

ABORIGINAL LITERACY FOUNDATION

ANNUAL REPORT

2016





ABORIGINAL LITERACY FOUNDATION

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Incorporated Association Number: A0047457E

ABN: 930 047 226 07



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GOVERNANCE

BOARD

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CEO & FOUNDER

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PAULINE JOHNSON

TABITHA BELSHAW

SUE BACON

CEO'S REPORT



The year 2016 has been a very successful year for the foundation.

As well as maintaining our long-standing programs such as the Books for Learning (the largest privately funded book program for northern Australia), we have maintained our very popular Aboriginal Literacy Heritage Camps. The Aboriginal Literacy Heritage Camps which seek to not only provide an intensive English literacy program, also provides an opportunity for parents and elders to pass on culture and language.

Another ongoing program that has attracted community support over the years is our After-School Homework and Mentoring Scheme. At the present time, these programs are in operation in Ballarat, Hamilton, City of Melbourne at Docklands, Bacchus Marsh, Melton and new programs are opening next year at Shepparton and Bairnsdale. It is important to note that a characteristic of these programs is the involvement of the local community. The English language tutors are primarily from mainstream education, usually teachers, formerly employed by the Education Department, but the organisation, catering and mentoring support is all undertaken by the local community. Sue Bacon who organises the Bacchus Marsh After-School Program, is a fine example, and we are most fortunate to have her in the Aboriginal Literacy Foundation.

Other programs such as the Digital Literacy Hub (DLH) were ground breaking some years ago and are now due for extension. Similarly, our grant program to Aboriginal school libraries is due for upgrading and improvement next year.

Perhaps the most successful development in 2016 has been our Literacy at Work program. This has come about through local authorities and hospitals who have employed extremely talented Aboriginal people who may have missed out on obtaining some finer literacy skills that might be needed in their field of employment. We currently have this program working in two local authorities in western Melbourne and we are also providing support in two hospitals. This is a way that the 'gap' can be usefully bridged to the benefit of all.

Next year, we are commencing with some special programs. As noted, the Digital Literacy Hub was founded several years ago and is now serving schools and organisations throughout northern Australia. The next stage of development of this program is the Aboriginal Language Supplement. With more than eight Aboriginal languages still in common use, it is important that a resource for adults and children with an Aboriginal first language, should be able to access books, videos, articles and even the latest news. It's also possible with new technical development that a translation process may be possible, this would make the entire content of the DLH available to those with an Aboriginal first language who may not be literate in English. A really important part of this program is that the Aboriginal Language Supplement could play a significant role in preserving some languages that are close to extinction. At a recent conference of literacy teachers of indigenous people (First Nation as they are known in the US) great interest was shown in the possibility of adopting similar technology there by helping to preserve other indigenous cultures. It should be mentioned that a decade ago the Aboriginal Literacy Foundation played a key role in the

development of the KODE School (Koori Outdoor Education), as the name implies, these schools usually operate outside the normal classroom setting and relied on laptop technology for syllabus and teaching. This program has been adopted by more than ten countries and is now quite common in parts of Africa. As we mentioned earlier, we are continuing to expand our After-School programs, and in 2016 it will be wonderful for the Aboriginal Literacy Foundation to return to Bairnsdale and eastern Victoria (also south western New South Wales). More than 15 years ago, this area was one of the first to adopt some of our programs including our library grants scheme and our Professor on Call program.

None of our programs would be possible without the support of the wonderful staff and tutors at the Aboriginal Literacy Foundation. I must also make special mention of our volunteers, both tutors and parents, guardians and elders who give their time, not only for our Heritage Programs, but also for all the time-consuming extra activities, such as transporting students to camps, preparing food for lunches and teas, and helping with setting up and clearing classrooms. It is very much a combined effort to make our work possible.

Finally, we must thank our philanthropic and corporate sponsors, not to mention our donors (2,000+ of them) without their help and support, our programs would not be possible. It is our hope that our work also brings them satisfaction.

We should never forget how important literacy is in the modern world. It is the key to employment, good health, and a happy fruitful life.

Dr Tony Cree OAM,
CEO

ILLITERACY AMONG INDIGENOUS AUSTRALIANS

Many Indigenous young people face a unique range of challenges affecting their ability to meet the academic standards of their non-Indigenous peers.

The Aboriginal Literacy Foundation believes that closing the gap between Indigenous and non-Indigenous young people starts with literacy and numeracy. Our vision is for a future where all Indigenous children can pursue quality education, reach their potential and contribute to their community and country.

Broadly, this must be a twofold approach that addresses early educational intervention and acceleration strategies for children already at school. We strive to contribute to both areas through our programs.

OUR WORK

Given that our Indigenous population is spread among remote, regional and urban areas, with each area having its own characteristics and challenges, there is need for a flexible response.

Our programs are primarily focused on educational services that are delivered through our after-school Homework Programs, Literacy and Heritage Camps and visiting tutors.

In our 23-year history, we have been able to adapt our strategies to foster greater engagement with our students and encourage exploration of their own culture.

Our Homework Clubs are expanding across Victoria and we hope these programs can be introduced interstate in the coming years.

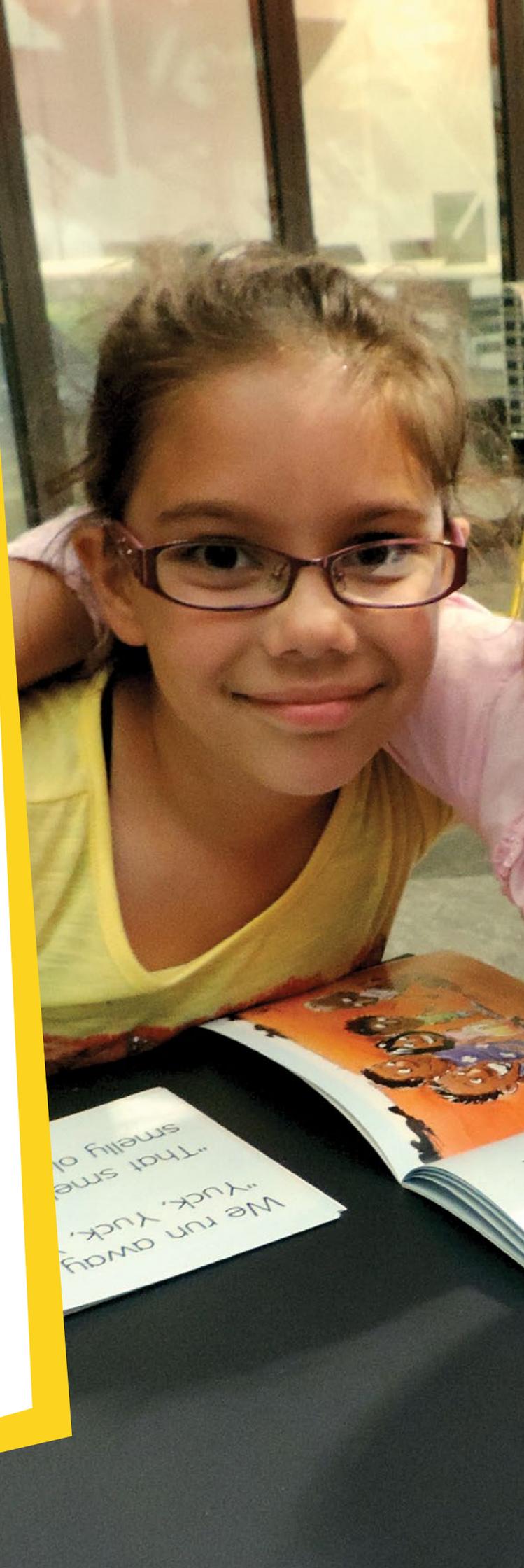
Mentoring has proven a successful way to foster engagement in school, as well as inspire Indigenous young people to succeed and become leaders of their community.

We have designed Aspire, which is a mentoring and tutelage program designed specifically for teenage girls. Its success saw the creation of the Attain, which is a similar program for teenage boys that combines tuition with time at a nearby gym (thereby reducing the stigma that may be associated with intellectualism).

While these programs have focused on urban and regional areas, we work with community partners to reach out to remote Indigenous communities living in remote areas. In 2016 alone, the Aboriginal Literacy Foundation distributed over 300,000 books.

To encourage early education, the Aboriginal Literacy Foundation published the Healthy Living Series. This series was specifically designed for Indigenous children, and its themes and illustrations were relatable to children living in these communities.

Our programs develop through consultation with our advisory council, and occasionally through requests from the community.





What food we eat now
becomes you and me
so we can be healthy
and live happily!

**300,000+ BOOKS DISTRIBUTED
IN 2016!**

2016 PROGRAMS

LITERACY & HERITAGE CAMPS

Our Literacy Heritage Camps have been our longest running and most successful program. Beginning in Ballarat, we have in the past taken these camps to Shepparton and Melbourne.

Literacy and Heritage camps combine fast-tracked literacy and numeracy tuition with a strong cultural element. We are fortunate to have had the support of local elders who always bring a wealth of knowledge to these days. Local Indigenous artists have also led classes on traditional skills such as dot-painting and weaving.

A typical day of our Literacy and Heritage Camp consists of testing, tutorial sessions and education games, followed by cultural and recreational activities.

These Camps support children from Ballarat and surrounding areas such as Bacchus Marsh, Melton, Smythesdale and also from as far away as Hamilton.

We have seen a marked improvement in children who have attended these camps—not only in academic results but in their self-confidence and interest in their culture.

Guided tours are also led by elders around significant locations in the area. We try to help our students discover the heritage and stories behind the sights in their own town – which are often closer than they think.

One of the special aspects of these days is watching parents and guardians step forward to lend their own insights and skills to the day, allowing their children to see them in a new light.

While literacy and numeracy remain at the fore of our organisation's mission – we consider these cultural experiences to be vitally important.





MELBOURNE LEARNING CENTRE

The Melbourne Learning ALF Centre is based in Melbourne Docklands with branches in the Northern and Western Suburbs – (Melton and Thornbury).

The Centre aims to provide tuition for senior secondary students with an emphasis on those seeking to enter TAFE or University.

An important part of the program is Tutoring and Mentoring of students. The ALF has held a Certificate of Tutoring and Mentoring for potential staff. As well as emphasising teaching and tutoring skills, an important part of this program is Aboriginal culture, particularly of the local language groups in the Melbourne and West of Melbourne area.





STATE STREET



The Books for Learning program has been operating since 2011, when 5,000 literacy packs were distributed across the Mid North Coast and Hunter regions of New South Wales.

The program has expanded year by year and we are delighted to report that 2015 alone saw the distribution of over 300,000 books. Aboriginal Literacy Foundation books went towards the establishment of a library at the Melbourne Indigenous Transition School, and the libraries at our Bacchus Marsh- and Ballarat-based Homework Clubs were also replenished.

Reading and being read to is crucial to a child's development, and we have delivered books to some of the most remote communities in Australia where books often cannot be accessed. In fact, in some very remote communities, only 37% of people have access to books.

Our work would not be possible without the generous donations of our supporters and the work of community partners on the ground.

BOOKS FOR LEARNING



DIGITAL LITERACY HUB

The Aboriginal Literacy Foundation's Digital Literacy Hub will be entering its next phase of development later in the year. For the first time, the Hub will be offering our Healthy Living Series books in the most widely spoken Indigenous languages. The Healthy Living series was published by the Aboriginal Literacy Foundation in 2011 for use with early childhood readers. Unlike most children's books, illustrations depict scenes relevant to Indigenous children in remote communities.

It should be considered that many towns— most commonly in the Northern Territory—are multi-lingual. For example, schools in the Yolngu communities in North-Eastern Arnhem Land use Djambarrpuyngu as the language of instruction – but there is scarce reading material in these traditional languages.

We believe that fluency in English is important for interaction with wider Australia – yet it is also important for the traditions of Indigenous people to be maintained.

Based on the feedback we have received, we will be seeking to improve the usability of the Hub and also expand our library of books.



ASPIRE

GIRLS TUTELAGE AND MENTORING

The Aspire Program is an aspirational program of academic tutelage and personal mentoring that has been designed to advance the education and life possibilities of young Indigenous girls. Literacy education for Indigenous girls and young women is one of the highest priorities of the Aboriginal Literacy Foundation.

Over the past twelve months, our Aspire program has centred on Melbourne, as well as on regional centres in Victoria through participants of our Homework Clubs and Literacy Camps. Through these events, girls are brought into contact with elders of the community who provide a wonderful perspective on their culture, and also allow the girls to take up leadership roles within certain classes, particularly with younger children.

Participants are encouraged to consider the sort of career they would like to have, and it's important that they know what's involved in this and that they are equipped with the required skills. As such, workshops and seminars are also a component of the Aspire program. In 2016, we held a workshop event with the K and L Gates Foundation where participants were given tips and strategies from industry professionals on subjects such as how to prepare for job interviews and a healthy work and life balance.

The cornerstone of the Aspire program is to encourage young girls to believe in themselves and to think beyond what may be expected of them or what they believed they were capable of. It is through the empowerment of women through education that the whole community benefits.



ATTAIN

BOYS MIND AND BODY HEALTH

The Ballarat-based Attain Program is now in its second year. It caters for boys and young men who have literacy difficulties and, additionally, an interest in sport and fitness.

Each week, the program offers a two-hour literacy session. In return for their attendance, participants are given a pass for up to two hours a week at a nearby gym.

The program succeeds on a number of levels and any social stigma associated with the 'nerdiness' of academic achievement is counteracted by the high-stakes nature of sport and training.

The mental benefits of exercise have been well documented, and such benefits are of particular importance to young people nearing adulthood in order to cope with the day-to-day stress of school, relationships and other external pressures.

The success of this program is evident in that it attracts a demographic with the highest dropout rate in schools. It is clear that the combination of sport, gym training and literacy is one that works.

Several other Aboriginal groups and government departments have also inquired about the possibility of using this program elsewhere – especially in inner-city Sydney and Melbourne.



VICTORIAN HOMEWORK CLUBS AND EDUCATION NETWORK

BALLARAT

Classes are held every Thursday; the Junior Homework Club takes place at our Ballarat office. The Club attracts Indigenous school children from Ballarat, and also children from as far away as Smythesdale and Ballan. Head tutor Lynnette Kelly has more than twenty years' experience in Aboriginal primary literacy tuition and is popular with students and parents alike.

Ballarat is also the location of our Attain program for teenage Indigenous males.

HAMILTON
COMING SOON!

BACCHUS MARSH

Bacchus Marsh and Darley have been operating since 2014 under the coordination of Sue Bacon, and in partnership with Djeriwarrah Health Services. The sessions provide tuition of up to 25 Indigenous children and parents. Primary school-aged children mainly attend the sessions, which are always in a fun and welcoming environment, and also which parents are encouraged to attend.

Aboriginal Literacy Foundation tutors Lisa McGlade, Lynn Kelly and Kathy White all have an extensive background in education.

MELTON

The Melton Study Assistance Program was launched last year in partnership with Djeriwarrah Health Services, AIME and Melton Secondary College.

The intention of the Thursday afternoon sessions is to provide students with a safe and welcoming space to work on their schoolwork whilst Aboriginal Literacy Foundation tutors are on hand to provide assistance.

The afternoons also seek to provide education on wider life skills. This year, a dietician from Djerriwarrah Health Services taught students how to create nutritionally-balanced meals for a family of four, all at a cost of under \$10.00.

The partnership with AIME also allows for mentoring opportunities to be arranged for students, and we hope that this ongoing engagement will assist students throughout their schooling, as well as into higher education or vocational training.

The students respond great to this program, their school attendance and academic results have excelled and they have formed a great community within the school.

BAIRNSDALE COMING SOON!

MELBOURNE

In addition to our study groups, our offices in Melbourne also held Certificate of Tutoring and Mentoring for potential staff. This short course, in addition to Literacy and Numeracy teaching preparation, briefs participants on Indigenous cultural understanding and language groups of Melbourne and Western Victoria.

Melbourne will be the focus of many new developments later in the year with a mentoring and university preparation course (UNI Ready) and a literacy program designed to assist Indigenous adults in workplace (Literacy at Work) set to begin in the later part of the year. You can read more about these programs on the following page.

NEW PROGRAMS IN 2016



HAMILTON AND BAIRNSDALE

The Aboriginal Literacy Foundation will be further strengthening its presence in Western Victoria with the opening of the Hamilton Homework Program.

The coordinator of the classes will be Donald White, who will tutor with Pauline Johnson. Donald previously worked at Monash College, where he helped international students prepare for university. He has also worked at our Literacy and Heritage Camps for the past two years.

Pauline Johnson is an ATAS-registered tutor and has extensive background in the education department. She has been involved with our Literacy and Heritage Camps for over 16 years.

In the East of the state, the Bairnsdale Homework program will follow, serving the Gippsland region.

LITERACY AT WORK

In the past, the Aboriginal Literacy Foundation has focused on assisting the literacy needs of Indigenous children. Literacy at Work aims to help adults who are already in the workforce but are struggling with their literacy.

This program has been developed after appeals from councils and businesses. It will involve Aboriginal Literacy Foundation tutors travelling to areas across Victoria to provide one-to-one tuition.

While our focus has historically been on early intervention and engagement strategies, we are also excited by the possibility of helping adults to not only be retained in the workforce, but also to have the best chance of ongoing success.

UNI READY

Uni Ready is our latest tutorial and mentoring program designed to support Indigenous young people hoping to continue their studies at university or TAFE.

Tutors will be on hand to assist students with their studies and to help them prepare for their exams. Current university students will be on hand to answer questions about university life and to offer their tips and strategies for success. We hope that students will have an ongoing relationship with both the Aboriginal Literacy Foundation and their mentors as they pursue their studies.

The mentors demonstrate through example the attitudes and habits necessary to succeed, but more importantly -- they demonstrate what is possible.

Classes offer a safe space free from judgment of peers and other negative social relationships that may exist within a school environment. We hope that participants will stay with us and eventually offer the same guidance to the next batch of hopeful students.

OUR PARTNERS

CORPORATE SPONSORS



PHILANTHROPIC SPONSORS



THANK YOU TO ALL OUR MAJOR SPONSORS AND PARTNERS. YOUR SUPPORT IS ENORMOUSLY APPRECIATED.

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THE BALLARAT FOUNDATION &

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RW (BOB) INGHAM

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THE DANKS TRUST

SHERPA INSURANCE

LILYDALE BOOKS

THE RALI FOUNDATION

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BANK OF MELBOURNE NEIGHBOURHOOD FUND

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NEWSBOYS FOUNDATION

ROTARY CLUB OF WEST FOOTSCRAY

OPTUS COMMUNITY GRANTS

CBA COMMUNITY GRANTS

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CBB

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CAMPBELL EDWARDS TRUST

THE LANGPORTS FOUNDATION

COLLIER CHARITABLE TRUST

BOOKS IN HOMES

JAMES N KIRBY FOUNDATION

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SANOFI

K & L GATES



INDEPENDENT REVIEWER'S REPORT

To the members of The Aboriginal Literacy Foundation Inc.

Report on the Review of the Financial Report

We have reviewed the financial report of The Aboriginal Literacy Foundation Inc., which comprise the income statement for the 12 months ending 31 December 2016, balance sheet and notes to and forming part of the financial statements as at 31 December 2016 as well as the responsible persons' declaration.

There is nothing that has come to our attention that causes us to believe the financial report does not meet the requirements of the ACNC Act (in all material aspects).

The Aboriginal Literacy Foundation Inc. has:

- Provided all information, explanation and assistance needed to conduct the review
- Kept good financial records so a financial report could be prepared and reviewed
- Kept other records as require under the ACNC Act

Responsibilities of Responsible Entities for the Financial Report

The responsible entities of the registered entity are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the ACNC Act, and for such internal control as the responsible entities determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, responsible entities are responsible for assessing the registered entity'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 responsible entities either intends to liquidate the registered entity or to cease operations, or has no realistic alternative but to do so.

The responsible entities are responsible for overseeing the registered entity's financial reporting process.



RDC Accounting
& Business Advisory

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P 0448 258 383

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Reviewer's Responsibilities for the Review of the Financial Report

Our objectives are to obtain limited assurance about whether the financial report (as a whole), is free from material misstatement, whether due to fraud or error, and to issue a reviewer's report that includes our assessment.

Limited assurance is a lower level of assurance, and is not a guarantee that a review conducted will always deduct a material misstatement when it exists. Misstatements can arise from fraud or error and are considered materials 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 report.

Report Date:

22/08/2017

Reviewer:

Russell Cheesman

Principal

RDC ACCOUNTING & BUSINESS ADVISORY

CHARTERED ACCOUNTANT

A handwritten signature in blue ink, appearing to read 'Russell Cheesman', written over a horizontal line.

Signature



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REVIEWER'S INDEPENDENCE DECLARATION

To the best of my knowledge and belief, there has been no contraventions of any applicable code of professional conduct in respect of the review.

Declaration Date:

22/08/2017

Reviewer:

Russell Cheesman

Principal

RDC ACCOUNTING & BUSINESS ADVISORY

CHARTERED ACCOUNTANT

A handwritten signature in blue ink, appearing to read 'Russell Cheesman', written over a horizontal line.

Signature



Income Statement
For the 12-month period ending 31 December 2016

Income Statement - Gross Income	Note	2016	2015
Donations and bequests		434,248	569,056
Gross Income		434,248	569,056
Income Statement - Expenses			
Employee expenses	2	210,920	190,646
Grants and donations made by the registered entity for use in Australia		150	-
All other expenses	3	168,024	291,080
Total Expenses		379,094	481,726
Income statement - net surplus/(deficit)		55,154	87,330



Balance Sheet
As at 31 December 2016

Balance Sheet - Assets	Note	2016	2015
Total current assets	4	62,239	80,333
Total non-current assets	5	17,200	2,176
 <i>Total Assets</i>		<u>79,439</u>	<u>82,509</u>
 Balance Sheet - Liabilities			
Total current liabilities	6	4,636	14,068
 <i>Total Liabilities</i>		<u>4,636</u>	<u>14,068</u>
 <i>Balance Sheet - Net</i>		<u>74,803</u>	<u>68,441</u>
 <i>Assets/(Liabilities)</i>		<u>74,803</u>	<u>68,441</u>



**Notes to and forming part of the financial statements
For the 12-month period ending 31 December 2016**

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of preparation

- a. These special purpose financial statements have been prepared in accordance with the requirements of section 60.40 of the *Australian Charities and Not-for-profits Commission Regulations 2013 (ACNC Regulation)*.
- b. The financial statements have been prepared on a cash basis of accounting

NOTE 2: EMPLOYEE EXPENSES

	2016	2015
Gross Wages	118,416	184,006
Fringe Benefits	13,169	-
Superannuation	27,380	5,984
Work Cover Insurance Premium	1,955	656
Redundancy	50,000	-
<i>Total Employee Expenses</i>	<u>210,920</u>	<u>190,646</u>



**Notes to and forming part of the financial statements
For the 12-month period ending 31 December 2016**

NOTE 3: ALL OTHER EXPENSES

	2016	2015
Accounting, Bookkeeping & Audit Fees	7,425	7,050
Administration	17,111	944
Bank Fee & Charges	714	3,048
Books & Education	1,903	21,965
Computer/IT Costs	1,005	25,298
Conference & Training	2,500	7,950
Consultant Fees	16,425	850
Interest - Australia	-	41
Literacy Camps	18,267	13,742
Merchant Fees	354	316
Marketing & Fundraising	6,800	27,041
Miscellaneous Expenses	145	166
MV Expenses	8,517	19,250
Office Expenses	12,958	77,071
Postage	6,720	723
Programme Expenses	10,414	16,437
Rent	26,737	19,704
Research	1,729	4,410
Travel & Accommodation	15,976	5,790
Tutoring	9,203	39,013
Utilities	3,119	271
<i>Total Other Expenses</i>	<u>168,024</u>	<u>291,080</u>



**Notes to and forming part of the financial statements
For the 12-month period ending 31 December 2016**

Note 4: Total Current Assets	2016	2015
Cash at bank	59,033	80,330
GST Refundable	3,236	-
<i>Total Current Assets</i>	<u>62,269</u>	<u>80,330</u>
Note 5: Total Non-Current Assets		
Plant & Equipment	3,200	2,176
Stock on Hand (<i>more than 70,000 books</i>)	14,000	-
<i>Total Non-Current Assets</i>	<u>17,200</u>	<u>2,176</u>
Note 6: Total Current Liabilities		
GST Payable	-	7,298
PAYG Withholding Payable	4,636	4,923
Superannuation Payable	-	9,145
<i>Total Current Liabilities</i>	<u>4,636</u>	<u>21,366</u>



Responsible persons' declaration
– per section 60.15 of the *Australian Charities and Not-for-profits Commission Regulation 2013*

The responsible persons declare that in the responsible persons' opinion:

- There are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- The financial statements and notes satisfy the requirement of the *Australian Charities and Not-for-profit Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulations 2013*.

CEO

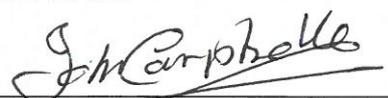
ANTHONY CREE.
PRINT NAME


SIGNATURE

27/8/2017
DATE

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tomorrow a leader.