



AIME

ANNUAL REPORT 2011



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# 1

## ABOUT AIME



### MISSION

At AIME Indigenous means success. We work towards education equality where Indigenous students perform and finish school at the same rate as every Australian child. We promote unity between Indigenous and non-Indigenous cultures and build our future leaders, black and white.

### WHAT IS AIME?

AIME provides a dynamic educational Program that gives Indigenous high school students the skills, opportunities, belief and confidence to finish school at the same rate as all Australian students. AIME has proven to significantly increase the chances of Indigenous kids finishing school. AIME also connects students with post Year 12 opportunities, including further education and employment. AIME started in 2005 with 25 Mentors and 25 Mentees. In 2012, AIME is connecting approximately 1,000 Mentees and 1,000 Mentors across ten university sites in three states.

### AIME'S GOALS FOR 2016

AIME students will complete high school at the same rate as all Australian students.

Of the AIME students who complete Year 12, 100% will transition to university, TAFE or further employment.

AIME will annually connect 1,700 university student Mentors with 2,800 Indigenous high school students in 20 university sites and surrounding communities across Australia.

### HOW DOES THE AIME PROGRAM WORK?

At each site, AIME operates a Core and Outreach Program. The Core Program targets local Indigenous high school students located within 30 minutes of a partner university campus. The Outreach Program extends the AIME experience to Indigenous high school students within 2-3 hours of a partner university campus.

#### YEAR 9/10 PROGRAMS

The Year 9 Interactive Program covers topics such as Art, Drama, Respect, Aboriginality and Pathways to Success. The Year 10 Leadership Program includes sessions on Racism, Year 11 and 12 Subject Selection, Résumé Building and Writing your First Speech as Prime Minister. These are delivered through 15 x 1-hour workshops in the Core Program, and 3 full-day sessions in the Outreach Program from May to November.

#### YEAR 11/12 LEADERSHIP AND DEVELOPMENT PROGRAM

Three high-impact, full-day sessions delivered at the local university campus over terms two and three, in both the Core and Outreach Programs. The focus is Year 12 completion and future pathways to university, further education or employment.

#### AIME TUTOR SQUADS

Squads of university students who travel to schools during the 15-week Program period. Each site may host up to 5 squads of 5 university students, giving up to 25 Indigenous students per week access to one-on-one academic support (Core Program only).

#### AIME LEARNING CENTRES (ALCs)

An after-school AIME Learning Centre is set up at each site to provide further academic and personal support for students in Years 7-12 (Core Program only).



# 2011 HIGHLIGHTS

**1 Three new university sites joined AIME in 2011.** These are the University of Technology, Sydney, the University of the Sunshine Coast and Bond University on the Gold Coast.



**2 Number of kids participating in the AIME Program increased by 49% from 2010 to 787 mentees.**



**3 AIME progression rates were significantly higher** than the national Indigenous progression rates across every year level.



**4 AIME High Performance Unit launched.** This is focused on the development of staff and has built a Professional Mentoring Program and an Indigenous Cadet program.



**5 The second National Hoodie Day held in July,** with over 30 conversations around Indigenous success equaling Australian success.



**6 The Outreach Program was piloted in Victoria.** The pilot was successful and AIME has expanded this program to every site in 2012. Recruiting of schools for this has begun. This will see AIME engage in excess of 1000 Indigenous High School students in 2012.



**7 The Year 11 and 12 Leadership and Development Program was piloted** at five sites in 2011. This will be expanded to a 3-day Program at all sites in 2012.



**8 AIME TV made a comeback** and our YouTube channel stayed strong with nearly half a million video views since its inception in 2007.



## REPORT FROM THE CHAIR, AIME BOARD OF DIRECTORS

As we let our own light shine, we unconsciously give other people permission to do the same.

~ Marianne Williamson, used by Nelson Mandela in his 1994 inaugural address



**Geoff Lovell**  
Chair, AIME Board  
of Directors

By shining his own light on the world, Nelson Mandela has enabled us all to come to a new understanding of the goodness and ability of mankind, across the divide between black and white and across cultures.

To understand AIME's achievements in 2011, and indeed since it commenced seven years ago, one needs to understand the light which is shining the path ahead for our Indigenous kids, in what is an increasingly important movement for our nation.

This light is emanating from AIME's staff, from the university student Mentors and from AIME's many other supporters, who are all striving to give our Indigenous kids the belief that Indigenous does mean success. But here is the amazing and most encouraging development: the Indigenous kids themselves are now giving their Indigenous peers and families permission to shine too!

And as this light becomes ever brighter, we will all see the path ahead to a better Australia. It is a path which is built upon excellence and opportunity through education. It is a path which provides a safe meeting place for Indigenous and non-Indigenous Australians alike. It is a path which is built upon the goodness and ability of mankind.

On behalf of the Board of Directors, I would like to thank sincerely all who contributed to AIME during 2011. In particular, we thank our selfless Mentors, our university partners, our high school partners, our corporate partners, and many other generous individuals and groups who donate their time, money and energy. We estimate that the monetary value of in-kind support donated to AIME in 2011 was an extraordinary \$2.2 million.


Special thanks go to our wonderful staff, whose enthusiasm continues to be infectious. Their daily toil is making a huge difference and they should take great pleasure in that.

Due to the ongoing generosity of our partners, we finished 2011 in a strong financial position, with a cash balance of over \$1.8 million. In the years ahead, this gives AIME a sustainable footing to grow the quality and reach of the Program, for which we currently receive no financial support from government.

We are conscious that there is so much more to be done. By 2016 we are aiming for our students to complete high school at the same rate as all Australian students. Our vision is to show all Australians that Indigenous Australia is no longer an obligation, but an opportunity: an opportunity for all Australians to grow and develop a sense of Australian identity that is connected to the world's oldest continuous surviving culture.

The light that AIME is shining is already bright. Please continue to help us make it even brighter.





# 3

## WELCOME FROM THE CEO

They say that you never get anywhere without sacrifice. That the path less traveled is the most rewarding. Well in 2011, a very small group of Australians numbering just over 30 – the AIME staff Team – trod that path.

Against history, against expectations, against a system of disadvantage, this small group has dared to dream of something bigger, something better, and had the youthful audacity to chase that dream: an Australia where no kid gets left behind and our First Australians stand proud, tall and equal amongst their peers.

As is the wonder of Gen Y, we want it done now. They say it will take 30 years to close the gap, “Give us a year!” say the AIME Team. They say you’ll be just like the other programs that have come, promised the world, then gone. We say, “Trial us for a year and be proud of us for a lifetime.”

Confident, audacious, proud, hard working, focused, determined, and driven by the weight of responsibility bestowed on us by our forefathers: this is the AIME Team. And in 2011 we welcomed over 750 university students and Indigenous high school kids into our family alongside ten university sites, a host of Australia’s leading corporates, brave philanthropists, and strong supporters of the general public who at times took ‘walking with us’ to the next level by joining us in *budgy smugglers* for a parade down Martin Place in Sydney’s CBD.

In 2005, as we walked into that first school in Redfern, we were hoping to help build a brighter future for at least one kid. In our Annual Reports over the last 3 years we have tracked our impact in regards to school completion and transition and we have proven that an Indigenous kid who does AIME has a dramatically improved chance of educational success. These kids show us the power of belief, and they show us all that this doesn’t have to take 30 years; they show us that they are ready to step up right now.

“Close the gap”, they say? These kids are going to walk up to that gap, say “G’day” then stride on past and lead us to a brighter dawn. This is the generation of Indigenous Prime Ministers, doctors, lawyers, and most importantly a proud bunch of Indigenous kids who have been joined by a generation of non-Indigenous uni students that both know, in their heart of hearts, that it’s a good thing to be Aboriginal or Torres Strait Islander – that it’s a great thing!

Thank you for believing, and know that we are nowhere near finished. To the rest of the country, we are ready to come and walk with you and the kids in your community. We can be better, and we will be better. These kids deserve no less.

Enjoy the report for 2011 and keep walking with us.

**Jack Manning Bancroft**  
CEO

# NATIONAL REPORT

# 4



In total AIME worked with 787 students in 2011 from Years 7-12. This was a 49% increase on the number reached in 2010 of 529. This number reflects all of the students who attended sessions either at a university campus or AIME Learning Centre (ALC).

Please see below for information on students tracked by AIME:

1) AIME does not track Year 7 and 8 completion rates as the structured Program begins in Year 9.

2) AIME has a minimum attendance requirement that needs to be achieved before we begin to track students' progression. This is attendance to at least 50% of the Year 9 or 10 Core Program and/or at least four ALC sessions.

3) Once a student has completed either the Year 9 or 10 Program or both, AIME considers them an AIME student for the duration of their schooling.

4) AIME does not record the Year 11 and 12 completion rates and university admission rates for sites that have only been involved in AIME for one year. As such the Year 11 and 12 completion rates and university admissions for 2011 are only referring to the AIME Program at the following sites:

- Sydney City (commenced 2005)
- Wollongong (commenced 2008)
- North Coast (commenced 2009)
- North West Sydney (commenced 2009)
- Monash University (commenced 2010)
- Queensland University of Technology (commenced 2010)
- RMIT University (commenced 2010)

As such, of the 787 students who attended AIME, 566 students completed AIME as per our data requirements stated above. Following are the National Transition Results for the AIME 2011 Program for these 566 students.

## NATIONAL TRANSITION + COMPLETION RESULTS

### 97%

#### Year 9-10 Transition

197 students in Year 9 Program  
191 transitioned to Year 10

### 93%

#### Year 10-11 Transition

216 students in Year 10 Program  
200 transitioned into Year 11

### 79%

#### Year 11-12 Transition

105 AIME students in Year 11  
83 transitioned into Year 12

### 88%

#### Year 12 Completion

48 AIME students in Year 12  
42 completed Year 12

### 36%

#### Year 12 Completion to University Transition

42 AIME students completed Year 12  
15 transitioned into university

## 2011 NATIONAL OUTCOMES

National outcomes	Non-Indigenous students	Indigenous students	AIME 2011 students
Yr 9-10 progressions	99.4 %	91.5 %	97.0 %
Yr 10-11 progressions	90.2 %	74.0 %	92.6 %
Yr 11-12 progressions	84.6 %	66.7 %	79.0 %
Yr 12 completions	99.2 %	71.8 %	87.5 %
Yr 12-uni progressions	46.0 % *	10.0 % *	35.7 %
Yr 9-12 completions	75.2 %	32.4 %	62.7 %
Yr 9-uni progressions	34.6 %	3.2 %	22.7 %

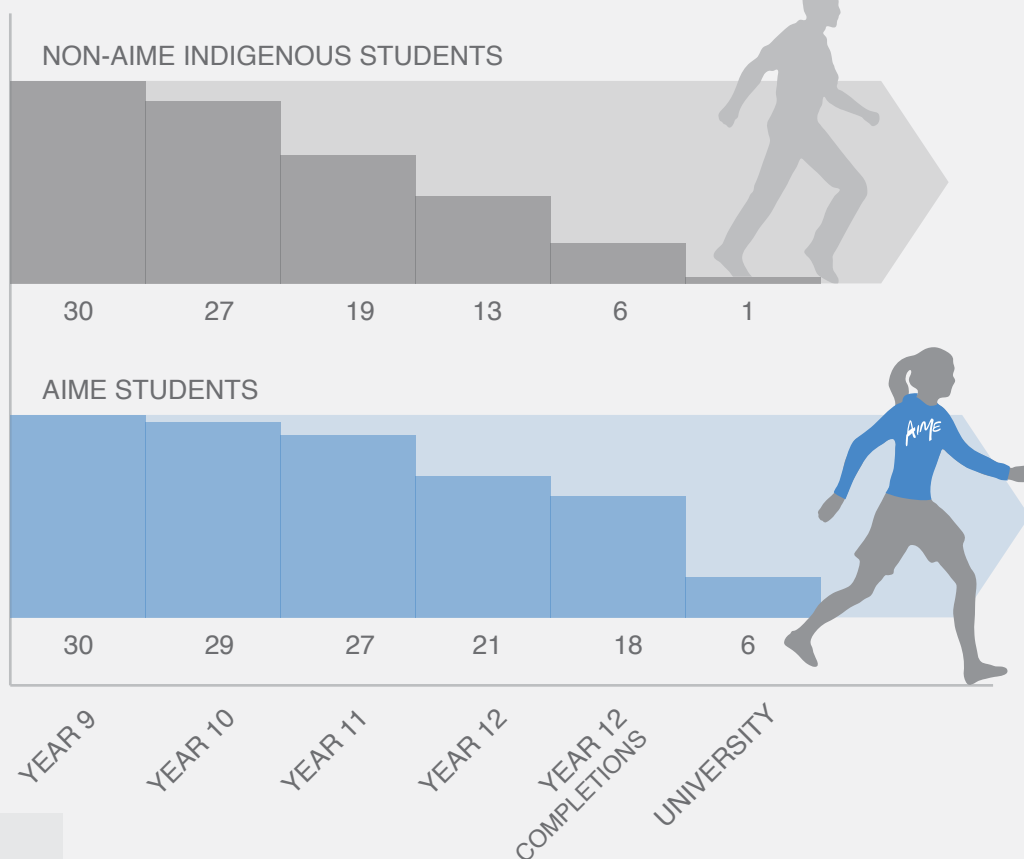
This table compares the national school progression and completion rates, as well as university admission rates, for non-Indigenous students, Indigenous students and AIME students in 2011.

Data for Indigenous and non-Indigenous students is sourced from the *National Report to Parliament on Indigenous Education and Training*, 2008.

AIME Program results are in accordance with an independent examination conducted by AIME's Auditors, KPMG.

\*Refers to the percentage of students who attained a ATAR score that would gain them university entrance.

Based on the above statistics, we can suppose that if 30 Indigenous students start Year 9, this is how they will currently progress - without and with AIME:





## NATIONAL OUTCOMES 2009 - 2011

National outcomes	AIME 2009 students	AIME 2010 students	AIME 2011 students
Yr 9-10 progressions	88.0 %	88.0 %	97.0 %
Yr 10-11 progressions	81.0 %	87.0 %	92.6 %
Yr 11-12 progressions	92.0 %	86.0 %	79.0 %
Yr 12 completions	73.0 %	100.0 %	87.5 %
Yr 12-uni progressions	38.0 %*	38.0 %*	35.7 %
Yr 9-12 completions	48.0 %	65.8 %	62.7 %
Yr 9-uni progressions	18.0 %	25.1 %	22.7 %

The report 'How young Indigenous people are faring'<sup>1</sup> highlights how Indigenous youth face multiple disadvantages in relation to educational participation and educational attainment.

When compared with their non-Indigenous peers, Indigenous youth are almost five times more likely to have no engagement in study or work and this lack of participation increases with age. In addition, the *Bradley Review*<sup>2</sup> reported that Indigenous Australians are vastly under-represented in higher education and that addressing access, retention and success for Indigenous students is a matter of the highest priority. One of the recommendations from the *Bradley Review* is a target of 40% of 25 to 34 year-olds to have attained at least a bachelor-level qualification by 2020. If we continue to achieve beyond 30-40% of AIME students transitioning from Year 12 to university, our Indigenous students will be helping to lead all young people towards this Australian target.

The AIME Program results are painting a different picture to the national statistics. The rates of school progression, completion and transition to university are much closer to the rates for non-Indigenous Australians showing that through participation in the AIME Program, the gap is beginning to close.

<sup>1</sup> Long, M, North, S and Burke, G (2009). *How young Indigenous people are faring: Key indicators 1996-2006*. Dusseldorp Skills Forum. Available online: <http://www.dsf.org.au/resources-and-research/218-how-young-indigenous-people-are-faring?qh=YToyOntpOjA7czo2OiJmYXJpbmciO2k6MTtzOjc6ImZhcmluZyciO30%3D>

<sup>2</sup> Bradley, D, Noonan, P, Nugent, H and Scales, B (2008). *Review of Australian Higher Education: Final Report*, Canberra: Department of Education, Employment and Workplace Relations.

I could not feel more proud of any initiative or project with which I have an association. It is a dream becoming reality.

Her Excellency Professor Marie Bashir AC CVO  
Governor of New South Wales, Chancellor of The University of Sydney

# 2011 PROGRAM OUTCOMES

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## YEAR 9

As well as providing the AIME outcomes for the entire Program, the following tables provide outcomes at each site:

AIME Site	Years in Program	Students	Transitioned to Year 10	% Transitioned
East Sydney	1	12	12	100 %
Gold Coast	1	26	26	100 %
Sunshine Coast	1	12	12	100 %
South East Melbourne	2	12	12	100 %
Melbourne North	2	24	23	96 %
Brisbane City	2	26	22	85 %
North Coast	3	17	17	100 %
North West Sydney	3	19	18	95 %
Wollongong	4	25	25	100 %
Sydney City *	4	24	24	100 %
		197		

\* Since AIME incorporated in 2008

## YEAR 10

AIME Site	Years in Program	Students	Transitioned to Year 11	% Transitioned
East Sydney	1	10	10	100 %
Gold Coast	1	14	14	100 %
Sunshine Coast	1	18	17	94 %
South East Melbourne	2	17	14	82 %
Melbourne North	2	11	9	82%
Brisbane City	2	23	23	100 %
North Coast	3	27	25	93 %
North West Sydney	3	31	30	97 %
Wollongong	4	38	35	92 %
Sydney City	4	27	23	85 %
		216		

## YEAR 11

AIME Site	Students	Transitioned to Year 12	% Transitioned
South East Melbourne	7	4	57 %
Melbourne North	8	7	88 %
Brisbane City	12	10	83 %
North Coast	14	10	71 %
North West Sydney	25	20	80 %
Wollongong	23	19	83 %
Sydney City	16	13	81 %
	105		

## YEAR 12

AIME Site	Students	Number completed	% Completed	Transitioned to university
South East Melbourne	2	2	100 %	1
Melbourne North	0	n/a	n/a	n/a
Brisbane City	1	1	100 %	0
North Coast	6	5	83 %	2
North West Sydney	5	5	100 %	0
Wollongong	16	14	88 %	4
Sydney City **	18	15	83 %	8
	48			

\*\* Including 1 student from East Sydney who was formally a Sydney City Mentee.

Thanks for a great two years in AIME. Without AIME, I wouldn't be going back to do my Year 10, 11 and 12.

Angel Booty - North West Sydney 2011 AIME Mentee



# SNAPSHOT FROM THE PROGRAMS

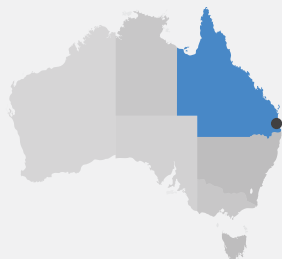
## AIME BRISBANE CITY

### SITE

Queensland University of Technology (QUT)

### PROGRAM MANAGER

Darren Brady



Great results were achieved across the Programs, including 100% Year 12 completion. Of the 23 AIME Brisbane Mentees in Year 10, all 23 transitioned into Year 11 and of the 12 Mentees in Year 11, 10 transitioned to Year 12 in 2012. Feedback from the 2011 Program shows significant results and positive change.

Teachers reported strong behavioural changes in their students. For example, Ms Christina Smeed, Deputy Principal at Wavell State High School, said, "I

have seen students become more aware of their cultural identity and start to be proud of who they are."

Ms Karen Lea, CEC Officer at Wavell State High School, said, "Students are beginning to realise that they all have the potential and ability to achieve." The growth in Mentees' self-confidence and cultural pride was also noted by the AIME Brisbane Team and matched by Mentees' responses to their feedback forms. For example, Kemuel Tamwoy, a Year 10 Mentee from Brisbane Boys' College, said, "I kept turning up because I enjoyed it and it was fun. I learnt to be proud of who I am and it boosted my confidence."

### PARTNER SCHOOLS

- Wavell State High School
- Brisbane Boys' College
- The Aboriginal and Islander Independent Community School Inc
- Loganlea State High School
- Kelvin Grove State College
- Aspley State High School

### THE PROGRAMS

In 2011, AIME Brisbane welcomed Darren Brady as the new Program Manager. With strong support from QUT staff and students, local high schools and the wider Indigenous and non-Indigenous communities, Darren and the AIME Team were able to deliver a strong Program. During recruitment, 764 QUT students registered their interest to become AIME Mentors, highlighting the enthusiasm of students and the subsequent potential for growth in Mentor numbers. A particularly impressive aspect of the Brisbane Program was the involvement of 16 Indigenous QUT Mentors.

The Kelvin Grove Campus was host to 17 Year 9 Interactive Sessions and 17 Year 10 Leadership Sessions for 80 local high school students over the year. AIME Brisbane also delivered an AIME Learning Centre at Loganlea State High School, which saw approximately 20-25 students receive additional learning support from QUT Mentors after school each week. At the end of 2011, 49 graduating Mentees from Years 9 and 10 were cheered on by their QUT Mentors.

### COMMUNITY & UNIVERSITY ENGAGEMENT

AIME has been fortunate to engage with the University along with numerous individuals, groups and organisations that have been integral in delivering the AIME Brisbane Program. Special thanks must go to:

- Vice-Chancellor Professor Peter Coaldrake AO
- QUT staff and student Mentors
- The Bryan Foundation and its Founder, Bob Bryan
- The Stronger Smarter Institute
- Oodgeroo Unit staff at QUT
- *Window to Fame* guests, including Dr Anita Heiss (Author), James Fallon (Actor and Tattoo Artist), Luke Carroll (Actor), Kaz Man (Musician), Kaylah Tyson (Musician), Allan Langer (Footballer) and Chris Binge (Footballer)
- *Pathways to Success* guests, including Nicholas Donlen (Fashion Designer), John 'Warra' Davis (Manager, Indigenous Schooling Support, Logan, Education Queensland), Michal Purcell (Senior Community Relations Officer, Stronger Smarter Institute) and Sam Leonie (Athlete and Brisbane Community Worker)

It was fun and I learnt NEVER to give up.

Jessica Maher - AIME Brisbane Year 9 Mentee, Loganlea State High School 2011

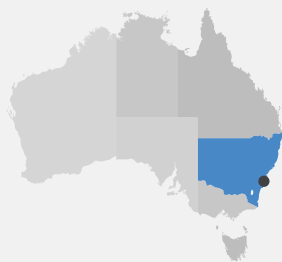
## AIME EAST SYDNEY

### SITE

University of Technology,  
Sydney (UTS)

### PROGRAM MANAGER

Belinda Huntriss



Despite these challenges, excellent results were achieved in the Year 9 and 10 Programs, with 100% of AIME students transitioning to their next year of schooling. This included ten Mentees who transitioned from Year 10 to 11. In some cases, Mentees attributed their aspirations to continue schooling directly to AIME. Aaron McGrath, a Year 10 Mentee from Matraville Sports High School, said, "It got me more confidence to go through school into Year 12." Emily Cooley, a Year 9 Mentee from South Sydney High School, said,

"I kept going because AIME gave me more confidence and I got to learn more about my Aboriginality." As AIME East Sydney moves into its second year in the Program, it will build on the strong foundation paved in 2011.

### PARTNER SCHOOLS

- Meriden College
- Matraville Sports High School
- St Andrew's Cathedral School
- South Sydney High School
- Randwick Boys' High School
- Rose Bay Secondary College

### THE PROGRAMS

Belinda Huntriss was the Program Manager for the newly established AIME East Sydney Program in 2011. It was a challenging yet rewarding first year for the AIME East Sydney Team, which has established a strong foundation for the 2012 Programs. Every faculty at the city campus was represented among the 904 students who registered their interest to become AIME Mentors. Of the 89 students that submitted successful applications, nine were Indigenous and two were international exchange students from Italy and Sweden, keen to interact with Indigenous culture whilst here in Australia. Whether it was leading the way in drama, foraying into public speaking or performing solo in Hip Hop, UTS Mentors stepped up to the plate and encouraged their Mentees to immerse themselves in the Program. Ultimately, they led by example in demonstrating the importance of education and the opportunities it can bring.

The AIME Team spoke with over 150 high school students from six partner schools and 87 students returned their AIME permission forms. The Program Team delivered 14 Year 9 Interactive Sessions and 13 Year 10 Leadership Sessions, which saw excellent results. Seven AIME Mentees represented their schools at the Aboriginal Secondary Students' Great Debate at NSW Parliament and one Mentee was awarded the prestigious NSW DEC Deadly Kids Award. The end of year graduation ceremony at the UTS Aerial Function Centre saw University staff, student Mentors, school principals, teachers, parents, friends and community members celebrate the kids' graduation and experience a part of UTS for themselves.

In its first year, AIME East Sydney met a few challenges. Three Year 9 sessions and four Year 10 sessions were unable to go ahead due to unanticipated clashes in school and university timetables, including a school strike and other Indigenous events occurring on an AIME day. Attendance numbers were smaller than anticipated, however, this meant that the AIME Team could develop stronger relationships with stakeholders, which helped drive excellent results from Mentees and Mentors. AIME has planned to overcome smaller Mentee numbers in 2012 by increasing the number of partner schools in the Program, introducing the AIME Outreach Program and liaising more closely with schools and community groups to more suitably timetable the sessions.

### COMMUNITY & UNIVERSITY ENGAGEMENT

AIME has been fortunate to engage with the University along with numerous individuals, groups and organisations that have been integral in delivering the AIME East Sydney Program. Special thanks must go to:

- Brett Smout, Director of Student Services Unit, UTS
- Vice-Chancellor Professor Ross Milbourne
- University of Technology, Sydney staff and student Mentors
- Staff at Jumbunna Indigenous House of Learning, UTS
- Student Engagement and Development Unit (Peer Network)
- UTS Housing, UTS Careers, BUILD, International Services and U-Pass
- Department of Education and Communities Aboriginal Education Sydney Region (NSW DEC)
- Aboriginal Secondary Students' Great Debates
- Deadly Kids Awards Sydney Region
- NAIDOC events in schools and community
- Books in Homes Program
- Coles Indigenous Program
- Koori Radio
- Australian Indigenous Leadership Centre (AILC)
- National Centre of Indigenous Excellence (NCIE)
- U:Mag (UTS publication)
- NSW Aboriginal Educational Consultative Group Inc (AECG)
- *Pathways to Success* guests: Todd Councillor (Project Manager, Dept. Public Works), Brooke Boney (Indigenous student at UTS, Cadet for SBS, Koori Radio Host), Tracy McCarthy (Indigenous Student Services Officer at UTS), Ben Bowen (Indigenous Triathlete and Community Worker)
- Kelton Muir (Hip Hop Artist)
- Matty Shields (*Australia's Got Talent* Contestant and UTS student)
- Stephen Page (Artistic Director of Bangarra Dance Company)
- Professor Larissa Behrendt (Professor of Law and Director of Research, Jumbunna Indigenous House of Learning at UTS)

AIME has been one of the best university experiences I've had! It increased my awareness of the importance of Indigenous education in Australia and gave me the opportunity to make a friendship I would otherwise not have. I will definitely be doing this again!

Ruby Cornish  
AIME East Sydney Mentor 2011

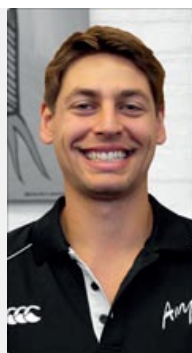
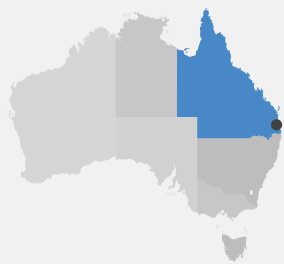
## AIME GOLD COAST

### SITE

Bond University

### PROGRAM MANAGER

Robbie Miller



### PARTNER SCHOOLS

- Helensvale State High School
- Robina State High School
- Nerang State High School
- Palm Beach Currumbin State High School
- Keebra Park State High School
- Southport State High School

### THE PROGRAMS

Robbie Miller was the Program Manager for the newly established AIME Gold Coast Program in 2011, which produced great outcomes despite being in its first year. Implementing a Program in a new region and recruiting participants can be a challenge, however the AIME Gold Coast Team signed up 80 local high school students along with 300 Bond University students who registered their interest to become AIME Mentors.

There were 59 Bond students selected to participate in the Program, including three Indigenous students. The AIME Gold Coast Team delivered 16 Year 9 Interactive Sessions and 16 Year 10 Leadership Sessions, which were held on campus at Bond University. Additionally, two AIME Learning Centres were run at Palm Beach Currumbin State High School and Keebra Park State High School, which provided learning support and mentoring for the local high school students.

For a site in its infancy, AIME Gold Coast produced some amazing results. All 26 Year 9 Mentees and 14 Year 10 Mentees progressed to their next year of schooling. Feedback from the local schools was also very encouraging. Ms Madeline Hodge, Indigenous Officer at Southport State High School, said she is seeing "Positive outcomes and a higher sense of pride in the students". Ms Erica Griffiths, a teacher at Nerang State High School, said "The kids are more committed to completing and continuing with school."

A special thanks to Adam James Robinson for his important work in establishing the Program and relationships on the Gold Coast.

### COMMUNITY & UNIVERSITY ENGAGEMENT

AIME has been fortunate to engage with the University along with numerous individuals, groups and organisations that have been integral in delivering the AIME Gold Coast Program. Special thanks must go to:

- Brett Walker, Director Development & External Relations
- Vice Chancellor Professor Tim Brailsford
- Sharon Solyma, Community and Engagement Manager
- Bond University staff and student Mentors
- Nicole Betts and Wilna Joubert
- Jessica Hannant, Events Coordinator
- Pro Vice Chancellor Alan Finch
- The Bryan Foundation and its founder, Bob Bryan
- *Window to Fame* guests: Scott Prince (NRL Player), Jordan Paris (Comedian), Ally Pinnock (Actress), Jade Rose (Indigenous Artist), Matt "The Bandit" White (Rapper), Jacqui Cooper (Winter Olympian, Ariel Skier)
- *Pathways to Success* guests: Jayde Fuller (Senior Policy Officer, Social, Law and Justice, Indigenous Policy and Performance Branch, Aboriginal and Torres Strait Islander Services, Department of Communities), Ricky Macourt (Author and Bond University Law Graduate), Jay McDermott (Australian Industry Trade College Indigenous Case Manager)

I turned up because it was a mad Program and I learnt a lot about school and uni.

Roshanna George -  
AIME Gold Coast Mentee, Palm Beach  
Currumbin High School 2011



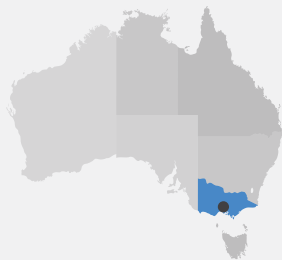
# AIME SOUTH EAST MELBOURNE

## SITE

Monash University

## PROGRAM MANAGER

Kyle Vander-Kuyp



We also piloted an Outreach Program for kids in the Peninsula area. The day was an opportunity to connect with students outside the typical 30-minute radius of the Core Program and was a great success with students responding well to the sessions and expressing interest to re-engage in the Program. This successful pilot will be rolled out across all AIME sites in 2012.

Great results were seen across all Programs. The completion rate of participating Indigenous Year 12 students was 100%, and one of those has enrolled in university in 2012.

## PARTNER SCHOOLS

- Dandenong High School
- Endeavour Hills Secondary College
- Genazzano FCJ College
- Hampton Park Secondary College
- Keysborough Secondary College
- Methodist Ladies College
- Patterson River Secondary College
- Scotch College
- Trinity Grammar School
- Xavier College

## THE PROGRAMS

In its second year of operation, AIME South East Melbourne continued to grow as greater awareness of the Program spread throughout the University and local community. Program Manager Kyle Vander-Kuyp worked hard during the recruitment stage and over 650 Monash University students registered their interest to become AIME Mentors, highlighting the enthusiasm of students and the subsequent potential for growth in Mentor numbers. It was particularly great to see three Indigenous Mentors in the Monash University Mentor cohort. The AIME Team then travelled to local partner schools where they recruited 75 high school students who were eager to participate.

The Team delivered 17 Year 9 Interactive Sessions and 17 Year 10 Leadership Sessions on campus at Monash University. AIME also ran three weekly AIME Learning Centres at Patterson River Secondary College, Scotch College and Dandenong High School, enabling local high school students to meet other young Indigenous students and complete after-school study under the tutelage of Monash University Mentors. Jaxson Mahy, a Year 10 student from Hampton Park Secondary School, said, "I kept turning up because I really enjoyed the Program for both years. I love meeting new people and hearing their stories, and also learning more about my Aboriginality."

The Year 12 Leadership and Development workshop was launched at Monash University in 2011. This was the first on-campus AIME session run for Year 12 students at Monash University and represents AIME's increased focus on supporting students through Years 11 and 12, as well as tracking further education and employment outcomes. In 2012, this Program will expand to three days across terms one, two and three for both Year 11 and 12 students.

## COMMUNITY & UNIVERSITY ENGAGEMENT

AIME has been fortunate to engage with the University along with numerous individuals, groups and organisations that have been integral in delivering the AIME South East Melbourne Program. Special thanks must go to:

- Vice-Chancellor Professor Ed Byrne
- Deputy Vice-Chancellor Professor Adam Shoemaker
- Monash University staff and student Mentors
- Inala Cooper
- Monash University Indigenous Advisory Council
- Helen Fletcher-Kennedy
- Lionel Bamblett and the staff at VAEAI
- Lisa Anderson
- Zig Inge Foundation
- Gail Pizzi, Kristel Keleher, Angela Estcourt, and Brian Walker
- Beverly Thomson
- Aunty Diane Singh
- Margaret Coate
- Cait Ryan
- Martin Doulton, Director of Monash Sport
- Jonathon Brown, Monash Residential Services
- Vladimir Prpich, Director Monash Residential Services
- Dandenong and District Aboriginal Co-Operative Ltd
- The Frankston Mornington Peninsula Local Learning and Engagement Network
- The Richmond Football Club
- *Window to Fame* guests: Rheannan Port (Bangarra Dance Theatre), Luke Carroll (Actor), Jacquie Cooper (Olympic skier), Phoebe Pinnock (singer)
- *Pathways to Success* guests: Sean Armistead (Career Trackers), Steve Parker (Surfing Victoria), Jerome Cubillo (Indigenous International Studies undergraduate)

Students have developed in so many ways, given the positive influence of the Mentors and Program Managers. The connections made provide a level of support that is not always possible in a typical school environment.

Graham Styles -  
Deputy Principal,  
Dandenong High School 2011

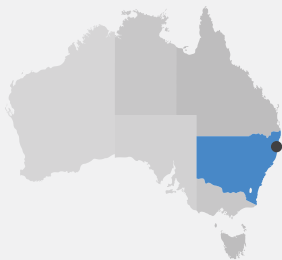
## AIME NORTH COAST

### SITE

Southern Cross University,  
Coffs Harbour Campus

### PROGRAM MANAGER

Briony Burchell



### PARTNER SCHOOLS

- Woolgoolga High School
- Bishop Druitt College
- Orara High School
- Coffs Harbour High School
- Toormina High School
- Coffs Harbour Senior College (Years 11 and 12)

### THE PROGRAMS

2011 was Briony Burchell's debut as the Program Manager for AIME North Coast. Having recently graduated from the University of Newcastle with an Education degree, Briony was eager to begin working with the region's high school students, sharing her passion for learning and supporting students to realise their own potential. As Briony hails from Grafton, she was able to use her local knowledge to develop meaningful relationships with Mentees, Mentors and community stakeholders up and down the coast. The Southern Cross University student body at Coffs Harbour campus is one of the smaller AIME sites, and mentor recruitment can be a challenge. Notwithstanding, Briony's focussed recruitment drive saw 376 Southern Cross University students register their interest to become AIME Mentors. Of those applicants, 40 were selected to participate in the Program.

The AIME North Coast Team delivered 17 Year 9 Interactive Sessions and 17 Year 10 Leadership Sessions during the year. As well as the Core Programs, AIME North Coast was one of only a few sites that delivered two additional Program streams in 2011. This included three weekly AIME Learning Centres at Woolgoolga High School, Orara High School and Toormina High School, which involved Southern Cross University students travelling to the local schools to provide after-school tutoring and support.

Additionally, a Year 12 Leadership and Development workshop was held. This was the first year we have run on-campus sessions for Year 12 students at Southern Cross University and represents AIME's increased focus on supporting students through Years 11 and 12, as well as tracking further education and employment outcomes. As mentioned previously, in 2012 this Program stream will expand to three days across terms one, two and three for both Year 11 and 12 students. Strong results were seen across all of the AIME Programs, including two AIME North Coast Mentees enrolling in university in 2012.

Feedback from teachers also reflected strong results. Ms Penelope Grace, a teacher from Toormina High School, said, "Students who engaged with the Program were more engaged at school, more confident in their identity and more willing to seek assistance". Mr Louis Van Oortel, a teacher from Bishop Druitt College, said, "AIME has given the students more confidence in their abilities and increased their self esteem."

### COMMUNITY & UNIVERSITY ENGAGEMENT

AIME has been fortunate to engage with the University along with numerous individuals, groups and organisations that have been integral in delivering the AIME North Coast Program. Special thanks must go to:

- Vice-Chancellor Professor Peter Lee
- Deputy Vice-Chancellor Professor Bill MacGillivray
- Rachel Callahan, Head of Equity and Diversity, SCU
- Ryan's Bus Service
- Nortec Youth Services
- Southern Cross University staff and student Mentors
- Student Services staff members, Peter Marshall and Nikki Crowley
- Speaking Hour Lingo, a local Indigenous radio program (CHYFM 104.1)
- Rio Tinto Aboriginal Fund
- Jo Mason in the Equity and Diversity Unit, SCU
- Colleen Cunningham and Colin Hutchings from CHECIT and SCU IT
- SCU Communications and Publications Team headed up by Brigid Veale
- ABC North Coast Radio
- *Window to Fame* Guests: Shari Sebbens (Indigenous Actress, The Sapphires), Microwave Jenny (Indigenous Musicians), George Rose (Indigenous NRL Player), Ella Bancroft (Indigenous Documentary Filmmaker), Ally Pinnock (TV Presenter/ Actress)
- *Pathways to Success* guests: Adam Brunton (Indigenous Recruitment Officer, Southern Cross University), Becky Cole (Station Manager, CHYFM), Grant Stevens (Qualified Greenkeeper), Noelene Skinner (Aboriginal Learning and Liaison Officer, North Coast TAFE)

What I got out of this Program  
is to be proud of who you are  
and also what I really want to  
do in the future.

Alison Ahoy -  
AIME North Coast Year 10 Mentee,  
Coffs Harbour High School 2011

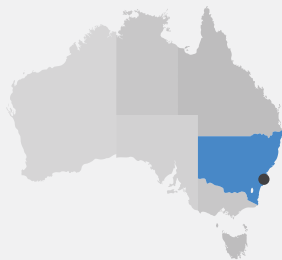
## AIME NORTH WEST SYDNEY

### SITE

Macquarie University

### PROGRAM MANAGER

Yanis Bates, Nathan Lovett



## PARTNER SCHOOLS

- Blacktown Girls High School
- Riverstone High School
- Quakers Hill High School
- Northmead High School
- Evans High School
- Mitchell High School
- Doonside High School
- Seven Hills High School
- Wyndham College (Years 11 and 12)

## THE PROGRAMS

2011 promised and delivered a great year for AIME North West Sydney. Over 1,400 Macquarie University students registered their interest, with 100 participating as Mentors across the year. Yanis Bates, an Indigenous student studying at Macquarie University, became the first Cadet Program Manager at the site. Working alongside former Program Manager Nathan Lovett, the pair worked to instil a sense of belonging and purpose in the Mentees and successfully delivered high-powered sessions around cultural identity that increased student confidence throughout the Program.

The AIME Team delivered 17 Year 9 Interactive Sessions and 17 Year 10 Leadership Sessions during the year. As well as the Core Programs, AIME ran four weekly AIME Learning Centres at Doonside, Northmead, Wyndham and Blacktown Girls High Schools. Macquarie University Mentors travelled to the local schools to provide after-school tutoring and additional support.

New in 2011, a Year 12 Leadership and Development workshop was held on campus. This was the first year we have run an on-campus session for Year 12 students at Macquarie University and represents an increased focus on Year 11 and 12 tracking and support.

Great results were seen across the AIME Programs, including 100% of Year 12 AIME Mentees completing Year 12.

**NOTE: Following on from our results this year Macquarie University has decided to not continue the partnership, to focus on their own programs. We wish them the best and thank them for the chance to work with such great kids and Uni students over the last few years. In 2012, the schools that we have connected with will not be left behind and will become part of the UTS Outreach Program.**

## COMMUNITY & UNIVERSITY ENGAGEMENT

AIME has been fortunate to engage with the University along with numerous individuals, groups and organisations that have been integral in delivering the AIME North West Sydney Program. Special thanks must go to:

- Vice-Chancellor Professor Steven Schwartz
- Craig Oliver and the staff at U@MQ
- Macquarie University staff and student Mentors
- Man Investments
- Professor Gail Whiteford
- Tamara Sails at Campus Experience
- Kylie Flood, Corrine Franklin and Susan Paige from Warawara Department of Indigenous Studies and Glenn Warry from the High Performance Unit at Macquarie Sports and Aquatic Centre
- Godwin Oparah, Director of Macquarie University Village
- Lola Forester, Broadcaster with Koori Radio
- The Hon. Victor Dominello MP, Member for Ryde, Minister for Citizenship and Communities and Minister for Aboriginal Affairs
- *Window to Fame* Guests: Shari Sebbens (Indigenous Actress), Kyah Simon (Top Female Australian Soccer player), Paula Arundell (Actress) and Kurtley Beale (Wallabies Player)
- *Pathways to Success* guests: Tim Levinson (Urthboy MC, Owner and Producer of Elefant Traks Records Label – biggest Hip Hop label in Sydney), Adam Hett (Sydney FC) and Dr Mehmet Mahmut (Faculty of Psychology)

I kept coming because I knew that every session would benefit me in some way. Out of this year I have gained the ability to stand among strangers and present a speech. This place was the best.

Tyson Field -  
AIME North West Sydney Year 10  
Mentee, Northmead High School 2011



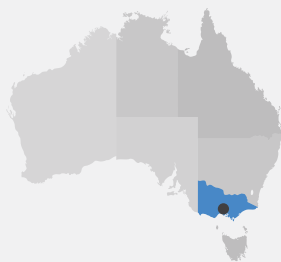
## AIME MELBOURNE NORTH

### SITE

RMIT University

### PROGRAM MANAGER

Jirra Lulla Harvey, Jerome Cubillo



## PARTNER SCHOOLS

- Bundoora Secondary College
- Northland Secondary College
- Thornbury High School
- Reservoir High School

## THE PROGRAMS

Building on the successes of 2010, Jirra Lulla Harvey and Jerome Cubillo ran a strong and successful Program at Melbourne North with the help of away Program Manager Kyle Vander-Kuyp. As well as maintaining relationships with schools from 2010, the introduction of Thornbury High School enabled AIME Melbourne North to reach more kids in 2011. Having a year's experience at RMIT, the AIME Team was also able to build its profile within the University student community and recruit an excellent team of Mentors. Of the 293 RMIT students who registered their interest to become AIME Mentors, 40 submitted successful applications. It was fantastic to see some of our Mentors from 2010 returning to the 2011 Program, bringing knowledge, continuity and strength to the Mentor team.

Throughout the year, the three Indigenous Program Managers facilitated 17 Year 9 Interactive Sessions and 17 Year 10 Leadership Sessions on campus as well as three weekly AIME Learning Centres at Bundoora Secondary College, Reservoir High School and Thornbury High School. Watching the Mentees' confidence grow over the course of the year not only inspired the AIME Team, but also gave the Mentors the opportunity to be a part of something real. It gave each Mentor the chance to provide inspiration and hope to a young Indigenous person, and personify the opportunities afforded by engagement with and completion of their education. Great results were seen across the AIME Programs: 23 out of 24 AIME Melbourne North Year 9 students progressed to Year 10, nine out of 11 Year 10 students progressed to Year 11 and seven out of eight Year 11 students progressed to Year 12. Mr Peter Lorenti, a teacher at Reservoir High School, said, "I wholly endorse AIME at this school. It is our best Program. Keep up the great work – it's bringing all of us together, slowly but surely."

In 2012, AIME Melbourne North is shaping up to support an even larger cohort of Indigenous high school students through school at the same rate as their non-Indigenous peers.

## COMMUNITY & UNIVERSITY ENGAGEMENT

AIME has been fortunate to engage with the University along with numerous individuals, groups and organisations that have been integral in delivering the AIME Melbourne North Program. Special thanks must go to:

- Vice-Chancellor Professor Margaret Gardner AO
- Pro Vice-Chancellor (Students) Professor Joyce Kirk
- Fiona Ellis, Director of Student Services
- RMIT University staff and student Mentors
- Stuart McFarlane and the staff at the Ngarara Willim Centre
- Mamele'awt Aboriginal Education Centre
- Tim Kanoa (Victorian Indigenous Youth Advisory Council)
- Belinda Wilson School of Art-TAFE (RMIT)
- Dean Rioli (Dean Rioli Aboriginal Employment Services)
- Lionel Bamblett and the Victorian Aboriginal Education Association Inc. team
- The Dyson Bequest
- Fantastic Contact Teachers
- Koorie Engagement Support Officers at each of our partner schools
- Allens Arthur Robinson Law Firm
- *Window to Fame* guests: Matthew Campbell (North Melbourne Kangaroos), Chris Johnson (Brisbane Lions), Kyle Vander-Kuyp (Olympian, 110 M Hurdles), Rheannan Port (Bangarra Dance Theatre)
- *Pathways to Success* guests: Sean Armistead (Career Trackers), Kyle Vander-Kuyp (Olympian, 110 M Hurdles), Michelle Corera (Indigenous Education Graduate)

I learnt that school is very important and to have no regrets about what you do. I've gotten the message and I really want to do something with it.

Ciolla Riley -  
AIME North Coast Year 9 Mentee, Reservoir High School 2011

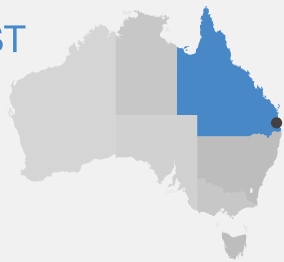
## AIME SUNSHINE COAST

### SITE

The University of the  
Sunshine Coast

### PROGRAM MANAGER

Monique Proud



### PARTNER SCHOOLS

- Maroochydore State High School
- Nambour State High School
- Burnside State High School
- Beerwah State High School
- Caloundra State High School
- Meridan State College
- Sunshine Beach State High School
- Chancellor State College

### THE PROGRAMS

2011 saw AIME expand to the Sunshine Coast and the students and schools in the region were eager to come on board with AIME. Mr Bevan Brennan, Principal at Chancellor State College, said, "We've been waiting for something like this for decades – we'll make sure this happens." The unique geography of the Sunshine Coast meant that AIME was bringing together kids from diverse backgrounds and locations, who, until then, had never met. A lot of these kids were the only Indigenous student in their year at school, so AIME provided an avenue for Indigenous kids to come together over the course of the 17-week Program.

Program Manager Monique Proud worked hard during the recruitment phase with over 800 University of the Sunshine Coast (USC) students registering their interest to become AIME Mentors. The Mentor cohort included eight Indigenous university students, and for some non-Indigenous participants it was their first opportunity to forge a deeper, first-hand connection with Indigenous Australia. Monique also worked with local high schools to recruit 60 students for the Program. The AIME Team delivered 17 Year 9 Interactive Sessions and 17 Year 10 Leadership Sessions during the year, as well as two weekly after-school AIME Learning Centres at Beerwah State High School and Meridan State College.

USC also hosted its first AIME National Hoodie Day, which saw more than 60 university students, staff and community join in a group discussion about the topic 'Indigenous success = Australian success'. This event provided a platform for Indigenous and non-Indigenous people to come together for a genuine discussion about Indigenous education outcomes.

For Monique Proud, the day was an opportunity to connect the university and wider Sunshine Coast community: "It's about bringing together community, corporates and university students and staff to think on a deeper level about the history of Australia, what it means to be Australian, what it means to be Indigenous, what it means to be successful, and where to go from here," she said.

### COMMUNITY & UNIVERSITY ENGAGEMENT

AIME has been fortunate to engage with the University along with numerous individuals, groups and organisations that have been integral in delivering the AIME Sunshine Coast Program. Special thanks must go to:

- Vice-Chancellor Professor Greg Hill
- Dr Eva-Marie Seeto, Director, Student Services
- University of the Sunshine Coast staff and student Mentors
- Tim Fairfax Family Foundation
- The Bryan Foundation and its founder, Bob Bryan
- University of the Sunshine Coast's Buranga Centre and Student Services
- The local Indigenous community support
- Sunshine Coast's Indigenous Education Department of Education and Training
- Fantastic Contact Teachers
- NCACCH - North Coast Aboriginal Corporation for Community Health
- FOGS (Former Origin Greats)
- GUPPIE (Gearing Up Parents as Partners In Education)
- Gubbi Gubbi Dance Troupe
- Sunshine Coast Reconciliation Group
- SCING (Sunshine Coast Indigenous Networking Group)
- *Window to Fame* guests: Kyle Vander-Kuyp (Olympian, 110 M Hurdles), James Fallon (Actor), Rheannan Port (Bangarra Dance Theatre), Allan Langer (Footballer), Annabelle Williams (Paralympian, Swimmer)
- *Pathways to Success* guests: Elaine Chambers, Matthew Hegarty, Avelina Tarrago, Theresa Anderson

I kept turning up to AIME for the  
awesome experiences and  
opportunities throughout the year.

Cecilia Webbe -  
AIME Sunshine Coast Year 9 Mentee, Burnside  
State High School 2011

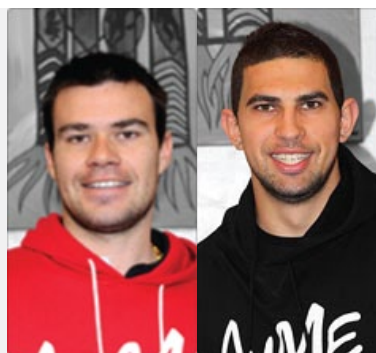
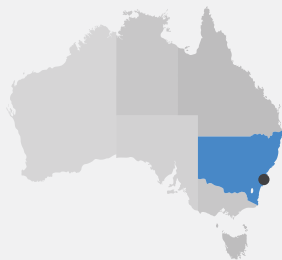
## AIME SYDNEY CITY

### SITE

The University of Sydney

### PROGRAM MANAGERS

Ben Bowen, Adam Hansen



### PARTNER SCHOOLS

- Newtown High School of Performing Arts
- St Scholastica's College
- Tempe High School
- Dulwich High School of Visual Arts and Design
- Sydney Secondary College Balmain Campus
- Sydney Secondary College Leichhardt Campus
- Ashfield Boys High School
- Marrickville High School
- Alexandria Park Community School
- Newington College

### THE PROGRAMS

Ben Bowen and Adam Hansen led AIME's seventh year working with volunteer Sydney University Mentors and Indigenous high school Mentees. AIME flourished in every way possible in 2011, making it another high impact year for all of our stakeholders. Witnessing the continuing progression of our Sydney City Mentees is a true testament to the talent of Sydney University's Mentors and the support provided by school and university stakeholders to ensure a premium quality service is offered to our Indigenous high school students.

After a successful Mentor recruitment drive that was strongly supported by the University of Sydney Union, the Students' Representative Council and many of the Residential Colleges, AIME Sydney City received expressions of interest from close to 1,400 Sydney University students across all faculties.

With strong Mentor and Mentee numbers the AIME Sydney City Team delivered 16 Year 9 Interactive Sessions and 16 Year 10 Leadership Sessions during the year as well as three weekly after-school AIME Learning Centres at Tempe High School, St Scholastica's College and the National Centre of Indigenous Excellence (NCIE). Additionally, a Year 12 Leadership and Development workshop was held on campus. This was the first on-campus session run for Year 12 students by AIME at Sydney University and represented an increased focus on Year 11 and 12 tracking and support. In 2012, this Program stream will expand to three days across terms one, two and three for both Year 11 and 12 students.

There were many highlights for this Program in 2011. Eight Sydney City Mentees enrolled in university in 2012. Four Indigenous students were elected captains at St Scholastica's College, Sydney Secondary College Leichardt Campus, Dulwich High School of Visual Arts and Design and Alexandria Park Community School and a number of AIME Mentees represented their schools at the Aboriginal Secondary Students Great Debates at Sydney's Parliament House.

### COMMUNITY & UNIVERSITY ENGAGEMENT

AIME has been fortunate to engage with the University along with numerous individuals, groups and organisations that have been integral in delivering the AIME Sydney City Program. Special thanks must go to:

- Vice-Chancellor and Principal, Professor Michael Spence
- Professor Shane Houston, Deputy Vice-Chancellor (Indigenous Strategy & Services)
- Deputy Vice-Chancellor (Education), Professor Derrick Armstrong
- Annette Cairnduff, Director, Social Inclusion
- University of Sydney staff and student Mentors
- Sydney University Venue Collection
- The editorial team at 'Honi Soit' Student Representative Council publication
- Jane Stanley, Department of Education – Aboriginal Education, Sydney Region
- Aboriginal Secondary Students' Great Debates
- Deadly Kids Awards Sydney Region
- NAIDOC Week events in schools and Sydney City community
- National Centre of Indigenous Excellence (NCIE)
- National Aboriginal Sporting Chance Academy (NASCA)
- Stewart Okell and Ash Hogan, NASCA
- Gamarada Men's Group - John Ogden
- Babana Men's Group
- Tribal Warrior Association – Shane Phillips
- NSW Government Architects Office (Indigenous Design)
- Dillon Kombumerri and Michael Mossman
- *Window to Fame* guests: Alex Croak (Olympic Diver and Gymnast), Anthony McAvoy (Indigenous Barrister), George Rose (NRL Prop Manly Sea Eagles and Indigenous All Stars), Steve Crombie (Professional Adventurer), Bronwyn Bancroft (Indigenous Artist) and Mark Ella (Indigenous Rugby Great)
- *Pathways to Success* guests: Carla McGrath (Business and Program Development Manager, NCIE), Sam Johnson (Club Manager, PCYC Glebe), Barbie-Lee Kirby (Bachelor of Business undergraduate, UTS), Michael Mossman (Architect Indigenous Design, NSW Government Architects Office)

I loved being a Mentor. I feel like I am getting a greater understanding of Indigenous culture and issues, and feeling more compelled to somehow make a difference.

Emma Fletcher -  
AIME Sydney City Mentor 2011



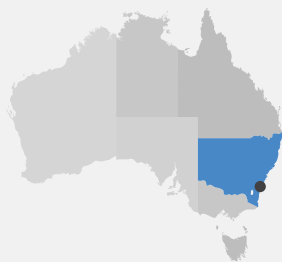
## AIME WOLLONGONG

### SITE

The University of Wollongong

### PROGRAM MANAGER

Jake Trindorfer



### PARTNER SCHOOLS

- Bulli High School
- Corrimal High School
- Dapto High School
- Figtree High School
- Illawarra Sports High School
- Kanahooka High School
- Keira High School
- Warilla High School
- Wollongong High School of Performing Arts
- Woonona High School

### THE PROGRAMS

2011 saw the greatest number of Mentors and Mentees in the Wollongong region start their journey with AIME and become connected with a wider learning community. During the recruitment stage, 2,345 University of Wollongong students registered their interest to participate in the AIME Program. 2,345!!!!!! Mentee recruitment also went well as the AIME Team worked hard with our ten partner schools to inspire students to become involved.

The Year 9 and 10 Program has grown from strength to strength and in 2011, 17 high quality, high impact sessions were delivered. The weekly after-school AIME Learning Centres spread to three locations including the Illawarra Aboriginal Corporation, Kanahooka High School and Corrimal High School. 2011 also brought the inaugural Year 12 Leadership and Development Day at UOW. This was the first on-campus session run for Year 12 students by AIME at UOW and represents an increased focus on Year 11 and 12 tracking and support. In 2012, this Program stream will expand to three days across terms one, two and three for both Year 11 and 12 students.

AIME is operating strongly in the Wollongong region and this is due to the collaborative work with students, parents, schools, community organisations and members from the University. By working together, the people involved are striving towards a stronger and more connected Australia. As everyone keeps walking together, more people join the belief that Indigenous success equals Australian success.

Great results were seen across the AIME Programs including 19 Wollongong AIME Mentees progressing into Year 12 in 2012 and at least four Wollongong AIME Mentees enrolling in University in 2012.

### COMMUNITY & UNIVERSITY ENGAGEMENT

AIME has been fortunate to engage with the University along with numerous individuals, groups and organisations that have been integral in delivering the AIME Wollongong Program. Special thanks must go to:

- Vice-Chancellor, Professor Gerard Sutton
- Deputy Vice-Chancellor (Academic), Professor Rob Castle
- University of Wollongong staff and student Mentors
- Local Elders
- Rio Tinto Aboriginal Fund
- Professor Paul Chandler, Dean of Education
- Rachael McMahon
- Edward Keenahan
- Adam Thorogood and Kobi Hancock
- Kay Kent (Faculty of Health and Behavioral Sciences)
- Woolyungah Indigenous Centre
- URAC (University Recreation and Aquatic Center) - Danielle Spargo and Lucy Hunt
- Unicentre - Victoria Dimise and Dianne Cruise
- North Wollongong and South Wollongong Aboriginal Education Consultative Group
- Illawarra Aboriginal Corporation - Myimbarr
- CareWays Community
- University Basketball League
- Big Bang Ballers
- Lori Lockyer
- Lisa Kosta
- Jo Molyneux
- Rekollect
- Wollongong Hawks
- Illawarra Dragons
- George Rose (Manly Sea Eagles)
- Window to Fame guests: John Simon (ex-NRL Player), Dylan Farrell (South Sydney Rabbitohs), Jay Marmont (Professional Motorcross Rider), Medicine Crow (Musician), Jamie Soward (Illawarra Dragons)
- Pathways to Success guests: Nadia Neal (Tobacco Resistance Control, Aboriginal Health and Medical Research Council of NSW), Jye Bull (Health and Physical Education Student @ UOW), Linda Kennedy (Architecture Student @ UNSW), Shane Venables (Medical Student @ UOW)

Thank you AIME for all your hard work.  
Your support and persistence is making this experience a positive one for all students and their families, teachers and Mentors.

Amy Tsiorvas -  
Teacher, Bulli High School 2011

## FINANCE AND PARTNERING REPORT



**Adam Linforth**  
Director,  
AIME Finance  
& Partnering

### FINANCE DIRECTOR REPORT

The expansion of AIME with two new Programs in Queensland and one in New South Wales saw both revenue and expenditure reach record levels in 2011.

Revenue increased by 26% over 2010 to \$3,262,842. Expenditure grew by 56% to \$2,970,952. The proportionally greater increase in expenditure was through increased staff to support and develop the program sustainably. This resulted in a surplus of \$291,890.

It is the policy of AIME to budget for modest annual cash surpluses, particularly during our growth phase. This allows us to build a cash balance that gives a level of freedom in continuing to develop and expand the Program. It also ensures that our operations can continue should there be any unforeseen timing issues with cash receipts.

### FUNDING & SUPPORT

AIME's operations were facilitated by the support of universities as well as corporate and philanthropic foundations and fundraising that allowed the Program to be delivered and grow through 2011. Our largest source of funding is through our university partners (\$1,495,000), followed by corporate and philanthropic support (1,326,333).

A huge thanks must go to the AIME Mentees! It is the results of our Indigenous high school kids who are smashing school completion rates that drive the support for AIME.

Also critical to AIME is the in-kind support we receive from hundreds of volunteer Mentors as well as schools, universities and corporate groups who give of their skills, expertise, venues and people to help support AIME. The estimated value of this in 2011 was in excess of \$2.1 million. It is this support that makes AIME cost effective.

Our 2011 Financial Statements audited by KPMG are shown later in this Annual Report. We acknowledge the generosity of KPMG providing audit and other services at no cost to AIME.

### THANK YOU

AIME has been fortunate to attract the partners listed on the following pages. Those listed are much more than simple financial supporters. They are friends, advocates, sources of ideas, providers of technical expertise and combined they give AIME the ability to transform an idea into a reality that is changing the lives of thousands of Australians.

To all our partners, thank you for walking with AIME.



## AIME PARTNERS

### ACKNOWLEDGING OUR PARTNERS

#### NATIONAL



#### UNIVERSITY





## SITE

The Dyson Bequest  
Eureka Benevolent Foundation  
Man Investments  
Tim Fairfax Family Foundation  
Trust Foundation  
Fred P Archer Charitable Trust  
Zig Inge Foundation

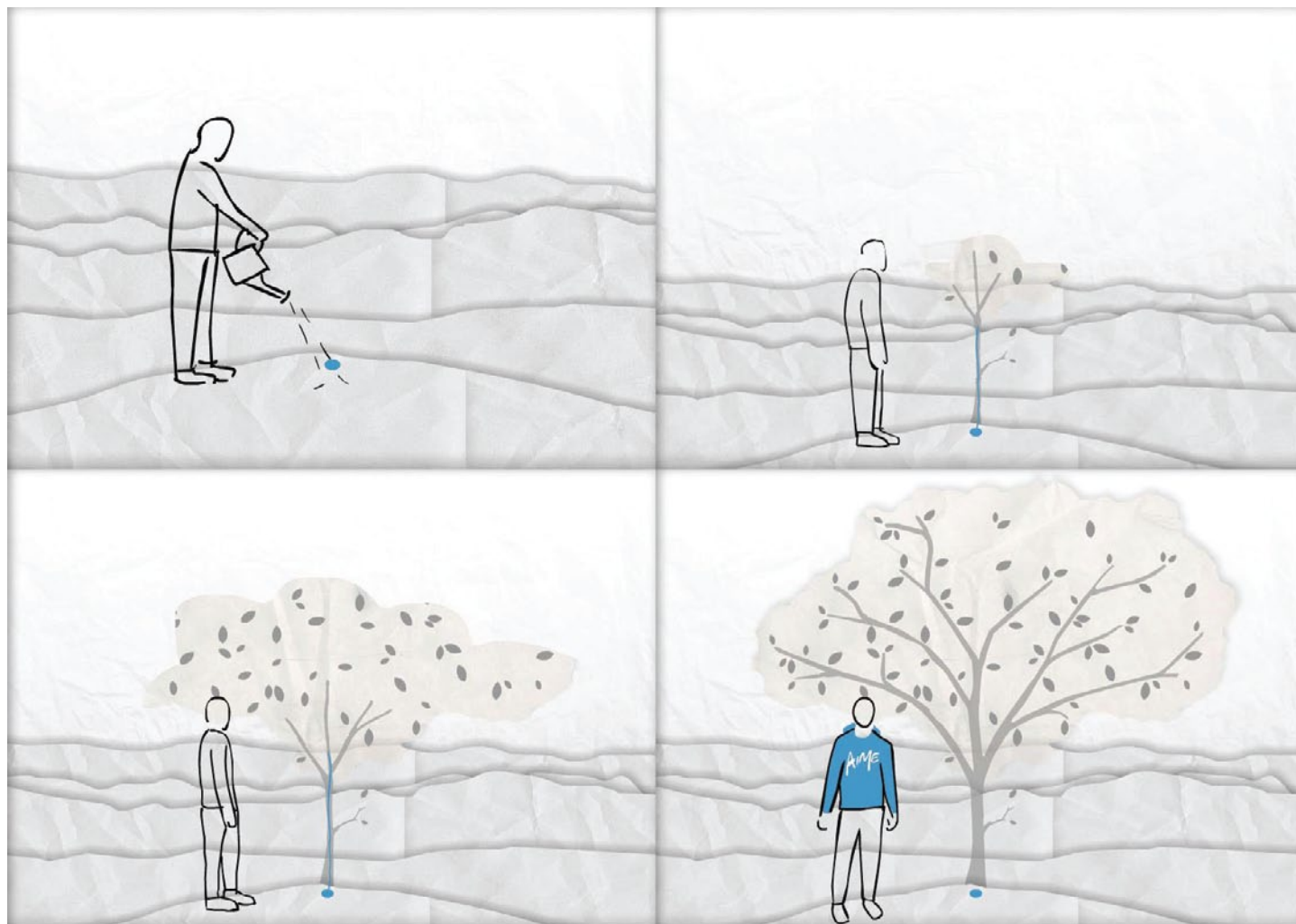
## LEGAL & ACCOUNTING

Allens Arthur Robinson  
Baker & McKenzie  
KPMG (Auditors)

## COMMUNITY & EVENT

Aboriginal Health & Medical Research Council  
AMP Foundation  
Australia Council for the Arts  
Accor  
Aboriginal Education Council NSW Inc.  
Australian Theatre for Young People  
Canterbury International  
Canterbury-Bankstown Bulldogs  
City of Sydney Council  
Cooper Investors  
Cricket NSW  
Former Origin Greats  
Foxtel

Girgensohn Foundation  
Goldman Sachs Australia  
Heaps Decent  
Ian Thorpe's Fountain For Youth  
James N. Kirby Foundation  
Maddocks Foundation  
Matrix On Board  
Melbourne Vixens  
Merivale  
National Aboriginal Sports Corporation Australia  
National Centre of Indigenous Excellence  
Morgan & Banks  
NSW Waratahs  
Parsons Brinckerhoff  
SBS  
Sky Foundation  
South Sydney Rabbitohs  
St Andrew's College, The University of Sydney  
St Paul's College, The University of Sydney  
Talent 2  
The Co-op Bookshop  
The Women's College, The University of Sydney  
Transfield Foundation  
Tribal Warrior  
Urbanest  
Vonwiller Foundation  
W & A Johnson Foundation  
Wesfarmers Resources  
Wesley College, The University of Sydney



# DIRECTORS' REPORT

# 12

The Board of Directors of the Australian Indigenous Mentoring Experience Indigenous Corporation (AIME or the Corporation) submit herewith the annual financial report of the Corporation for the financial year ended 31 December 2011. In order to comply with the provisions of the Corporations (Aboriginal and Torres Strait Islander) Act 2006, the Directors' Report is as follows:

## DIRECTORS

The names of the Directors throughout the year and at the date of this report are:



### GEOFF LOVELL

Position: Chair and Director  
Number of meetings attended: 6  
Meetings held while in office: 6



### KERRY PAUL

Position: Deputy Chair and Director  
(Resigned 07.12.2011)  
Number of meetings attended: 5  
Meetings held while in office: 6



### JEFF MCMULLEN

Position: Director  
Number of meetings attended: 5  
Meetings held while in office: 6



### BRONWYN BANCROFT

Position: Director  
Number of meetings attended: 5  
Meetings held while in office: 6



### PAUL SINCLAIR

Position: Director  
(Resigned 18.08.2011)  
Number of meetings attended: 0  
Meetings held while in office: 3



### PAUL CHANDLER

Position: Director  
Number of meetings attended: 5  
Meetings held while in office: 6



### TANYA HOSCH

Position: Director  
Number of meetings attended: 2  
Meetings held while in office: 6



### PHILIP CLARK AM

Position: Director  
(Appointed 07.12.2011)  
Number of meetings attended: 0  
Meetings held while in office: 0



### SHANE HOUSTON

Position: Director  
(Appointed 11.10.2011)  
Number of meetings attended: 1  
Meetings held while in office: 2

## FURTHER INFORMATION ON THE DIRECTORS

### GEOFF LOVELL (Chair and Director)

Geoff is a Division Director of Macquarie Group Limited (Macquarie), based in Sydney, where he has worked for over ten years. Geoff currently works in Macquarie's central Risk Management Group and has previously held key roles in Macquarie Capital, including as CEO of Macquarie ProLogis Trust. Geoff has a Bachelor of Engineering with First Class Honours from the University of Sydney and a Master of Arts from the University of Oxford, where he was a Bradman Scholar. Geoff is a Member of the Australian Institute of Company Directors, a Fellow and Chairman of Council of St Paul's College at the University of Sydney, and a Vice-President of Sydney University Cricket Club.

### KERRY PAUL (Deputy Chair and Director)

Kerry has significant experience in consulting and large program/project management. Whilst a long-term employee with AMP Limited (AMP), her career has included consulting assignments in Australia, New Zealand and the United Kingdom, across a range of functions, but with her strength lying in applying contemporary IT solutions within the Financial Services sector of AMP.

### BRONWYN BANCROFT (Director)

Bronwyn is a descendant of the Djanbun clan of the Bundjalung nation. She works as an artist across many mediums. Over her 30 year career, Bronwyn has participated in more than 200 exhibitions, comprising of solo and group shows within Australia and overseas. Bronwyn has a Diploma of Visual Arts, two Masters degrees from the University of Sydney and is currently a Doctoral candidate at the University of Western Sydney.

### PAUL CHANDLER (Director)

Paul started his education career in 1987 teaching science and mathematics in his local community at Matraville High School. He pursued a Master of Science in Psychology and PhD in Education at the University of New South Wales and in 1992 he became the first academic (Aboriginal or Non-Aboriginal) from education to ever receive an Australian Research Council post-doctoral research fellowship. Today, Paul is regarded as an international expert in cognition and learning and currently is the most cited educational researcher appointed at any Australian University.

### PHILIP CLARK AM (Director)

Philip Clark AM is a member of the J P Morgan Advisory Council. He was Managing Partner and CEO of Minter Ellison and worked with that firm from 1995 until June 2005. Prior to joining Minter Ellison, Phil was Director and Head of Corporate with ABN Amro Australia and prior to that he was Managing Partner of Mallesons Stephen Jaques for 16 years. His work in the not-for profit sector includes positions as a Director of St James Ethics Centre, High Resolves Foundation and of two scholarship charities. Phil also served as a Director of the Garvan Foundation from 2005 to 2008. Phil has Bachelors degrees in Arts and Law from Sydney University and an MBA from Columbia University.

### JEFF MCMULLEN (Director)

Throughout his professional life as a journalist Jeff McMullen has worked on a great many humanitarian projects. Jeff is also the CEO of Ian Thorpe's Fountain for Youth. Jeff has a Bachelor of Arts (Macquarie University), Hon Doctorate Journalism (Central Queensland University), Hon Doctorate Letters (University of Newcastle, Australia) and Hon Doctorate Letters (Macquarie University) and is active on a number of Boards and Councils across Australia.

### PAUL SINCLAIR (Director)

Paul Sinclair is an Anaiwan man from the Armidale region in North-West NSW. Paul completed a Bachelor of Teaching at the University of Sydney. In his role as Aboriginal Education Officer at Sydney's Taronga Zoo, Paul was responsible for the development and implementation of Indigenous programs. Paul started his journey with AIME in 2007 as its Education Director, resigning in 2010 to focus on his production company, Mirri Mirri Productions.

### TANYA HOSCH (Director)

Tanya works primarily in Aboriginal and Torres Strait Islander affairs and other areas of social policy. Tanya is actively involved on a number of Boards and Councils and holds a position as a Visiting Research Fellow with the University of Technology, Sydney. Tanya is also employed as Executive Director of a Governance project aiming to establish the Australian Indigenous Governance Institute.

### SHANE HOUSTON (Director)

Shane Houston is a Gangulu man from Central Queensland. He has worked in Aboriginal Affairs for more than 35 years mainly in the health and employment areas. Shane has held a range of positions at local, state, national and international levels including thirteen years in senior public sector management roles and a stint with the World Council. He completed his PhD at Curtin University in 2003 graduating with a Chancellor's Commendation. Act. In 2010, Shane have been appointed to the role of Deputy Vice Chancellor (Indigenous Strategy and Services) at Sydney University. Shane also holds the position of Executive Director of Systems Performance and Aboriginal Policy at Menzies School of Health Research.

### DEBORAH KIRBY-PARSONS (Secretary)

Deborah has been working with AIME since 2008 and is currently the Systems Manager. Prior to this Deborah provided administrative support to the Executive at the Koori Centre at the University of Sydney and was Secretary to the Board of Studies (Indigenous Studies) and the Policy Advisory Group, both at the University. Deborah has a BVA and Grad Dip (Vis Art) from the University of Sydney.



## PRINCIPAL ACTIVITIES

AIME is an Indigenous Corporation, and a not-for-profit organisation with the objective of providing a six-year Mentoring Program for Indigenous Australian students to access while undertaking their high school studies from Year 7 through to Year 12. AIME partners University student volunteers in a one-on-one mentoring relationship with high school Indigenous students, for an hour a week over the course of a 17-week program. AIME's goals are to improve Year 10 completion rates, Year 12 completion rates and University admission rates for all participating students.

Apart from the impact AIME is having on Indigenous high school students, it offers a significant opportunity for Indigenous and non-Indigenous University students to gain invaluable experience working with Indigenous high school students, and offers a great base for University marketing and recruitment with AIME facilitating the development of long-term partnerships between local high schools and the University.

## OPERATING RESULTS

The operating surplus of the Corporation for the financial year amounted to \$291,890 (2010: surplus of \$676,652). No income tax is payable as the Corporation is exempt from income tax, as it classifies as Not-For-Profit entity with a status of Public Benevolent Institution for income tax purposes.

## REVIEW OF OPERATIONS

Since the end of the previous financial year, the Corporation has engaged in its principal activity, the results of which are disclosed in the attached financial statements.

## SUBSEQUENT EVENTS

No matter has arisen since the end of the year that will or may significantly affect the operations of the Corporation, the results of those operations, or the state of affairs of the Corporation in future financial years.

## CHANGE IN STATE OF AFFAIRS

There was no significant change in the state of affairs of the Corporation during the financial year.

## FUTURE DEVELOPMENTS

The Corporation expects to maintain the present status and level of operations. The Corporation expects to achieve profitable operations in the current financial year. The Corporation expects its results and expansion to be further underpinned by partnerships with other universities.

## ENVIRONMENTAL REGULATIONS

The Corporation's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

## DISTRIBUTIONS PAID OR RECOMMENDED

No distributions were paid or declared since the start of the financial year as the Corporation's constitution does not permit payment of distributions.

## IN-KIND SUPPORT

The Corporation was supported by many organisations offering in-kind support to ensure the success of the mentoring program and AIME as an organisation. The following organisations have donated their time and services to AIME during the course of the financial year:

- Volunteers: University Mentors, Board, Leadership Council, Session Guests and Professional Mentors.
- Universities provided Office, IT, Communications & Seminar Rooms
- Schools provided Transport, Teacher Aid & Learning Centre Facilities
- Corporate governance through our Board of Director
- Strategic advice by Social Ventures Australia
- Audit services by KPMG Sydney
- Legal services by Baker & McKenzie and Allens Arthur Robinson
- Textbooks from the Co-op Bookshop
- Accommodation - Wesley College, St Paul's College, Accor and St Andrews College
- Events: Waived Venue Hire & Support by the City of Sydney, Sydney Harbour Foreshore Authority, Baker & McKenzie, The National Centre of Indigenous Excellence and Commonwealth Bank

## INDEMNIFICATION OF OFFICER OR AUDITOR

The Corporation has not, during or since the end of the financial year, in respect of any person who is or has been an officer or auditor of the Corporation or a related body corporate:

- Indemnified or made any relevant agreement for indemnifying against a liability, including costs and expenses in successfully defending legal proceedings; or
- Paid a premium in respect of a contract insuring against liability for the costs or expenses to defend legal proceedings.

## PROCEEDINGS ON BEHALF OF THE CORPORATION

No person has applied for leave of Court to bring proceedings on behalf of the Corporation or intervene in any proceedings to which the Corporation is a party for the purpose of taking responsibility on behalf of the Corporation for all or any part of those proceedings. The Corporation was not a party to such proceedings during the financial year.

## LEAD AUDITOR'S INDEPENDENCE DECLARATION

A copy of the lead auditor's independence declaration as required under section 339 of the Corporations (Aboriginal and Torres Strait Islander) Act 2006 is set out on page 5.

## DIRECTOR'S DECLARATION

The Board of Directors have determined that Australian Indigenous Mentoring Experience Indigenous Corporation is a reporting entity and that this general purpose financial report should be prepared in accordance with the accounting policies outlined in Note 2 to the financial statements.

In the opinion of the Board of Directors:

- (a) There is reasonable ground to believe that the Corporation will be able to pay its debts when they become due and payable.
- (b) The financial statements and notes are in accordance with the Corporations (Aboriginal and Torres Strait Islander) Regulations 2007 (CATSI Regulations), including:
  - (i) Compliance with Australian Accounting Standards.
  - (ii) Providing a true and fair view of the financial position of Australian Indigenous Mentoring Experience Indigenous Corporation as at 31 December 2011 and its performance for the year ended that date.

This statement is made in accordance with a resolution of the Board of Directors and is signed for and on behalf of the directors by:

A handwritten signature in black ink, appearing to read 'G. Lovell', with a stylized flourish at the end.

Geoff Lovell  
Chairman

Signed this 7th day of May 2012, in Sydney.



## LEAD AUDITOR'S INDEPENDENCE DECLARATION

UNDER DIVISION 339 OF THE CORPORATIONS  
(ABORIGINAL AND TORRES STRAIT ISLANDER) ACT 2006

To: the directors of Australian Indigenous Mentoring Experience Indigenous Corporation

I declare that to the best of my knowledge and belief, in relation to the audit for the financial year ended 31 December 2011 there has been:

- (a) No contraventions of the auditor's independence requirements as set out in the Corporations (Aboriginal and Torres Strait Islander) Act 2006 in relation to the audit; and
- (b) No contraventions of any applicable code of professional conduct in relation to the audit.

KPMG

A handwritten signature in black ink, appearing to read 'Cameron Roan', with a stylized flourish at the end.

Cameron Roan  
Partner

Signed this 7th day of May 2012, in Sydney.



## STATEMENT OF COMPREHENSIVE INCOME

### FOR THE YEAR ENDED 31 DECEMBER 2011

	NOTE	2011 \$	2010 \$
Revenue	3	3,262,842	2,581,593
Employee benefit expense		(2,189,919)	(1,415,897)
Depreciation expense		(36,582)	(34,478)
Administration Expenses		(184,492)	(168,193)
Other expenses		(559,959)	(286,374)
<b>Surplus before income tax expense</b>		291,890	676,652
Income tax expense		-	-
<b>Surplus for the period</b>		291,890	676,652
Other comprehensive income		-	-
<b>Total comprehensive income for the period</b>		291,890	676,652

## STATEMENT OF FINANCIAL POSITION

### AS AT 31 DECEMBER 2011

	NOTE	2011 \$	2010 \$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	9a	1,851,636	1,015,488
Receivables	10	264,341	167,690
Prepayments		34,027	9,710
<b>TOTAL CURRENT ASSETS</b>		2,150,004	1,192,888
<b>NON CURRENT ASSETS</b>			
Property plant & equipment	4	141,513	90,351
<b>TOTAL NON CURRENT ASSETS</b>		141,513	90,351
<b>TOTAL ASSETS</b>		2,291,517	1,283,239
<b>CURRENT LIABILITIES</b>			
Trade and other payables	5	124,209	73,842
Employee entitlements	6	70,171	47,333
Income in Advance		693,182	50,000
<b>TOTAL CURRENT LIABILITIES</b>		887,562	171,175
<b>TOTAL LIABILITIES</b>		887,562	171,175
<b>NET ASSETS</b>		1,403,955	1,112,064
<b>ACCUMULATED SURPLUS</b>		1,403,955	1,112,064

## STATEMENT OF CHANGES IN EQUITY

### FOR THE YEAR ENDED 31 DECEMBER 2011

	Retained Earnings \$	Total \$
<b>Balance at 31 December 2009</b>	435,413	435,413
Surplus attributable to members	676,651	676,651
Other comprehensive income	-	-
Total comprehensive income for the year	676,651	676,651
<b>Balance at 31 December 2010</b>	1,112,064	1,112,064
Surplus attributable to members	291,891	291,891
Other comprehensive income	-	-
Total comprehensive income for the year	291,891	291,891
<b>Balance at 31 December 2011</b>	1,403,955	1,403,955

## STATEMENT OF CASHFLOWS

### FOR THE YEAR ENDED 31 DECEMBER 2011

	NOTES	2011 \$	2010 \$
<b>Cash flows from operating activities:</b>			
Receipts from customers		3,799,729	2,432,977
Payments to suppliers, employees and others		(2,946,497)	(1,841,810)
<b>Net cash provided by operating activities</b>	9b	853,232	591,167
<b>Cash flows from investing activities:</b>			
Payment for property, plant and equipment	4	(89,657)	(82,764)
Interest received	3	72,573	30,926
<b>Net cash used in investing activities</b>		(17,084)	(51,838)
<b>Net cash provided by financing activities</b>		-	-
<b>Net increase in cash and cash equivalents held</b>		836,148	539,329
<b>Cash and cash equivalents at the beginning of the year</b>		1,015,488	476,159
<b>Cash and cash equivalents at the end of the year</b>	9a	1,851,636	1,015,488

# NOTES TO THE FINANCIAL STATEMENTS

## FOR THE YEAR ENDED 31 DECEMBER 2011

### NOTE 1: REPORTING ENTITY

This general purpose financial report covers Australian Indigenous Mentoring Experience Indigenous Corporation (AIME or the Corporation) as an individual entity. AIME is a Corporation incorporated and domiciled in Australia under the Corporations (Aboriginal and Torres Strait Islander) Act 2006.

The Corporation's registered office and its principal place of business is as follows:

*Gadigal House, NCIE  
166 George Street  
Redfern NSW*

The Corporation's principal activities are as follows:

AIME is an Indigenous Corporation, and a not-for-profit organisation with the objective of providing a six-year Mentoring Program for Indigenous Australian students to access while undertaking their high school studies from Year 7 through to Year 12. AIME partners University student volunteers in a one-on-one mentoring relationship with high school Indigenous students, for an hour a week over the course of a 17-week program. AIME's goals are to improve Year 10 completion rates, Year 12 completion rates and University admission rates for all participating students.

Apart from the impact AIME is having on Indigenous high school students, it offers a significant opportunity for Indigenous and non-Indigenous University students to gain invaluable experience working with Indigenous high school students, and offers a great base for University marketing and recruitment with AIME facilitating the development of long-term partnerships between local high schools and the University.

### NOTE 2: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

#### a. Basis of preparation

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards (AASBs) (including Australian Interpretations) and the requirements of the Corporations (Aboriginal and Torres Strait Islander) Act 2006.

The financial statements were authorised for issue by the Board of Directors on the..... day of 2012.

The following is a summary of the material accounting policies adopted by the Corporation in the preparation of the financial report and have been applied consistently to all periods presented in the financial report. The financial report does not comply with International Financial Reporting Standards (IFRS).

#### *Basis of measurement*

The financial report has been prepared on the accruals basis and is based on historical cost basis.

#### *Comparative information*

Certain comparative amounts have been changed to be consistent with current year presentation.

#### b. Use of estimates and judgement

The preparation of financial statements in conformity with AASBs requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised and in any future periods affected.

There are no judgements made by management in the application of Australian Accounting Standards that have significant effect on the financial report or estimates with a significant risk of material adjustment in the next year.

**c. Income Tax**

The Corporation has been granted an exemption from income tax.

**d. Financial Instruments**

**(i) Non-derivative financial assets**

Financial assets are recognised initially on the trade date at which the Corporation becomes a party to the contractual provisions of the instrument.

The Corporation derecognises a financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the rights to receive the contractual cash flows on the financial asset in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred. Any interest in transferred financial assets that is created or retained by the Corporation is recognised as a separate asset or liability.

The Corporation has the following non-derivative financial assets: loans and receivables.

*Loans and receivables*

Loans and receivables are financial assets with fixed or determinable payments that are not quoted in an active market. Such assets are recognised initially at fair value plus any directly attributable transaction costs. Subsequent to initial recognition loans and receivables are measured at amortised cost using the effective interest method, less any impairment losses.

Loans and receivables comprise cash and cash equivalents and trade and other receivables.

*Cash and cash equivalents*

Cash and cash equivalents comprise cash balances and call deposits with original maturities of three months or less.

**(ii) Non-derivative financial liabilities**

Financial liabilities are recognised initially on the trade date at which the Corporation becomes a party to the contractual provisions of the instrument. The Corporation derecognises a financial liability when its contractual obligations are discharged or cancelled or expire. Financial assets and liabilities are offset and the net amount presented in the statement of financial position when, and only when, the Corporation has a legal right to offset the amounts and intends either to settle on a net basis or to realise the asset and settle the liability simultaneously.

The Corporation classified non-derivative financial liabilities into the other financial liabilities category. Such financial liabilities are recognised initially at fair value plus any directly attributable transaction costs. Subsequent to initial recognition, these financial liabilities are measured at amortised cost using the effective interest rate method.

Other financial liabilities comprise trade and other payables.

**e. Employee Benefits**

**(i) Defined contribution plans**

A defined contribution plan is a post-employment benefit plan under which an entity pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to defined contribution plans are recognised as an employee benefit expense in profit or loss in the periods during which services are rendered by employees. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in future payments is available. Contributions to a defined contribution plan that are due more than 12 months after the end of the period in which the employees render the service are discounted to their present value.

**(ii) Short-term benefits**

Short-term employee benefit obligations are measured on an undiscounted basis and are expensed as the related service is provided.

A liability is recognised for the amount expected to be paid if the Corporation has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.



#### **f. Revenue Recognition**

Revenue is measured at the fair value of the consideration received or receivable. The main revenue stream is obtained from the rendering of mentoring program services through partnerships with universities. Revenue is recorded in the year in which the services are performed.

AIME receives revenue by way of cash and online donations from businesses, individuals, foundations and Universities, bequests and other not-for-profit organisations.

Interest revenue is recognised on a time proportional basis using the effective rate of interest method. Donations and other revenue is recognised when the right to receive the revenue has been established.

#### **g. Goods and Services Tax**

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 the acquisition of the asset or as part of an item of expense. Receivables and payables in the balance sheet are shown inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the statement of financial position.

Cash flows are included in the statement of cash flows on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

#### **h. Functional and Presentation Currency**

This financial report is presented in Australian dollars which is also the Corporation's functional currency.

#### **i. Australian Accounting Standard not yet adopted**

A number of new standards, amendments to standards and interpretations are effective for annual periods beginning after 1 January 2011, and have not been applied in preparing these financial statements. None of these is expected to have a significant effect on the financial statements of the Corporation, except for AASB 1053 Application of Tiers of Australian Accounting Standards and AASB 2010-02 Amendments to Australian Standards arising from Reduced Disclosure Requirements, which become mandatory for the Corporation's 2013 financial statements, the amendments only affect presentation aspects of the financial statements. The Company does not plan to adopt this standard early and the extent of the impact has not been determined.

#### **j. Financial Risk Management**

##### *Overview*

The Corporation has exposure to the following risks from their use of financial instruments:

- credit risk
- liquidity risk
- market risk

This note presents information about the Corporation's exposure to each of the above risks, their objectives, policies and processes for measuring and managing risk, and their management of capital. Further quantitative disclosures are included throughout these financial statements.

##### *Risk Management Framework*

The Board of Directors has overall responsibility for the establishment and oversight of the risk management framework. Risk management policies are established to identify and analyse the risks faced by the Corporation, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the Corporation. The Corporation, through their training and management standards and procedures, aim to develop a disciplined and constructive control environment in which all employees understand their roles and obligations.

##### *(i) Credit risk*

Credit risk is the risk of financial loss to the Corporation if a customer or counterparty to a financial instrument fails to meet its contractual obligations, and arises principally from the Corporation's cash and cash equivalents. The Corporation places its cash and cash equivalents are placed with major financial institutions.

(ii) Liquidity risk

Liquidity risk is the risk that the Corporation will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash or another financial asset. The Corporation's approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Corporation's reputation.

Typically the Corporation ensures that it has sufficient cash on demand to meet expected operational expenses for a period, including the servicing of financial obligations; this excludes the potential impact of extreme circumstances that cannot reasonably be predicted, such as natural disasters.

(iii) Market risk

Market risk is the risk that changes in market prices, such as interest rates will affect the Corporation's income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters.

### NOTE 3: REVENUE

	2011 \$	2010 \$
University partners and fees for services rendered	1,495,000	1,002,727
Individual Donations	116,256	166,789
Foundations	133,560	213,482
Social Ventures Australia	180,500	368,100
Site Partners	260,000	150,000
Corporate Partnerships	752,273	364,545
National Hoodie Day	200,388	138,726
Bequests	-	20,000
Interest received	72,573	30,926
Other	52,292	126,298
	3,262,842	2,581,593

### NOTE 4: PROPERTY, PLANT & EQUIPMENT

	2011 \$	2010 \$
Plant and Equipment		
<b>Cost</b>		
Balance at 1 January	140,193	42,065
Additions	89,657	98,128
Disposal	(1,914)	-
Balance at 31 December	227,936	140,193
<b>Depreciation</b>		
Balance at 1 January	(49,842)	(15,364)
Charge for the year	(36,582)	(34,478)
Balance at 31 December	(86,424)	(49,842)
<b>Carrying Amount</b>		
At 1 January	90,351	26,701
At 31 December	141,513	90,351

## NOTE 5: TRADE & OTHER PAYABLES

	2011 \$	2010 \$
<b>CURRENT</b>		
Trade creditors	28,096	43,692
Goods and services tax receivable	(23,654)	(6,253)
Superannuation payable	40,396	(60)
PAYG payable	79,512	24,309
Other payables	(141)	12,154
	<u>124,209</u>	<u>73,842</u>

## NOTE 6: EMPLOYEE BENEFITS

	2011 \$	2010 \$
<b>CURRENT</b>		
Liability for annual leave	70,171	47,333
	<u>70,171</u>	<u>47,333</u>

## NOTE 7: AUDITOR'S REMUNERATION

	2011 \$	2010 \$
Audit fees - KPMG	-	-
	<u>-</u>	<u>-</u>

## NOTE 8: EVENTS AFTER THE BALANCE SHEET DATE

There have been no events subsequent to balance date which would have a material effect on the Corporation's financial statements at 31 December 2011.

## NOTE 9: CASH & CASH EQUIVALENTS

There have been no events subsequent to balance date which would have a material effect on the Corporation's financial statements at 31 December 2011.

### a. Reconciliation of cash flow and cash equivalent

Cash and cash equivalents at the end of the financial year as shown in the statement of cash flows is reconciled to items in the statement of financial position as follows:

	2011 \$	2010 \$
Cash at bank	1,851,585	1,013,826
Donations account	51	1,663
	1,851,636	1,015,488

The comparative amount has been decreased by Other Receivables of \$162,500, which were classified as Cash and Cash Equivalents in error in the prior year financial report.

### b. Reconciliation of cash flow from operating activities with surplus from ordinary activities

	2011 \$	2010 \$
Surplus for the year	291,890	676,652
Non-operating interest	(72,573)	(30,926)
Depreciation expense	36,582	34,478
Loss on disposal of assets	1,914	-
<b>(Increase)/decrease in assets</b>		
Trade and other receivables	(96,651)	(172,880)
Prepayments	(24,317)	(9,710)
<b>Increase/(decrease) in liabilities</b>		
Trade creditors	(15,596)	40,521
Employee entitlements	22,838	29,120
GST liabilities	(17,401)	(20,786)
Accruals	83,363	(5,301)
Income in advance	643,182	50,000
<b>Net cash provided by operating activities</b>	<b>853,232</b>	<b>591,167</b>

## NOTE 10: RECEIVABLES

	2011 \$	2010 \$
<b>CURRENT</b>		
Sponsorship and other receivables	264,341	167,690
	264,341	167,690

The comparative amount has been increased by Other Receivables of \$162,500, which were classified as Cash and Cash Equivalents in error in the prior year financial report.



## NOTE 11: FINANCIAL INSTRUMENTS

### a. Financial risk management policies and objectives

The Corporation holds cash and cash equivalents; the main purpose of this financial instrument is to provide funding to the various programs run by the Corporation. Other financial instruments include receivables and trade and other payables.

The Corporation is exposed to credit and interest rate risks from its cash and cash equivalents and is exposed to liquidity risk from its trade and other payables.

The Corporation does not have significant credit risk from its receivable as at 31 December 2011 or 31 December 2010.

### b. Risk exposures and responses

#### *Interest rate risk*

The Corporation's risk exposure to changes in market interest rates relates entirely to its cash and cash equivalents, which are deposited at floating rates. The Corporation has not entered into any contracts to mitigate this risk. Due to the low effective interest rate received on at call deposits and interest income forming less than 2.3% of the Corporation's revenue for the year (2010: 1.2%), any changes in interest rates will have little impact on the Corporation's financial position or performance.

At the reporting date the interest rate profile of the Corporation's interest-bearing financial instruments was:

	2011 \$	2010 \$
<i>Variable rate instruments</i>		
Cash and cash equivalents	1,851,636	1,015,488

#### *Cash Flow sensitivity analysis for variable rate instruments*

A change of 100 basis points in interest rates at the reporting date would have increased/(decreased) its surplus by \$20,667 (2010: \$11,780). The analysis is performed on the same basis for 2010.

#### *Liquidity risk*

The following are contractual maturities of financial liabilities:

	NOTE	Carrying amount \$	Contractual cash flows \$	6 months or less \$	6-12 months \$	1-2 years \$	2-5 years \$	> 5 years \$
<b>31 December 2011</b>								
Trade and other payables	5	124,209	124,209	124,209	-	-	-	-
		124,209	124,209	124,209	-	-	-	-
	NOTE	Carrying amount \$	Contractual cash flows \$	6 months or less \$	6-12 months \$	1-2 years \$	2-5 years \$	> 5 years \$
<b>31 December 2010</b>								
Trade and other payables	5	73,842	73,842	73,842	-	-	-	-
		73,842	73,842	73,842	-	-	-	-

## NOTE 12: RELATED PARTY TRANSACTIONS

The names of the directors in office at any time during the financial year were:

Geoff Lovell	Jeff McMullen
Kerry Paul (resigned 07.12.2011)	Paul Sinclair (resigned 18.08.2011)
Bronwyn Bancroft	Tanya Hosch
Paul Chandler	Shane Houston (appointed 11.10.2011)
Philip Clark AM (appointed 07.12.2011)	

The Corporation does not remunerate its directors.

A related party transaction occurred between AIME and Adam Linforth, Director Finance & Partnering in relation to a sale from his business Budgy Smuggler Pty Ltd and AIME with a sale of products to AIME for \$5,275.60 on 9th December, 2011 (2010: \$7,882).

Also a related party transaction occurred between AIME and Paul Sinclair (Director, resigned 18/08/2011) in relation to consulting and film production from his company Mirri Mirri with a total amount of \$5,857.66 on 2nd February, 2011 (2010: \$14,656.90). No related party transaction occurred between AIME and Paul Sinclair in 2011 (2010: \$13,757.94).

## NOTE 13: IN-KIND SUPPORT

The following is a breakdown of the estimated monetary value of in-kind support provided to AIME during the course of the financial year:

	2011 \$	2010 \$
Volunteers - University Mentors, Board, Leadership Council, Session Guests and Professional Mentors.	1,038,000	793,000
Universities had provided Office, IT, Communications & Seminar Rooms	220,000	119,000
Schools had provided Transport, Teacher Aid & Learning Centre Facilities	697,000	487,900
Strategic advice by Social Ventures Australia	50,000	50,000
Media - Film & Music Production	-	30,000
Audit services by KPMG Sydney	50,000	33,000
Accounting - Shorrock & Partners	-	5,000
Legal services by Baker & McKenzie and Allens Arthur Robinson	40,000	30,000
Textbooks from the Co-op Bookshop	10,000	10,000
Clothing - Budgy Smuggler & Classic	-	20,000
Accommodation - Wesley College, St Paul's College, Accor and St Andrews College	21,000	20,000
Events - Waived Venue Hire & Support by the City of Sydney, Sydney Harbour Foreshore Authority, Baker & McKenzie, The National Centre of Indigenous Excellence and Commonwealth Bank	50,000	20,000
	<b>2,176,000</b>	<b>1,617,900</b>

The estimated monetary value of the in-kind support provided to AIME during the year has not been recognised as income or expense in the Statement of Comprehensive Income. The estimated revenue has been offset against the estimated expenses.

## NOTE 14: FUNDRAISING APPEALS CONDUCTED DURING THE FINANCIAL YEAR

### a. Result of fundraising appeals

	2011 \$	2010 \$
<b>Result of fundraising appeals</b>		
Gross proceeds from fundraising appeals	81,538	105,690
Less: Direct fundraising costs	(7,231)	(9,504)
<b>Net surplus - public fundraising appeals</b>	<b>74,307</b>	<b>96,186</b>
Less: Fundraising costs	-	-
Net surplus - government and corporate	74,307	96,186
Sale of goods and services	-	-
Interest income	-	-
Total other income	-	-
<b>Total revenue net of direct fundraising costs</b>	<b>74,307</b>	<b>96,186</b>
<b>Application of net surplus obtained from fundraising appeals</b>		
Funds spent on delivering indigenous mentoring experience program	(74,307)	(96,186)
<b>Net Surplus</b>	<b>-</b>	<b>-</b>

### a. Comparison of certain monetary figures and percentage

	2011 \$		2010 \$	
Direct cost of fundraising/	7,231		9,504	
Gross income from fundraising	81,538	9%	105,690	9%
Total revenue from fundraising/	74,307		96,186	
Gross income from fundraising	81,538	91%	105,690	91%



THANK YOU

Together we've come a long way.

In 2005, when 25 Indigenous and non-Indigenous University of Sydney students walked down to a local Redfern high school to meet with 25 Indigenous students, little did they realise that seven years later, that 1000s of uni students would get the offer they received that day in '05. Little did they realise, that those small steps would see over 750 Indigenous kids across 3 states in 2012 receive the AIME Program and step up to the challenge laid out before them. Little did they realise that these AIME kids would now be finishing school at almost the same rate as every Australian child.

And for the people involved with AIME this year, in 7 years time, we will look back once again amazed at how far we've come. This is just the beginning.

Keep walking with us.

