>
Non-current Liabilities			
Provisions	11	52,385	19,119
Lease liabilities	14	3,071	-
Total Non-current Liabilities		<u>55,456</u>	<u>19,119</u>
Total Liabilities		<u>648,481</u>	<u>81,231</u>
Net Assets		<u>845,138</u>	<u>560,607</u>
Equity			
Retained earnings	12	845,138	560,607
Total Equity		<u>845,138</u>	<u>560,607</u>

The accompanying notes form part of these financial statements

STATEMENT OF CHANGES IN EQUITY
For the year ended 30 June 2021

	Retained Earnings	Share Capital	Total
	\$	\$	\$
2020			
Balance at the beginning of the year	105,634	-	105,634
Operating result of the year	454,973	-	454,973
Other comprehensive income for the year	-	-	-
Total comprehensive income for the year	454,973	-	454,973
Balance at end of the year	560,607	-	560,607
2021			
Balance at the beginning of the year	560,607	-	560,607
Operating result of the year	284,531	-	284,531
Other comprehensive income for the year	-	-	-
Total comprehensive income for the year	284,531	-	284,531
Balance at end of the year	845,138	-	845,138

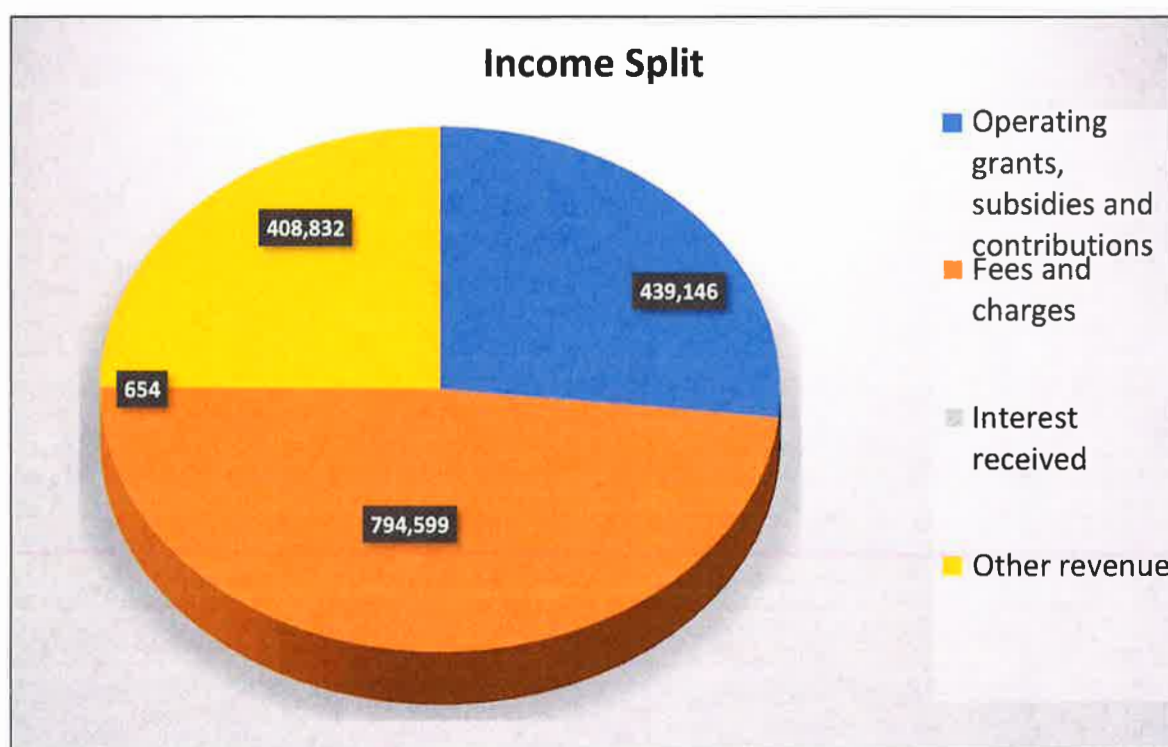
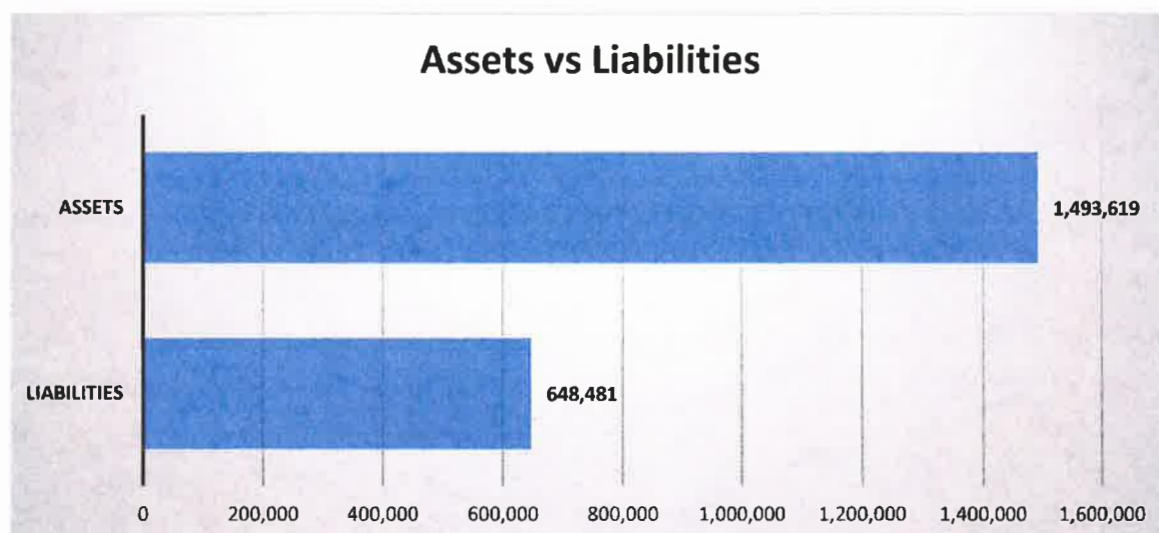
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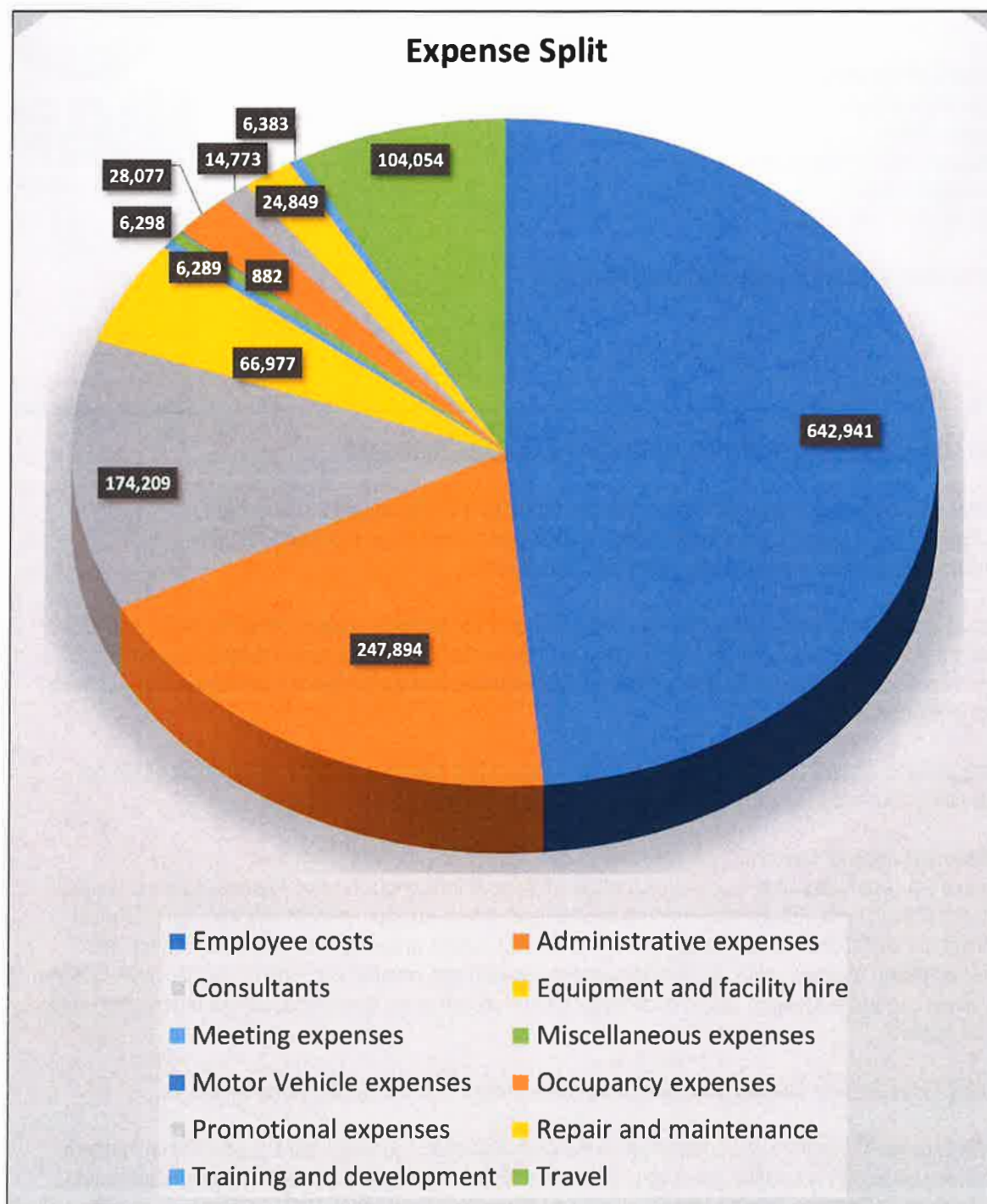
STATEMENT OF CASH FLOWS
For the year ended 30 June 2021

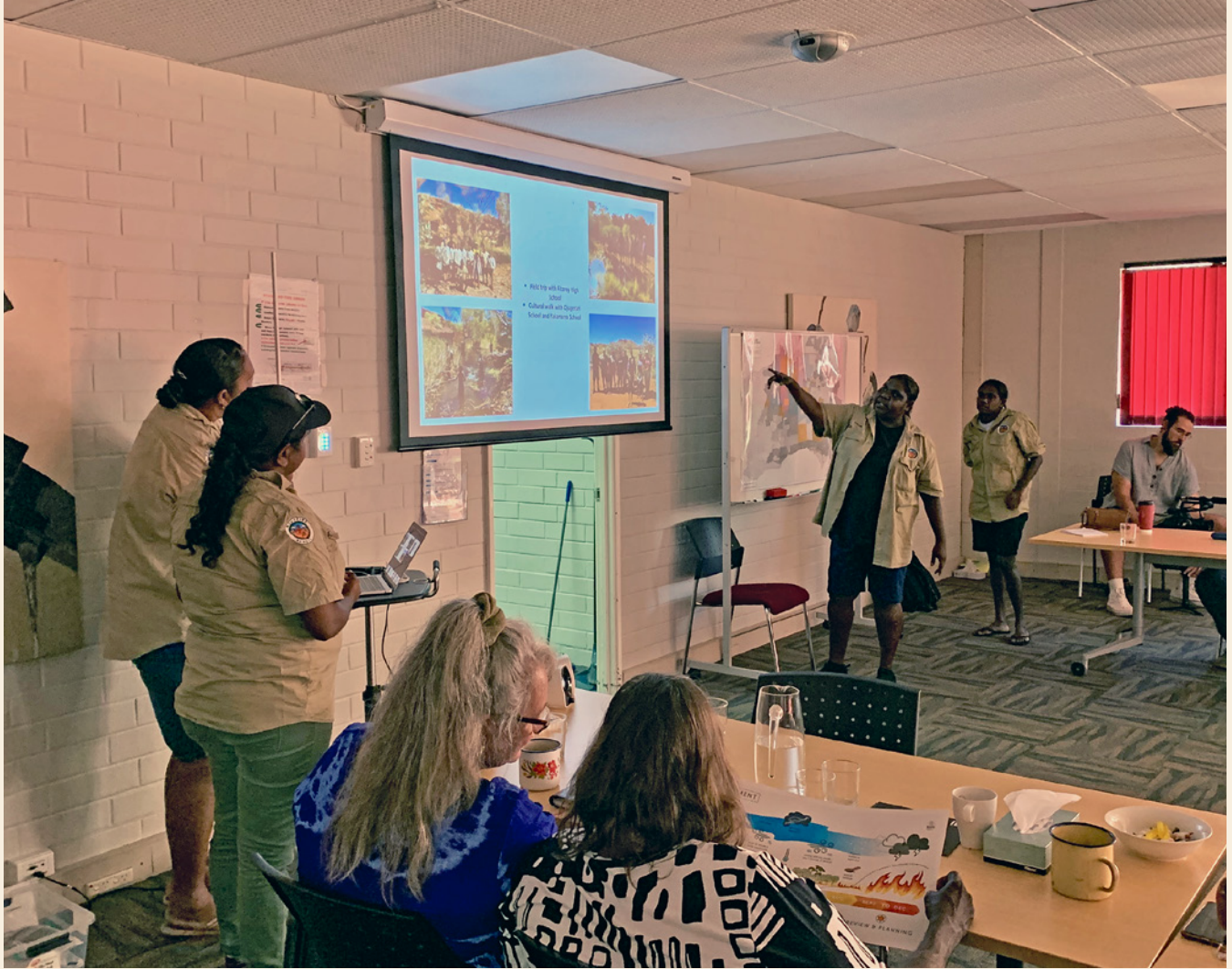
	Note	2021 \$	2020 \$
Cash Flow from Operating Activities			
Receipts from operations		2,023,626	1,040,905
Payments to suppliers and employees		(1,204,691)	(496,246)
Interest received		587	201
Interest paid		(3,313)	-
Net GST recovered (paid)		12,306	19,650
Net Cash from/(used in) Operating Activities	13	<u>828,515</u>	<u>564,510</u>
Cash Flow from Financing Activities			
Payments for principal portion of lease liabilities		<u>(30,647)</u>	<u>-</u>
Net Cash from/(used in) Financing Activities		<u>(30,647)</u>	<u>-</u>
Net increase in cash and cash equivalents		797,868	564,510
Cash and cash equivalents at beginning of the year		600,819	36,309
Cash and cash equivalents at end of the year	8	<u><u>1,398,687</u></u>	<u><u>600,819</u></u>

The accompanying notes form part of these financial statements

Appendix 1 Key Performance Items For the year ended 30 June 2021







IDA SUPPORTERS 2020/21



Australian Government



Australian Government

Indigenous Land and Sea Corporation



The ILSC GROUP



BHP

