

2012 ANNUAL REPORT



GUMALA
Aboriginal
Corporation

ICN 2744

Disclaimer: When reading this publication and sharing it with family and friends, please be mindful that it may contain images and/or names of people who have since passed away.

Gumala Aboriginal Corporation's (GAC's) strong financial results, including another unqualified independent audit report

Full Federal Government Regulator (ORIC) Compliance achieved



Over \$10 million of funding to GAC Members spread across various Income Utilisation Categories

Three year Operational Funding Agreement entered into with the Trustee of the General Gumala Foundation

Over \$2.5 million in Community Development spending, resulting in significant Community Development achievements across Gumala's Pilbara communities



Major Education milestones, including the launch of a unique Early Childhood Learning Project and over \$1.7 million in Education funding assistance



Education funding support to more than 750 students attending over 200 schools and other educational and training organisations around Australia

A new organisational structure, designed to maximise the effectiveness and efficiency of service delivery to GAC's Members



The opening of the Corporation's new administrative office in the Perth CBD, giving GAC access to top-tier staff, key stakeholders, government and industry decision-makers and philanthropic opportunities

The 15 Year Anniversary of the historic Yandi Land Use Agreement



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This annual report provides a comprehensive overview of Gumala Aboriginal Corporation's (GAC's) financial and operative position for the financial year commencing July 1 2011 and ending June 30 2012, as well as forward plans for the next financial year.

Included are GAC's independently audited Financial Statements for the Financial Year ending June 30, 2012.

An electronic copy of this annual report is available for download from GAC's corporate website:

www.gumala.com.au

A hard copy is available by visiting our Tom Price or Perth offices or by calling GAC on: 1800 486 252 (1800 GUMALA).

About Gumala

three language groups one corporation

Gumala Aboriginal Corporation (GAC) was created in 1996 to represent the collective interests of the Traditional Owners (the Nyiyaparli, Banyjima and Innawonga peoples of the Pilbara region of Western Australia) following negotiations with Hamersley Iron Pty Ltd (a wholly-owned subsidiary of Rio Tinto).

As a result of these negotiations, the Yandi Land Use Agreement (YLUA) was signed on March 1, 1997. This year marked the 15 year anniversary of that historic signing.

GAC is the Manager of the General Gumala Foundation, which is a Charitable Trust established for the distribution of the compensation monies from the YLUA.

GAC has become one of Australia's leading Aboriginal corporations. A wide range of transformation initiatives are being implemented by GAC, for the ultimate benefit to the lives and futures of the Nyiyaparli, Banyjima and Innawonga peoples.

Nyiyaparli

Nyiyaparli country is generally located around the Fortescue Marsh, south of Marble Bar and across to Newman and west to Wittenoom.

Nyiyaparli people are the custodians of the Nyiyaparli language.

Nyiyaparli is part of the Ngayarda language family, which includes Ngarla, Nyamal, Palyku, Kurrama, Banyjima, Innawonga, Yindjibarndi, Ngarluma, Kariyarra, Martuthunira, Nhuwala and Jurruru. The language is most closely related to Palyku.



Nyiyaparli Elder Amy Dhu

Innawonga

The Innawonga people traditionally lived around an area in the Pilbara to the south east of Onslow.

It covers the area containing the Angelo River, Ashburton River, Hardey River, Kunderong Range, Mount Vernon Station, Rocklea and Turee Creek.

Innawonga people are custodians of the Innawonga language.



Innawonga Elder Stuart Ingie Snr

Banyjima

Banyjima country is approximately located between Wittenoom and Tom Price.

Today many Banyjima people live in the towns of Port Hedland, Onslow, Tom Price, Roebourne and surrounding communities.

The Banyjima people are Bantikura Banyjima, Wirrilimarra Banyjima, Milyuranpa Banyjima and Martidja Banyjima.

Banyjima people are the custodians of the Banyjima language, which is part of the Ngayarda language family. The Banyjima language is classified as being a Pama-Nyungan language of the south-west (Nyungic) group.



Banyjima Elder Archie Tucker

GAC CONTINUES TO EXPLORE WAYS IN WHICH IT CAN ASSIST IN THE PRESERVATION, PROTECTION AND CELEBRATION OF OUR MEMBERS' LANGUAGES AND CULTURE.

Chairman's Report

Thunurrdu! (welcome!)

It is a humbling experience to lead a reputable organisation that represents the Banyjima, Innawonga and Nyiyaparli people of the Pilbara, whose ancestral lands span thousands of years.

The role of Chairman at Gumala Aboriginal Corporation (GAC) is a demanding one. I say this not for myself as a new Chairman, but by observing the hard work of those that have come before me and the difficulties they had faced in keeping the membership abreast of the rapid changes taking place in their organisation.

I have seen my predecessors work tirelessly to lead GAC into reaching its full potential of becoming a world class, best practice, member-driven organisation only to face even higher levels of expectations

from the membership. Fortunately, the changes instigated since Steve Mav arrived five years ago as our Chief Executive Officer have been significant and visionary.

Today, GAC has become one of Australia's largest and most innovative Aboriginal corporations.

It provides a variety of services to three language groups and aims to become a model for similar organisations. Although it hasn't been easy – far from it.

No organisation seeking transformational change can grow without making missteps or challenging established norms.

A particular type of leadership is required; one based on being determined and aspirational. These qualities can be found in GAC and a culture of "serving" has been a hallmark of the Board and Management.

As you read through the 2012 Annual Report, I hope you gain a better appreciation of the wide range of work being undertaken by a professional staff overseen by a responsible Board.

GAC has much to be proud of and together, in partnership with our key stakeholders, the achievements to date are only the beginning!

Our people will always be indebted to the Elders – especially those who have passed away – for establishing GAC and providing present and future generations with many opportunities denied to our ancestors.

While we celebrate self-determination and indigenous empowerment, let us never forget the struggles we've faced to get to where we are.

On a final note, I would like to recognise the work of my immediate predecessor, Director Keith Hall for his important contribution to GAC's growth.

I also appreciate the support of all the directors on the Board, especially the Deputy Chairman, Director Stuart Ingie and Secretary, Director David MacLean.

Together, we continue to push ahead and turn GAC into a bigger and better organisation serving our people.

Kind regards,



Stephen Peterson
Chairman





GAC DIRECTORS :

JULY 1, 2011 TO JUNE 30, 2012

Gumala Aboriginal Corporation (GAC) wishes to acknowledge and thank those GAC Members who served on the GAC Board of Directors during the financial year ended June 30, 2012.

BANYJIMA

Archie Tucker

David MacLean

Karen Tommy

Keith Lethbridge

May Byrne

Shane Derschow

Slim Parker

NYIYAPARLI

David Stock

Keith Hall

Lisa Coffin

Natalie Parker

Stephen Peterson

INNAWONGA

Cecil Parker

Doreen James

Julie Walker

Nicholas Cook

Stuart Ingie Snr

Warren Ingie

Chief Executive Officer's Report

INTRODUCTION

The past twelve months have posed many challenges for Gumala Aboriginal Corporation (GAC) as it has continued its journey to become Australia's leading Indigenous organisation.

From *regulatory* to *service delivery* issues, GAC has been required to develop more sophisticated and comprehensive processes to reflect the fact that it is a large, complex and member-focused Aboriginal corporation established in the heart of the Pilbara region of Western Australia.

BACKGROUND

Upon my arrival to GAC five years ago, I was struck by the magnitude of the challenges confronting an organisation in need of transformational change.

After all, the historic Yandi Land Use Agreement (YLUA) that had been reached with one of the world's largest miners provided many economic and social opportunities for the Traditional Owners; the Banyjima, Innawonga and Nyiyaparli peoples.

Back then, GAC was small and had a membership of around 650 adults. It had a budget of \$2 million and few staff.

Nowadays, GAC has a membership in excess of 1200 adults, an operating budget of \$20 million and a large workforce necessary to provide the level of service and governance to effectively administer such a budget.

GAC also has an ambitious program to build houses, provide more member

services and expand strategic partnerships with government and the philanthropic sectors.

The rapid growth of GAC over this period of time has created unintended consequences. Firstly, there have been quality control issues in the day-to-day operations.

Secondly, it has raised frustration throughout sections of the membership. In the former; the Federal Regulator issued a strongly worded Notice of Compliance under the legislation and in the latter; disagreements arose at the Board level that culminated in adverse publicity and understandably heightened Members' anxiety.

REGULATORY:

OFFICE OF THE REGISTRAR OF INDIGENOUS CORPORATIONS

The Federal Regulator that administers all Aboriginal Corporations under the *Corporations (Aboriginal & Torres Strait Islander) Act* is commonly known by its acronym ORIC; the Office of the Registrar of Indigenous Corporations.

During the year, ORIC undertook an extensive examination into all aspects of GAC's operations and identified a number of areas that required improvement.

Over a period of 6 months, significant resources were deployed to upgrade our internal systems and controls to ensure they reflected the size that we had become.

In the area of financial management, a newly created

position of Chief Financial Officer was formed. In the area of Board Governance, GAC appointed its first General Manager for Governance.

The two new executive appointments complimented the other executive roles established being General Manager for Innovation & Services and Executive Manager (without portfolio) to the Chairman and myself.

This body is known as the Executive Management Team (EMT) and collectively oversees the entire operations assisted by a new risk management and compliance framework.

The hard work has paid off. ORIC recently issued a Notice that provided a "clean bill of health" to GAC and all regulatory requirements have now been satisfactorily addressed.

I would like to express my appreciation to Mr. Anthony Beven, ORIC's Registrar who maintained a personal interest in the changes instigated at GAC and who provided advice, encouragement and direction during this trying time.

SERVICE DELIVERY:

MEMBERS' SERVICES AND SUPPORT SERVICES

GAC's primary aim has been to provide more services to the membership and to create a culture of "serving" and "understanding" the Traditional Owners.

This has posed difficulties during a recent move. As part of the expansion and to better handle its growth, GAC moved most

of its administrative operations from its head office in Tom Price (a small mining town in the Pilbara region) to the fast paced city life of a large metropolitan city, Perth.

It became apparent soon after the move that our workforce was insufficiently trained in cultural awareness and handling the pressures of the membership - many of whom are based in remote areas.

Notwithstanding the early difficulties, GAC recognised that its future success depended on being able to transform itself to handling the volume and complexity of operating a large organisation with a specialised workforce and a working environment that is able to attract top tier staff, with close proximity to government and philanthropic organisations to access additional external funding for a range of initiatives to support our Members.

Being based in a large metropolis like Perth puts us on a path to achieve that objective.

Outside of the CEO's division, which provides secretariat services to the directors and myself and is focussed on building strategic partnerships for the benefit of our Members, the organisation is divided into the Support Services Division and the Members' Services Division; respectively headed by the Chief Financial Officer and General Manager for Innovations & Services.

The new organisational structure is designed to maximise the way in which services are delivered at optimal levels.

There is a high level of interdependence between



Gumala Aboriginal Corporation's Chief Executive Officer Steve Mav

Chief Executive Officer's Report

Members' Services (comprising Community Development, Business Development, Education & Training and Culture) and Support Services (comprising Finance, Human Resources, Facilities & IT and Operations). Each area within a division has a line manager and synergies are being developed as a result.

GUMALA INVESTMENTS PTY LTD (GIPL)

GAC owns a subsidiary company (GIPL) that is independent of GAC, fulfilling the role of "Trustee" under the charitable structure called the General Gumala Foundation (GGF). Within this particular legal structure, GAC does not receive the compensation monies directly but rather through the GGF, in which it is designated the role of "Manager".

This necessarily requires GAC to approach the independent Trustee for funding in order

to distribute the funds to the Traditional Owners. There has been a long history of tension, dispute and disagreement between the Manager and Trustee.

Attempts to "merge" failed in 2011; however both GAC and GIPL recognised the importance of aligning together to maximise the benefits to the Traditional Owners. To this end, mechanisms have been introduced, including a financial acquittals system and open communications that are proving effective.

I would like to recognise Ms. Dianne Guise, Chairperson of the Trustee, for the leadership she has displayed in bringing us together and ensuring GAC and GIPL are on "the same page".

LESSONS LEARNT

It continues to be an exciting time to be a part of an organisation racing to satisfy the aspirations of the membership. There have been

disappointments, setbacks and delays while seeking to improve the living standards and quality of life of the Traditional Owners.

GAC's achievements far outweigh its failures (as you will realise throughout this annual report).

I am reminded of the words of a famous leader who was vehemently against slavery during an era when it was popular. John Quincy Adams, the sixth President of the United States once said: *"Patience and perseverance have a magical effect before which difficulties disappear and obstacles vanish."*

CONCLUSION

Any achievements would not have eventuated had it not been for the trust and confidence of the Board in Management.

I am particularly grateful to the former Chairman Keith Hall and the new Chairman Stephen Peterson. Their stewardship of GAC during a time of continuing change has been truly inspirational.

Comfort is also drawn from the Elders who remind us everyday that life at GAC is about protecting, advancing and celebrating the Traditional Owners' way of life while providing economic and social opportunities to alleviate poverty and to achieve self-determination.

Warmly,



Steve Mav

Chief Executive Officer



GAC's Chairman Stephen Peterson pictured with CEO Steve Mav

Gumala Investments Ptd Ltd (GIPL) Report

Gumala Investments Pty Ltd (GIPL), as Trustee of the General Gumala Foundation (“the Foundation”), experienced an eventful 2012. While Gumala Aboriginal Corporation (GAC) is the shareholder of GIPL, the functions and duties of GIPL as Trustee of the Foundation are independent of GAC.

Since July 1 of 2011, GIPL has completed a comprehensive Good Governance Charter for the Foundation along with other policies and procedures for the Foundation, the GIPL and GAC Boards, Committees and staff.

GIPL commenced work on the review of the General Gumala Foundation ‘Register of Traditional Owners’, as required under section 12 of the Trust Deed.

Dr. Guy Wright and his team from Big Island Research have been engaged to assist the Trustee; Dr. Wright is an anthropologist who has worked in native title and heritage matters in Western Australia for about 25 years.

The Trust Deed (Section 33) also requires GIPL to hold a Review of the operation of the Foundation and the Deed and to consult with the Beneficiaries and the “Manager” (GAC).

The GIPL Board appointed Internal Auditors BDO to assist with the design and implementation of Risk Management frameworks and Compliance regimes for the General Gumala Foundation, GAC and GIPL.

BDO also commenced a Review of Programs and Projects on the cost effectiveness and value for money achieved in delivery of programs by GAC and a Review of Financial Management and Sustainability to look

at budgeting and acquittals processes, and to consider issues of financial sustainability of the Foundation and the benefits delivered. Both of these reviews were undertaken in cooperation with GAC.

Exciting developments have occurred during the year and we are pleased to have increased the Foundation’s Investments by 40% this financial year. Our property portfolio includes three floors of 165 Adelaide Terrace, which we believe to be a very prudent investment for the Foundation. This property houses both GIPL and GAC staff in the central business district and in GAC’s instance helps to support the Manager’s headquarters in Tom Price.

GIPL also has leases for the ground floor and part of the second floor, which provide income to the Foundation.

The GIPL Board works in a consultative and collaborative manner and a good relationship with the Manager, GAC is critical. It has been a pleasure to work with your Chairmen (both Keith Hall and Stephen Peterson) and to have established a stronger

working relationship between Management. There is no doubt that working together over the past year we have faced challenges and opportunities from which our Boards have gained knowledge and the strength from which to grow. GAC as Manager of the Foundation and Trust Deed has the responsibility for the day-to-day business of the Foundation as defined in the Trust Deed.

The objectives of the Foundation established as a public benevolent institution for the relief of poverty, sickness, suffering, distress, misfortune or destitution of the Traditional Owners, particularly those residing in the Region are our focus, along with providing assistance for Traditional Owners to undertake training, education and become economically independent.

Please visit www.gumalatrust.com to gain further information about GIPL – who we are, what we do, frequently asked questions, Beneficiaries information, latest news & contact details.

Dianne Guise, Chairperson



Dianne Guise, GIPL Chairperson



Gumala Aboriginal Corporation

ABN 93 807 596 843

Financial Statements

For the Year Ended 30 June 2012

Gumala Aboriginal Corporation

ABN 93 807 596 843

For the Year Ended 30 June 2012

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Directors' Report

30 June 2012

Your directors present their report, together with the financial statements of the corporation, for the financial year ended 30 June 2012.

Directors

Names	Position on GAC Board	Term of Office
Stephen Peterson	Chairman and Niyiyaparli Representative	Elected December 2009, Re-elected 31 March 2012 (Chairman from 25 June 2012 - current)
Stuart Ingie Snr	Deputy Chair and Innawonga Representative	Elected December 2009, Re-elected 31 March 2012 - current
David MacLean	Secretary and Banyjima Representative	Elected 31 March 2012 - current
Shane Derschow	Banyjima Representative	Elected 31 March 2012 - current
Slim Parker	Banyjima Representative	Elected 31 March 2012 - current
Archie Tucker	Banyjima Representative	Appointed 2 November 2011, Re-appointed May 2012 - current
Karen Tommy	Former Banyjima Representative	25 June 2011 to 31 March 2012
Keith (Joog) Lethbridge	Former Banyjima Representative	25 June 2011 to 31 March 2012
May Byrne	Former Banyjima Representative	December 2009 to 31 March 2012
Guy Parker	Former Banyjima Representative	28 September 2011 to 2 November 2011
Nicholas Cook	Innawonga Representative	Elected 31 March 2012 - current
Cecil Parker	Innawonga Representative	Elected 31 March 2012 - current
Doreen James	Innawonga Representative	Appointed September 2011, Re-appointed May 2012 - current
Julie Walker	Former Innawonga Representative	25 June 2011 to 31 March 2012
Warren Ingie	Former Innawonga Representative	25 June 2011 to 31 March 2012
Keith Hall	Former Chairman and Niyiyaparli Representative	Elected 25 June 2011, Re-elected 31 March 2012 - current (Chairman to 25 June 2012)
Natalie Parker	Niyiyaparli Representative	Elected 31 March 2012 - current
David Stock	Niyiyaparli Representative	Appointed September 2011, Re-appointed May 2012 - current
Lisa Coffin	Former Niyiyaparli Representative	25 June 2011 to 31 March 2012

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Directors' Report

30 June 2012

Operating Results

The operating surplus for the 2012 financial year is \$840,856 (2011: \$1,966,001). It is pertinent to note, however, that \$ 1,153,508 (2011: \$1,651,767) of expenditure has been capitalised in accordance with generally accepted accounting principles. If this is taken into consideration then the net position would be a deficit of \$312,652 (2011: Surplus of \$ 314,234). This demonstrates that Gumala Aboriginal Corporation (GAC) has expended more than it has received in funding, by expending from its retained reserves, in an effort to continue its mission to alleviate poverty through proactive measures to achieve economic, social and community development while promoting and protecting the cultural values of the Traditional Owners.

Key highlights include:

Externally generated funding: GAC received and generated external funding of \$ 607,425 (2011: \$514,602) an increase of 18%. There has been a strategic focus by Management to seek additional sources of revenue in order to fund the expansion of its community based projects and programmes.

Membership Assistance Programs: Expenditure for the year was \$7,159,762 (2011: \$6,783,127) an increase of 6% over the prior year.

Projects and Community assistance programs: There has been a significant focus on projects and community assistance programs this year with expenditure totalling \$ 2,446,635 (\$2011: 1,794,900) an increase of 36% as outlined below.

	2012	2011
Projects	1,022,636	354,154
Project expenditure capitalised	539,268	1,241,028
Community Assistance Programs	884,731	199,718
Total	2,446,635	1,794,900

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Directors' Report

30 June 2012

Significant Changes in State of Affairs

No significant changes in the corporation's state of affairs occurred during the financial year.

Principal Activities

The principal activities of Gumala Aboriginal Corporation during the financial year included:

- Providing improved and increased services to the Gumala Members through grants received from the General Gumala Foundation; and
- The development and implementation of Community and Business Development projects for the benefits of the Gumala Members.

No significant change in the nature of these activities occurred during the year.

2. Other items

After balance date events

No matters or circumstances (other than those referred to in note 20), have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the corporation, the results of those operations or the state of affairs of the corporation in future financial years.

Future developments

Likely developments in the operations of the corporation and the expected results of those operations in future financial years have not been included in this report as the inclusion of such information is likely to result in unreasonable prejudice to the corporation.

Environmental Issues

The corporation acknowledges the importance of environmental regulations and is aware of its responsibilities in this area. The corporation is not required to report on any specific issues relating to this area, nor has it received any correspondence from any regulatory body to that effect.

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Directors' Report

30 June 2012

Meetings of Directors

Director's Name	Attended	Eligible to Attend
Stephen Peterson	22	22
Stuart Ingie Snr	15	22
David MacLean	8	8
Shane Derschow	7	8
Slim Parker	2	8
Archie Tucker	8	11
Karen Tommy	9	14
Keith (Joog) Lethbridge	6	14
May Byrne	8	14
Guy Parker	2	2
Nicholas Cook	8	8
Cecil Parker	4	8
Doreen James	11	13
Julie Walker	7	14
Warren Ingie	9	14
Keith Hall	14	22
Natalie Parker	8	8
David Stock	7	13
Lisa Coffin	7	14

Board Committee Meetings

Gumala Aboriginal Corporation Board Committees

In April 2012 the GAC Board established six committees in a number of key areas to assist the Board in fulfilling its responsibilities. The Committees are as follows:

1. Audit and Risk Committee

The role of the Audit and Risk Committee is to oversee GAC's financial governance, risk, and internal control framework so as to ensure that the Corporation:

- sustains effective and efficient operations;
- maintains the integrity of financial and non-financial information;
- protects its assets; and
- complies with applicable laws, standards, policies and procedures, contracts and best practice, including the fulfillment of its external accountability responsibilities.

To fulfil this role, the Audit and Risk Committee will discharge the following duties, responsibilities and functions:

- Financial Reporting;
- Internal Control Structure;
- Risk Management Systems;
- Internal Audit Function; and
- External Audit Function

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Directors' Report

30 June 2012

The Audit and Risk Committee currently consists of the following six GAC Directors: David MacLean (Chair), Doreen James, Archie Tucker, Slim Parker, Natalie Parker and Cecil Parker. The GAC Chairman, Mr Stephen Peterson, is an ex-officio member of all GAC Board Committees. The GAC Chief Executive Officer and Chief Financial Officer may also attend the meetings of the Audit and Risk Committee. GAC's external and internal auditors may also be invited to meetings of the Audit and Risk Committee.

2. Conduct and Ethics Committee

The role of the Conduct and Ethics Committee is to ensure that matters, complaints or allegations involving a member or members of the Board of Directors of GAC, the Chief Executive Officer, or member of the Executive Management Team (EMT) of GAC (being the Chief Financial Officer, the General Manager Governance, the General Manager Innovation and Services and the Executive Manager to the CEO and Chairman) are fairly and effectively addressed. To that end the Conduct and Ethics Committee will:

- Consider, assess, make enquires, investigate, refer for further investigation and/or refer to alternative dispute resolution; and
- Make recommendations to the Board; on matters, complaints or allegations referred to the Committee.

To fulfil this role, the Conduct and Ethics Committee will have regard to any relevant GAC policies and procedures and will, at its discretion, develop its own procedures that it believes are appropriate in a given circumstance for the expeditious and fair disposition of a matter referred, subject to the provisions of the Conduct and Ethics Committee Charter.

The Conduct and Ethics Committee currently consists of the following four GAC Directors: Slim Parker (Chair), Doreen James, David MacLean and Stephen Peterson. The Committee may also chose to invite an independent mediator and/or arbitrator, or GAC lawyer to assist their consideration of a conduct or ethics matter.

3. Lore and Culture Committee

The Lore and Culture Committee is responsible for managing the following matters:

- Decide membership applications for GAC in accordance with the requirements set out in Rule 5.2.4 of the GAC Rule Book;
- Cancel GAC memberships in accordance with the requirements set out in Rule 5.7 of the GAC Rule Book;
- Prepare and maintain the list of elders that constitutes the membership of the "Council of Elders";
- Act as a decision making body to advise GAC management on issues relating to lore & culture;
- Make important decisions into all aspects of lore & culture activities that would not ordinarily be culturally appropriate to be undertaken by GAC management;
- Act as a dispute resolution body when matters are referred to it by the GAC Board or by GAC management; and
- Issue cultural directives and determinations to GAC management through the Committee Chairman on cultural matters that impact on the lifestyle and wellbeing of those members that practice traditional lore and custom.

The Lore and Culture Committee consists of twelve elders (both male and female) appointed by the GAC Board Chairman, in consultation with recognised elders. These twelve elders are able to nominate a proxy to represent them on the occasions that they cannot attend a meeting. A maximum of twelve elders plus the Chairman will attend a Committee meeting at any time.

The current members of the Lore and Culture Committee are: Gordon Yuline, David Stock, Brian Tucker, Bonny Tucker, Alec Tucker, Eric Parker, Trevor Edwin Dhu, Elizabeth Downton, Stuart Ingie Snr, Nicholas Cook, David Cox, Doreen James and Stephen Peterson (GAC Chairman).

4. Member Services Committee

The role of the Member Services Committee is to ensure that GAC meets the needs of its members through the provision of programs and services that relieve poverty, sickness, suffering, destitution, misfortune and homelessness. To this end, programs, guidelines and policies will be referred to the Committee for consideration and the Committee will:

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Directors' Report

30 June 2012

- Review and recommend to the Board identified amendments to current members' programs, whilst maintaining the principles of self-management, economic independence and self-determination of the Banyjima, Innawonga and Nyiyaparli peoples;
- Review and monitor the implementation of new programs to ensure the Corporation's programs are aligned with the GAC Rule Book;
- Ensure that the Board and management have available to them sufficient information and advice to facilitate informed decision making regarding current programs, new programs and program amendments; and
- Ensure the implementation of additional programs and services as identified by the Committee addresses the immediate and long term economic, environmental, and social, health and cultural benefits and needs of the Banyjima, Innawonga and Nyiyaparli Traditional Owners and beneficiaries.

The Member Services Committee currently consists of the following four GAC Directors: Doreen James (Chair), Natalie Parker, Shane Derschow and Nicholas Cook. The GAC Chairman, Mr Stephen Peterson, is an ex-officio member of all GAC Board Committees.

5. Office Bearers Committee

The role of the Office Bearers Committee is to handle all matters relating to urgent or time sensitive business that the Chairman or Chief Executive Officer brings before the Committee that needs to be handled before the next scheduled board meeting, including but not limited to the following:

- Ensuring the Corporation responds, as required, to urgent requests from the regulator, the Office of the Registrar for Indigenous Corporations;
- Ensuring the Corporation responds as required to urgent requests from the Trustee, Gumala Investments Pty Ltd (GIPL);
- Ensuring the Corporation responds as required to urgent requests from other Government agencies;
- Ensuring that the Corporation responds as required to legal procedures and matters; and
- Ensuring that the Corporation lodges funding documentation as required for Commonwealth, State and philanthropic grant applications.

The Committee consists of the three directors occupying the office bearers positions at the time, currently these are Stephen Peterson (Chairman), Stuart Ingie Snr (Deputy Chairman) and David MacLean (Secretary).

6. Remuneration and Human Resource Committee

The role of the Remuneration and Human Resource Committee is to:

- Review and approve contract terms and remuneration arrangements for the Chief Executive Officer;
- Review and approve, subject to any requirement to obtain membership approval, the remuneration arrangements for the Chair and Directors of the Board, including fees, travel and other entitlements;
- Ensure the Corporation's remuneration structures are fair, aligned with the long-term interests of the Corporation, and sufficient to attract and retain skilled managers and staff;
- Ensure that the Board and management have available to them sufficient information and independent advice to facilitate informed decision making regarding remuneration;
- Review and monitor executive succession planning; and
- Ensure the implementation of employment strategies and succession planning which support the Corporation's aspirations for Aboriginal capability development and eventual capacity for Members to self-manage the Corporation.

The GAC Board Chairman (Director Stephen Peterson) is the Chair of the Remuneration and HR Committee. The other three Directors who are members of the Committee are Doreen James, Archie Tucker and Slim Parker.

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Directors' Report

30 June 2012

Board Committee Meetings continued

In accordance with Rule 8.11.1 of the GAC Rule Book, GAC Board Committees cease to exist on the date of the GAC Annual General Meeting. GAC held its 2011 AGM on Saturday 31 March 2012. The GAC Board established six new committees (as per the information included above) at its Board Meeting held in Tom Price on 26-27 April 2012.

The Board committee Meetings held during the financial year and the attendance of Directors at each, including Directors/Members who attended as invitees at specific meetings, were as follows:

Name of Director or member	Lore and Culture Subcommittee (July 2011 – April 2012)		Special Board Committee (October 2011 - Feb 2012)		Office Bearers Committee (April 2012 - 30 June 2012)		Audit & Risk Committee (April 2012 - 30 June 2012)	
	Number Attended	Number eligible to attend	Number Attended	Number eligible to attend	Number Attended	Number eligible to attend	Number Attended	Number eligible to attend
Alec Tucker	2	2	--	--	--	--	--	--
Archie Tucker	2	2	1	1	--	--	--	--
Bonny Tucker	1	2	--	--	--	--	--	--
Brian Tucker	2	2	--	--	--	--	--	--
Charlie Tucker	2	2	--	--	--	--	--	--
Cecil Parker	1	2	--	--	--	--	1	2
Churchill Jones	2	2	--	--	--	--	--	--
David Black	1	2	--	--	--	--	--	--
David Cox	2	2	--	--	--	--	--	--
David MacLean	--	--	--	--	2	2	2	2
David Stock	2	2	3	3	--	--	--	--
Doreen James	--	--	10	13	--	--	1	2
Eileen James	1	2	--	--	--	--	--	--
Eric Parker	1	2	--	--	--	--	--	--
Gordon Yuline	2	2	--	--	--	--	--	--
Guy Parker	2	2	--	--	--	--	--	--
Kathleen Johnny	1	2	--	--	--	--	--	--
Keith Hall	--	--	6	6	--	--	--	--
Kelly (Kelvistan) Parker	2	2	--	--	--	--	--	--
Ken Injie Snr	2	2	--	--	--	--	--	--
Natalie Parker	--	--	--	--	--	--	1	2
Nicholas Cook	2	2	--	--	--	--	--	--
Peter Derschow	1	2	--	--	--	--	--	--
Rabia Ferguson	1	2	--	--	--	--	--	--
Sandra Cox	1	2	--	--	--	--	--	--
Slim Parker	1	2	--	--	--	--	0	2
Stephen Peterson	--	--	12	13	2	2	2	2
Stuart Injie Snr	1	2	9	13	1	2	--	--
Thomas Cox	1	2	--	--	--	--	--	--
Warren Injie	--	--	3	3	--	--	--	--

Gumala Aboriginal Corporation

ABN 93 807 596 843

Directors' Report

30 June 2012

Key Management Personnel Compensation

The aggregate compensation made to directors and other members of key management personnel is set below:

	2012	2011
	\$	\$
Short-term employee benefits	<u>745,939</u>	<u>725,092</u>

Indemnifying Officers or Auditors

During the financial year the corporation has paid a premium in respect of insuring the Directors and officers of the corporation. The terms of the premium paid are commercial in confidence and therefore have not been disclosed.

Proceedings on Behalf of Corporation

There are no current or outstanding proceedings against 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 any such proceedings during the year and up to the signing of this report.

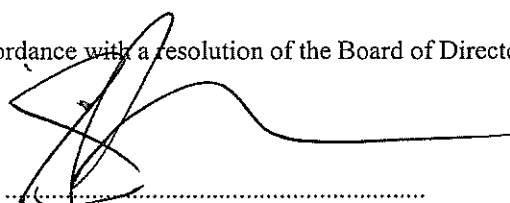
Options

The corporation does not have any options to declare at the date of this report.

Auditor's Independence Declaration

A copy of the auditor's independence declaration is set out at page 9.

Signed in accordance with a resolution of the Board of Directors:

Director: 
.....
Stephen Peterson

Dated this 15th day of October 2012

**Gumala Aboriginal Corporation
ABN 93 807 596 843**

Auditors Independence Declaration - Gumala Aboriginal Corporation

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2012 there have been:

- i) no contraventions of the auditors independence requirements as set out in the Corporations (Aboriginal Torres Strait Islanders) Act 2006 in relation to the audit : and
- ii) no contravention of any applicable code of professional conduct in relation to the audit.

This declaration is in relation to Gumala Aboriginal Corporation



BYFIELDS
Accountant and Financial Advisors

DALE JAMES WOODRUFF
Director

Dated at Perth, Western Australia this 15th day of October 2012

Byfields Accountants & Financial Advisers Pty Ltd ACN 150 608 398

DIRECTORS: Andrew Northcott B.Com CPA • Craig Lane B.Com CPA • Dale Woodruff B.Bus CPA • Jen Bush B.Com CPA
Lizanne Oliver B.Com CPA • Neil Hooper B.Com CPA • Simon Northey B.Bus CPA • Glenn Waldock B.Bus CPA
ASSOCIATES: Ian Jones B.Com CPA • Jenay Roberts B.Bus CPA • Roger Thomson B.Bus CA

"Liability limited by a scheme approved under Professional Standards Legislation."

Gumala Aboriginal Corporation

ABN 93 807 596 843

Statement of Comprehensive Income

For the Year Ended 30 June 2012

	2012	2011
	\$	\$
Surplus / (Deficit) for the year	840,856	1,966,001
Other comprehensive income:		
Total comprehensive income for the year	840,856	1,966,001

The accompanying notes form part of these financial statements.

Gumala Aboriginal Corporation

ABN 93 807 596 843

Income Statement

For the Year Ended 30 June 2012

		2012	2011
	Note	\$	\$
Funding received from Gumala Foundation		17,320,390	14,753,349
Other income	3	1,661,158	2,621,756
Employee benefits expense		(5,042,418)	(3,319,893)
Cost of Annual General Meeting/s		(239,802)	(1,910,573)
Depreciation		(473,746)	(415,489)
Membership assistance programs		(7,159,762)	(6,783,127)
Radio broadcasting		(116,191)	(94,269)
Traineeship		(85,605)	(243,721)
Lore and culture		(318,034)	(795,718)
Projects		(1,022,636)	(354,154)
Community assistance programs		(884,731)	(199,718)
Unexpended grants repaid		-	-
Other expenses		(2,797,759)	(1,292,364)
Finance costs		(8)	(78)
Surplus / (Deficit) for the year before income taxes		840,856	1,966,001
Surplus / (Deficit) for the year		840,856	1,966,001

The accompanying notes form part of these financial statements.

Gumala Aboriginal Corporation

ABN 93 807 596 843

Statement of Financial Position

30 June 2012

	Note	2012 \$	2011 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	1,476,491	4,676,939
Trade and other receivables	5	2,251,710	5,207,986
Other assets	6	132,137	44,623
TOTAL CURRENT ASSETS		3,860,338	9,929,548
NON-CURRENT ASSETS			
Investments	7	54	2
Long term debtor		1,643,137	-
Property, plant and equipment	8	869,403	573,768
Investment property	9	1,236,487	1,236,775
Projects	10	1,759,060	1,410,447
TOTAL NON-CURRENT ASSETS		5,508,141	3,220,992
TOTAL ASSETS		9,368,479	13,150,540
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	11	2,294,772	1,681,455
Short-term provisions	12	212,040	137,805
Other liabilities	13	95,000	8,096,317
TOTAL CURRENT LIABILITIES		2,601,812	9,915,577
NON-CURRENT LIABILITIES			
Long-term provisions	12	76,719	12,031
TOTAL NON-CURRENT LIABILITIES		76,719	12,031
TOTAL LIABILITIES		2,678,531	9,927,608
NET ASSETS		6,689,948	3,222,932
EQUITY			
Retained Earnings	14	3,716,887	3,222,932
Expenditure Contingency Fund	14	1,603,159	-
External Funds Surplus Reserve	14	1,329,924	-
Committed Funds Reserve	14	39,978	-
TOTAL EQUITY		6,689,948	3,222,932

The accompanying notes form part of these financial statements.

Gumala Aboriginal Corporation

ABN 93 807 596 843

Statement of Changes in Equity

For the Year Ended 30 June 2012

2012

	Retained Earnings	Contingency Fund	External Funds Surplus Reserve	Committed Funds Reserve	Total
	\$	\$	\$	\$	\$
Balance at 1 July 2011	3,222,932	-	-	-	3,222,932
Surplus/(deficit) for the year	840,856				840,856
Transferred to reserve in current year	(346,901)	1,603,159	346,901	39,978	1,643,137
Transferred to reserve relating to prior years	-	-	983,023	-	983,023
Balance at 30 June 2012	3,716,887	1,603,159	1,329,924	39,978	6,689,948

2011

	Retained Earnings			Total
	\$			\$
Balance at 1 July 2010	1,256,931	-	-	1,256,931
Surplus/(deficit) for the year	1,966,001	-	-	1,966,001
Balance at 30 June 2011	3,222,932	-	-	3,222,932

The accompanying notes form part of these financial statements.

Gumala Aboriginal Corporation

ABN 93 807 596 843

Statement of Cash Flows

For the Year Ended 30 June 2012

	2012	2011
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	20,009,317	15,958,273
Payments to suppliers and employees	(22,167,010)	(13,470,936)
Interest received	110,761	161,734
Interest paid	(8)	(78)
Net cash provided by (used in) operating activities	15 <u>(2,046,940)</u>	<u>2,648,993</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds from sale of plant and equipment	-	59,124
Purchase of property, plant and equipment	(614,240)	(410,739)
Purchase of projects	(539,268)	(1,241,028)
Net cash provided by (used in) investing activities	<u>(1,153,508)</u>	<u>(1,592,643)</u>
CASH FLOWS FROM FINANCING ACTIVITIES		
OTHER ACTIVITIES		
Net increase (decrease) in cash held	(3,200,448)	1,056,350
Cash and cash equivalents at beginning of financial year	4,676,939	3,620,589
Cash and cash equivalents at end of financial year	4 <u>1,476,491</u>	<u>4,676,939</u>

The accompanying notes form part of these financial statements.

Gumala Aboriginal Corporation

ABN 93 807 596 843

Notes to the Financial Statements

For the Year Ended 30 June 2012

The financial report covers Gumala Aboriginal Corporation as an individual entity. Gumala Aboriginal Corporation is a corporation incorporated and domiciled in Australia.

1 Summary 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 (including Australian Accounting Interpretations) of the Australian Accounting Standards Board and the *Corporations (Aboriginal and Torres Strait Islanders) Act 2006*.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in a financial report containing relevant and reliable information about transactions, events and conditions. Compliance with Australian Accounting Standards ensures that the financial statements and notes also comply with International Financial Reporting Standards. Material accounting policies adopted in the preparation of this financial report are presented below and have been consistently applied unless otherwise stated.

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

(b) Adoption of New and Revised Accounting Standards

During the current year the corporation adopted all of the new and revised Australian Accounting Standards and Interpretations applicable to its operations which became mandatory.

The adoption of these standards has impacted the recognition, measurement and disclosure of certain transactions. The following is an explanation of the impact the adoption of these standards and interpretations has had on the financial statements of Gumala Aboriginal Corporation.

AASB 101: Presentation of Financial Statements

In September 2007 the Australian Accounting Standards Board revised AASB 101 and as a result, there have been changes to the presentation and disclosure of certain information within the financial statements. Below is an overview of the key changes and the impact on the corporation's financial statements.

Disclosure impact

Terminology changes - The revised version of AASB 101 contains a number of terminology changes, including the amendment of the names of the primary financial statements.

Reporting changes in equity - The revised AASB 101 requires all changes in equity arising from transactions with owners in their capacity as owners to be presented separately from non-owner changes in equity. Owner changes in equity are to be presented in the statement of changes in equity, with non-owner changes in equity presented in the statement of comprehensive income. The previous version of AASB 101 required that owner changes in equity and other comprehensive income be presented in the statement of changes in equity.

Statement of comprehensive income - The revised AASB 101 requires all income and expenses to be presented in either one statement, the statement of comprehensive income, or two statements, a separate income statement and a statement of comprehensive income. The previous version of AASB 101 required only the presentation of a single income statement.

Gumala Aboriginal Corporation

ABN 93 807 596 843

Notes to the Financial Statements continued

For the Year Ended 30 June 2012

1 Summary of Significant Accounting Policies continued

The corporation's financial statements now contain a statement of comprehensive income.

Other comprehensive income - The revised version of AASB 101 introduces the concept of 'other comprehensive income' which comprises of income and expenses that are not recognised in profit or loss as required by other Australian Accounting Standards. Items of other comprehensive income are to be disclosed in the statement of comprehensive income. Entities are required to disclose the income tax relating to each component of other comprehensive income. The previous version of AASB 101 did not contain an equivalent concept.

(c) New Accounting Standards for Application in Future Periods

The AASB has issued new and amended accounting standards and interpretations that have mandatory application dates for future reporting periods. The corporation has decided against early adoption of these standards.

(d) Interests in Subsidiaries

The interest in subsidiaries is not consolidated in the financial statements on the basis that control is not exercised by Gumala Aboriginal Corporation. Refer to Note 7 for details.

(e) Revenue and Other Income

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the corporation and the revenue can be reliably measured. The following specific recognition criteria must also be met before revenue is recognised:

Rendering of services

Revenue is generated by provision of land surveys by Aboriginal Members; revenue is recognised following provision of the service to the customer.

Interest

Interest revenue is recognised using the effective interest rate method, which, for floating rate financial assets, is the rate inherent in the instrument.

Related party grant income

Funding is provided by the Gumala Foundation based on budgeted expenditure for the delivery of benefits to members and other projects. Income from the Gumala Foundation is recognised in line with the related expenditure and budgeted period. Any funding which is not utilised in the budgeted period is transferred to a contingency fund reserve.

Gumala Aboriginal Corporation

ABN 93 807 596 843

Notes to the Financial Statements continued

For the Year Ended 30 June 2012

1 Summary of Significant Accounting Policies continued

Government grants

Grants are recognised at the fair value where there is reasonable assurance that the grant will be received and all attaching conditions will be complied with.

When the grant relates to an expense item, it is recognised as income over the periods necessary to match the grant on a systematic basis to the costs that it is intended to compensate.

Where the grant relates to an asset, the fair value is credited to a deferred income amount and is released to the income statement over the expected useful life of the relevant asset by equal annual instalments.

All revenue is stated net of the amount of goods and services tax (GST).

(f) Income Tax

No income tax has been charged as the corporation is exempt from paying income tax.

(g) Borrowing Costs

Borrowing costs directly attributable to the acquisition, construction or production of assets that necessarily take a substantial period of time to prepare for their intended use or sale, are added to the cost of those assets, until such time as the assets are substantially ready for their intended use or sale.

All other borrowing costs are recognised in income in the period in which they are incurred.

(h) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

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

(i) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities in the statement of financial position.

Gumala Aboriginal Corporation

ABN 93 807 596 843

Notes to the Financial Statements continued

For the Year Ended 30 June 2012

1 Summary of Significant Accounting Policies continued

(j) Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value as indicated, less, where applicable, any accumulated depreciation and impairment losses.

Plant and equipment

Plant and equipment are measured on the cost basis less depreciation and impairment losses.

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

Depreciation

The depreciable amount of all fixed assets including buildings and capitalised leased assets, but excluding freehold land, is depreciated on a straight-line basis over the asset's useful life to the corporation commencing from the time the asset is held ready for use.

The estimated useful lives used for each class of depreciable assets are:

Class of Fixed Asset	
----------------------	--

Plant and Equipment	5 to 20 years
---------------------	---------------

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

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

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the income statement. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained earnings.

(k) Impairment of Assets

At each reporting date, the corporation assesses whether there is any indication that an asset may be impaired. The assessment will include the consideration of external and internal sources of information. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the income statement. Where it is not possible to estimate the recoverable amount of an individual asset, the corporation estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Gumala Aboriginal Corporation

ABN 93 807 596 843

Notes to the Financial Statements continued

For the Year Ended 30 June 2012

1 Summary of Significant Accounting Policies continued

(l) Trade and other payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the corporation during the reporting period which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

(m) Provisions

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

Provisions are measured using the best estimate of the amounts required to settle the obligation at the end of the reporting period.

(n) Employee Benefits

Provision is made for the corporation's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Those cashflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cashflows.

(o) Financial Instruments

Initial recognition and measurement

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

Financial instruments are initially measured at cost on trade date, which includes transaction costs, when the related contractual rights or obligations exist. Subsequent to initial recognition these instruments are measured as set out below.

Classification and subsequent measurement

Financial instruments are subsequently measured at either of fair value, amortised cost using the effective interest rate method, or cost. *Fair value* represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Gumala Aboriginal Corporation

ABN 93 807 596 843

Notes to the Financial Statements continued

For the Year Ended 30 June 2012

1 Summary of Significant Accounting Policies continued

(o) Financial Instruments Continued

Amortised cost is calculated as:

- a. the amount at which the financial asset or financial liability is measured at initial recognition;
- b. less principal repayments;
- c. plus or minus the cumulative amortisation of the difference, if any, between the amount initially recognised and the maturity amount calculated using the *effective interest method*; and
- d. less any reduction for impairment.

The *effective interest method* is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense in profit or loss.

The corporation does not designate any interest as being subject to the requirements of accounting standards specifically applicable to financial instruments.

(i) *Financial assets at fair value through profit or loss*

Financial assets are classified at 'fair value through profit or loss' when they are either held for trading for the purpose of short-term profit taking, derivatives not held for hedging purposes, or when they are designated as such to avoid an accounting mismatch or to enable performance evaluation where a group of financial assets is managed by key management personnel on a fair value basis in accordance with a documented risk management or investment strategy. Such assets are subsequently measured at fair value with changes in carrying value being included in profit or loss.

(ii) *Loans and receivables*

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost.

Loans and receivables are included in current assets, except for those which are not expected to mature within 12 months after the end of the reporting period. (All other loans and receivables are classified as non-current assets.)

Gumala Aboriginal Corporation

ABN 93 807 596 843

Notes to the Financial Statements continued

For the Year Ended 30 June 2012

1 Summary of Significant Accounting Policies continued

(o) Financial Instruments continued

(iii) *Held-to-maturity investments*

Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the corporation's intention to hold these investments to maturity. They are subsequently measured at amortised cost.

Held-to-maturity investments are included in non-current assets, except for those which are expected to mature within 12 months after the end of the reporting period. (All other investments are classified as current assets.)

If during the period the corporation sold or reclassified more than an insignificant amount of the held-to-maturity investments before maturity, the entire held-to-maturity investments category would be tainted and reclassified as available-for-sale.

(iv) *Available-for-sale financial assets*

Available-for-sale financial assets are non-derivative financial assets that are either not suitable to be classified into other categories of financial assets due to their nature, or they are designated as such by management. They comprise investments in the equity of other entities where there is neither a fixed maturity nor fixed or determinable payments.

Available-for-sale financial assets are included in non-current assets, except for those which are expected to mature within 12 months after the end of the reporting period. (All other financial assets are classified as current assets)

(v) *Financial liabilities*

Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised cost.

Fair value

Fair value is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine fair value for all unlisted securities, including recent arm's length transactions, reference to similar instruments and option pricing models.

Impairment

At each reporting date, the corporation assesses whether there is objective evidence that a financial instrument has been impaired. In the case of available-for-sale financial instruments, a prolonged decline in the value of the instrument is considered to determine whether impairment has arisen. Impairment losses are recognised in the income statement.

Gumala Aboriginal Corporation

ABN 93 807 596 843

Notes to the Financial Statements continued

For the Year Ended 30 June 2012

1 Summary of Significant Accounting Policies continued

(o) Financial Instruments continued

Derecognition

Financial assets are derecognised where the contractual rights to receipt of cash flows expires or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are discharged, cancelled or expired. The difference between the carrying value of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed is recognised in profit or loss.

(p) Leases

Lease payments for operating leases, where substantially all of the risks and benefits remain with the lessor, are charged as expenses on a straight line basis over the life of the lease term.

2 Operating Segments

The corporation operates predominately in one business and geographical segment being Western Australia with the focus of service delivery and benefits to the three aboriginal language groups constructing the register of members.

3 Other Income

	2012	2011
	\$	\$
- interest received	110,761	161,734
- reimbursements	851,175	1,990,431
- government grants received	-	56,970
- other grants received	579,894	368,046
- other income	119,328	44,575
Total other income	<u>1,661,158</u>	<u>2,621,756</u>

Gumala Aboriginal Corporation

ABN 93 807 596 843

Notes to the Financial Statements continued

For the Year Ended 30 June 2012

4 Cash and Cash Equivalents

	2012	2011
	\$	\$
Cash on hand	510	2,020
Cash at bank	1,475,981	4,674,919
	<u>1,476,491</u>	<u>4,676,939</u>

Cash at bank earns interest at floating rates based on daily bank rates.

Reconciliation of cash

	2012	2011
	\$	\$
Cash and cash equivalents	1,476,491	4,676,939
	<u>1,476,491</u>	<u>4,676,939</u>

Cash 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:

5 Trade and Other Receivables

	2012	2011
Note	\$	\$
CURRENT		
Trade receivables	2,243,409	5,202,131
Other related parties	(a) 2,239,981	2,239,981
Provision for non-recovery of loan	(a) (2,239,981)	(2,239,981)
Other receivables	8,301	5,855
Total current trade and other receivables	<u>2,251,710</u>	<u>5,207,986</u>

(a) Loans to other related parties

Loans to related parties are at call with six months notification for repayment. There is no interest accruing on the funding provided to these related parties. The directors have resolved not to recall the loan to Gumala Enterprises Pty Ltd within the next twelve months.

Gumala Aboriginal Corporation

ABN 93 807 596 843

Notes to the Financial Statements continued

For the Year Ended 30 June 2012

5 Trade and Other Receivables continued

(b) Provision for Impairment of receivables

Trade receivables are non-interest bearing and are generally on 30-60 day terms. A provision for impairment loss is recognised when there is objective evidence that an individual trade receivable is impaired. No impairment loss has been recognised for the financial year. Each operating unit has been in direct contact with the relevant debtor and is satisfied that payment will be received in full.

Other balances within trade and other receivables do not contain impaired assets and are not past due. It is expected that these other balances will be received when due.

(c) Credit risk

The corporation has no significant concentration of credit risk with respect to any single counter party or group of counter parties other than those receivables specifically provided for and mentioned within Note 5.

(d) Financial assets classified as loans and receivables

	2012	2011
	\$	\$
Trade and other receivables		
- Total current	2,243,409	5,001,660
Financial assets	2,243,409	5,001,660

6 Other Assets

	2012	2011
	\$	\$
CURRENT		
Prepayments	90,235	39,043
Bonds and refundable deposits	41,903	5,580
	132,138	44,623

7 Investments in Subsidiaries at cost

	2012	2011
	\$	\$
Gumala Enterprises Pty Ltd	2	2
Gumala Investments Pty Ltd	1	-
Gumala Advisory Pty Ltd	49	-
Gumala Tourism Pty Ltd	2	-
	54	2

Gumala Aboriginal Corporation

ABN 93 807 596 843

Notes to the Financial Statements continued

For the Year Ended 30 June 2012

8 Property, Plant and Equipment

	2012	2011
	\$	\$
PLANT AND EQUIPMENT		
Radio station equipment		
At cost	212,242	198,886
Accumulated depreciation	(168,945)	(181,534)
Total plant and equipment	<u>43,297</u>	<u>17,352</u>
Motor vehicles		
At cost	575,649	417,850
Accumulated depreciation	(387,368)	(296,347)
Total motor vehicles	<u>188,281</u>	<u>121,503</u>
Office equipment		
At cost	399,475	296,694
Accumulated depreciation	(247,672)	(202,254)
Total office equipment	<u>91,803</u>	<u>94,440</u>
Computer equipment		
At cost	231,753	112,783
Accumulated depreciation	(85,781)	(34,404)
Total computer equipment	<u>145,972</u>	<u>78,379</u>
Computer software		
At cost	445,533	215,343
Accumulated depreciation	(103,746)	(28,259)
Total computer software	<u>341,787</u>	<u>187,084</u>
Furniture and equipment		
At cost	147,501	144,165
Accumulated depreciation	(89,238)	(69,155)
Total furniture and equipment	<u>58,263</u>	<u>75,010</u>
Total plant and equipment	<u><u>869,403</u></u>	<u><u>573,768</u></u>

Gumala Aboriginal Corporation

ABN 93 807 596 843

Notes to the Financial Statements continued

For the Year Ended 30 June 2012

8 Property, Plant and Equipment continued

Movements in Carrying Amounts

Movement in the carrying amount for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Radio Station Equipment	Motor Vehicles	Office Equipment	Computer Equipment	Furniture and Computer equipment Software	Computer Software	Total
	\$	\$	\$	\$	\$	\$	\$
Balance at the beginning of year	17,352	121,503	94,440	78,379	75,010	187,084	573,768
Additions	33,603	175,525	43,057	120,132	11,733	230,190	614,240
Disposals – written down value	-	(15,114)	(34)	(813)	(3,496)	-	(19,457)
Depreciation expense	(7,658)	(93,633)	(45,660)	(51,726)	(24,984)	(75,487)	(299,148)
Carrying amount as at 30 June 2012	43,297	188,281	91,803	145,972	58,263	341,787	869,403

9 Investment Property

	2012	2011
	\$	\$
Balance at beginning of year	1,236,775	1,237,767
Fair value adjustments	(288)	(992)
Balance at end of year	1,236,487	1,236,775

The fair value model is applied to all investment property. Investment properties are independently revalued periodically. Values are based on an active liquid market and are performed by a registered independent valuer.

Gumala Aboriginal Corporation

ABN 93 807 596 843

Notes to the Financial Statements continued

For the Year Ended 30 June 2012

10 Projects

	2012	2011
	\$	\$
Projects		
Cost	2,055,311	1,533,854
Accumulated depreciation	(296,251)	(123,407)
Total Projects	1,759,060	1,410,447

The amount capitalised in relation to projects, reflects the fixed assets that have been purchased for community development. These include, but are not limited to: Wirrillimarra Housing Project, facilities and equipment in relation to the Lore Camps, building of the Wakuthuni Early Childhood Centre and other community development and infrastructure work.

(a) Reconciliation Detailed Table

	2012	2011
	\$	\$
Balance at the beginning of the year	1,410,447	292,826
Additions	539,268	1,241,028
Disposals – written down value	(16,056)	-
Depreciation	(174,599)	(123,407)
Closing balance	1,759,060	1,410,447

11 Trade and Other Payables

	2012	2011
	\$	\$
CURRENT		
Unsecured liabilities		
Trade payables	1,384,535	1,045,692
Accrued expenses	776,650	107,962
Other payables	133,587	527,801
	2,294,772	1,681,455

Financial liabilities at amortised cost classified as trade and other payables

	2012	2011
	\$	\$
Trade and other payables		
- Total Current	2,294,772	1,681,455
Financial liabilities as trade and other payables	2,294,772	1,681,455

Gumala Aboriginal Corporation

ABN 93 807 596 843

Notes to the Financial Statements continued

For the Year Ended 30 June 2012

12 Provisions

	2012	2011
	\$	\$
CURRENT		
Employee benefits – Annual Leave	182,431	137,805
Employee benefits – Long Service Leave	29,609	-
	<u>212,040</u>	<u>137,805</u>
	2012	2011
	\$	\$
NON-CURRENT		
Employee benefits – Long Service Leave	76,719	12,031
	<u>76,719</u>	<u>12,031</u>

13 Other Liabilities

	2012	2011
	\$	\$
CURRENT		
Unexpended grant funding		
Gumala General Foundation	-	4,565,734
Hammersley Iron	-	133,190
Unexpended member benefits		
Unexpended healthy living programme balances	-	661,738
Unexpended projects funding	95,000	1,327,155
Unexpended housing funding	-	1,408,500
	<u>95,000</u>	<u>8,096,317</u>

Unexpended grant funding from Gumala General Foundation relates to funding received prior to year end which relates to the 2011/2012 financial year.

Grant from Hammersley Iron relates to funding provided for liaison officer costs. These funds are not required to be acquitted by Gumala.

Unexpended member balances have been removed from the Income Statement and allocated to other liabilities as they relate to benefits owing to members as at year end.

Unexpended projects funding relates to funding received during both current and prior financial years.

Unexpended housing funding relates to funding received from Gumala General Foundation to effect, on its behalf, the settlement of the land acquired in Tom Price.

Gumala Aboriginal Corporation

ABN 93 807 596 843

Notes to the Financial Statements continued

For the Year Ended 30 June 2012

14 Equity

	2012	2011
	\$	\$
Retained Earnings	3,716,887	3,222,932
Expenditure Contingency Fund	1,603,159	-
External Funds Surplus Reserve	1,329,924	-
Committed Funds Reserve	39,978	-
	<u>6,689,948</u>	<u>3,222,932</u>

Contingency Fund

GAC is primarily funded by Gumala Investments Proprietary Limited (GIPL) in its capacity as trustee of the General Gumala Foundation (GGF). GIPL and GAC have agreed to a set budget for GAC for the 2012-2014 financial years. It has also been agreed, that in the event that GAC has not, for whatever reason, fully expended its budget, these funds will be returned to GIPL and placed in reserve for GAC to use in future years. The reserve is recognised in GAC's books as the contingency fund reserve with the corresponding amount being recorded as a long term debtor.

External Funds Surplus Reserve

The external funds surplus reserve represents funding and related expenditure that GAC has received and incurred respectively, from sources other than GIPL as Trustee of GGF. The transfer to a separate reserve of these funds, on an annual basis, provides clear delineation between trustee funding and external funding.

Committed Funds

Committed funds relate to expenditure yet to be incurred in a particular financial year. They are committed to be spent with suppliers as part of that financial years budget. They arise in instances due to the timing of supply. An amount is transferred out of the contingency fund and into the committed funds reserve to delineate the spend that will arise in the subsequent financial year.

Gumala Aboriginal Corporation

ABN 93 807 596 843

Notes to the Financial Statements continued

For the Year Ended 30 June 2012

15 Cash Flow Information

Reconciliation of Cash Flow from Operations with Profit after Income Tax

	2012	2011
	\$	\$
Surplus for the year	840,856	1,966,001
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit		
- Depreciation	473,746	415,490
- Net (gain)/loss on disposal of property, plant and equipment	35,513	(12,409)
Changes in assets and liabilities:		
- (Increase)/decrease in trade and term receivables	3,939,299	(4,985,010)
- (Increase)/decrease in prepayments and deposits	(87,514)	563
- Increase/(decrease) in trade payables and accruals	613,317	824,704
- Increase/(decrease) in provisions	138,923	77,549
- Increase/(decrease) in other liabilities	(8,001,080)	4,362,105
Cashflow from operations	<u>2,046,940</u>	<u>2,648,993</u>

16 Related Party Transactions

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

Outstanding balances at year end are unsecured and settlement occurs in cash.

There have been no guarantees provided or received for any related party receivables.

The corporation has fully provided for the non-recovery of amounts owed by related parties of \$2,239,981. Refer to note 5.

This assessment is undertaken each financial year through examining the financial position of the related party and the market in which the related party operates. When assessed as required the corporation raises such a provision.

Gumala Aboriginal Corporation

ABN 93 807 596 843

Notes to the Financial Statements continued

For the Year Ended 30 June 2012

17 Auditors' Remuneration

	2012	2011
	\$	\$
Remuneration of the auditor:		
- Byfields	35,000	52,350
- PKF	-	-
Total	<u>35,000</u>	<u>52,350</u>

Remuneration includes fees in relation to the auditing and reviewing of the financial statements.

18 Capital and Leasing Commitments

Operating Lease Commitments

Non-cancellable operating leases contracted for but not capitalised in the financial statements:

	2012	2011
	\$	\$
Payable - minimum lease payments:		
- not later than 12 months	<u>242,861</u>	237,566
	<u>242,861</u>	<u>237,566</u>

The corporation has entered into commercial leases for rental properties for Gumala Aboriginal Corporation staff. There are no restrictions placed upon the lessee by entering into these leases.

19 Contingent Liabilities and Contingent Assets

There were no contingent assets or liabilities in existence at the end of the current financial year.

20 Events After the End of the Reporting Period

Gumala Aboriginal Corporation and Gumala Enterprises Pty Ltd are in the process of transferring the Karijini Eco Retreat, together with associated operating assets, into a new entity, Gumala Tourism Pty Ltd. This new entity will be a wholly owned subsidiary of Gumala Aboriginal Corporation.

21 Economic Dependency

The entity relies exclusively on the continued financial support via grant funding from the General Gumala Foundation. The 2012 budget has been approved by GIPL, the Trustee of the GGF with the Gumala Aboriginal Corporation having budgeted based on the proposed funding. The GGF continues to receive most of its funding from mine royalty payments made under the Yandi Land Use Agreement.

Gumala Aboriginal Corporation

ABN 93 807 596 843

Notes to the Financial Statements continued

For the Year Ended 30 June 2012

22 Corporation Details

The registered office and principal place of business of the corporation is:

Gumala Aboriginal Corporation
1 Stadium Road
Tom Price WA 6751

The administration office of the corporation is:

Gumala Aboriginal Corporation
Level 1, 165 Adelaide Terrace
East Perth, WA 6004

Gumala Aboriginal Corporation

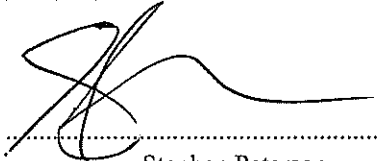
ABN 93 807 596 843

Directors' Declaration

The directors of the corporation declare that:

1. The financial statements and notes, as set out on pages 10 to 32, are in accordance with the *Corporations (Aboriginal and Torres Strait Islanders) Act 2006* and:
 - (a) comply with Accounting Standards; and
 - (b) give a true and fair view of the financial position as at 30 June 2012 and of the performance for the year ended on that date of the corporation.
2. In the directors' opinion, there are reasonable grounds to believe that the corporation will be able to pay its debts as and when they become due and payable.

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

Director

Stephen Peterson

Dated this 15th Day of October 2012

**Gumala Aboriginal Corporation
ABN 93 807 596 843**

Independent Audit Report to the members of Gumala Aboriginal Corporation

Report on the Financial Report

We have audited the accompanying financial report of Gumala Aboriginal Corporation (the corporation), which comprises the statement of financial position as at 30 June 2012, and the income statement, statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the directors' declaration.

Director's Responsibility for the Financial Report

The directors of the corporation are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Corporations (Aboriginal and Torres Strait Islanders) Act 2006*. This responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

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

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

Independence

In conducting our audit, we have complied with the independence requirements of the *Corporations (Aboriginal and Torres Strait Islanders) Act 2006*.

Byfields Accountants & Financial Advisers Pty Ltd ACN 150 608 398

DIRECTORS: Andrew Northcott B.Com CPA • Craig Lane B.Com CPA • Dale Woodruff B.Bus CPA • Jon Bush B.Com CPA
Leanne Oliver B.Com CPA • Neil Hooper B.Com CPA • Simon Northey B.Bus CPA • Glenn Waldock B.Bus CPA
ASSOCIATES: Ian Jones B.Com CPA • Jenny Roberts B.Bus CPA • Roger Thomson B.Bus CA

"Liability limited by a scheme approved under Professional Standards Legislation."

Auditor's Opinion

In our opinion, the financial report of Gumala Aboriginal Corporation is in accordance with the *Corporations (Aboriginal and Torres Strait Islanders) Act 2006* including:

- i) giving a true and fair view of the entity's financial position as at 30 June 2012 and of their performance for the year ended on that date; and
- ii) complying with Australian Accounting Standards (including the Australian Accounting Interpretations).



BYFIELDS
Accountant and Financial Advisors



DALE JAMES WOODRUFF
Director

Dated at Perth, Western Australia this 15th day of October 2012



2012 – 2015 Strategic Plan

VISION:

To become the leading Indigenous development organisation within Australia.

MISSION STATEMENT:

To alleviate poverty through proactive measures to achieve economic, social and community development, while promoting and protecting cultural values of the Traditional Owners.

OBJECTIVES:

To provide direct relief from poverty, sickness, suffering, destitution, misfortune and homelessness to all Aboriginal people living in Australia who are members of the Banyjima, Innawonga and Nyiyaparli language groups without discrimination.

STRATEGIES:	
CEO DIVISION	
1. Area - Good Governance	
KEY BUSINESS OBJECTIVES:	ASSOCIATED STRATEGIES:
<i>Build self-determination by increasing stakeholder capability through:</i>	
Members' involvement	<i>Increased participation by Gumala Members in the activities of the Corporation, including developing an increased knowledge and understanding of the role and responsibilities of the Corporation.</i>
Elders' program	<i>Empower and support GAC elders to play a greater role in the community and the Corporation and to reinforce the guidance and leadership they provide.</i>
Reconciliation Action Plan	<i>Develop a GAC Reconciliation Action Plan that includes an Indigenous recruitment and career development strategy and cultural and cross-cultural awareness training.</i>
<i>Strategically engage with stakeholders critical to the growth of the organisation</i>	<i>Develop and maintain collaborative relationships with key stakeholders especially Rio Tinto Iron Ore and the Trustee of the General Gumala Foundation, Gumala Investments (GIPL).</i>
<i>Ensure good governance practices through establishing and maintaining agreed processes endorsed by the GAC Board and executed by the CEO through:</i>	
Management Systems	<i>Ensure comprehensive internal GAC management systems, policies and procedures are established including through annual reports, audit acquittals, delegations and reporting.</i>
Regulatory	<i>Ensure that GAC policies and procedures are systematic and operate in accordance with the requirements of the CATSI Act, GGF Trust Fund, GAC Rule Book etc.</i>
2. Area - Funding and Program Management	
KEY BUSINESS OBJECTIVES:	ASSOCIATED STRATEGIES:
<i>Secure funding certainty by developing plans to strategically engage with new potential funders and maintain strong relationships with current funding bodies as follows:</i>	
Identify, engage and lobby new potential funders	<i>Research funding opportunities for government, philanthropic or joint venture opportunities.</i>
	<i>Develop funding submissions to secure funding for specific projects and/or programs.</i>
Maintain strong relationships with current funding bodies	<i>Ensure that GAC programs and actions are in accordance with its requirements as "manager" under the GGF Trust Deed and other agreed GGF policies.</i>
<i>Optimise program development through ensuring alignment with Members' needs and desires using agreed and established mechanisms and evidence based business cases through:</i>	
New projects	<i>Ensure that the mechanisms and processes by which new projects are green-lighted are in accordance with GGF and GAC policies and procedures.</i>
Measuring ongoing projects	<i>Define effective measurement metrics to verify and enable best practice in the delivery and review of programs.</i>

MEMBER SERVICES DIVISION	
3. Area - Community Development	
KEY BUSINESS OBJECTIVES:	ASSOCIATED STRATEGIES:
<i>To improve the living standards of Gumala Members through the provision of support, maintenance and construction of the following community infrastructure:</i>	
Housing	<i>To provide affordable and sustainable accommodation options for the benefit of Gumala Members throughout the Pilbara region and beyond.</i>
	<i>Develop and deliver programs that assist GAC Members in accessing and maintaining stable, affordable and appropriate accommodation options.</i>
Homeland Movement	<i>To enable Gumala Members in asserting and maintaining their traditional rights to land in the claim area.</i>
	<i>To assess the viability of different models for delivery of localised health services within the Pilbara.</i>
Project Management	<i>To deliver complex / high risk infrastructure projects meeting the objectives of the General Gumala Foundation.</i>
4. Area - Business Development	
KEY BUSINESS OBJECTIVES:	ASSOCIATED STRATEGIES:
<i>To improve the economic independence of Gumala Members</i>	<i>To establish strong linkages with service providers able to provide "value adding" services and capacity building for Members wishing to establish a new business or restructure an existing business.</i>
	<i>To initiate profit generating business projects providing direct Member benefit and employment and training opportunities for Members.</i>
5. Area - Health & Culture	
KEY BUSINESS OBJECTIVES:	ASSOCIATED STRATEGIES:
<i>To improve health outcomes of Gumala Members and beneficiaries through facilitating access to health and medical services</i>	<i>Develop innovative programs targeting health and medical needs of the Members.</i>
	<i>Develop partnerships with external health and medical service providers that provide additional health benefits to Gumala Members.</i>
<i>To contribute to overall wellbeing of Members through promoting healthy living outcomes</i>	<i>Develop and deliver wellbeing programs that demonstrably improve Members' general living conditions and quality of life.</i>
<i>To assist in maintaining, protecting and enhancing the traditional life and culture of Gumala Members</i>	<i>Develop an effective service delivery model that meets the cultural needs of the Members especially for culturally significant activities and ceremonies.</i>
6. Area - Education	
KEY BUSINESS OBJECTIVES:	ASSOCIATED STRATEGIES:
<i>To improve educational outcomes for Gumala Members and beneficiaries encompassing early childhood to adulthood</i>	<i>Increased number of Gumala Members and beneficiaries accessing educational opportunities within and beyond the Pilbara region for primary, secondary and tertiary education.</i>
	<i>Develop a model for the delivery of early childhood programs and infrastructure for replication especially within the Pilbara region.</i>
<i>To improve vocational outcomes for Gumala Members and beneficiaries through the access to targeted training programs and initiatives</i>	<i>Develop and implement a training model that addresses vocational opportunities for Gumala Members and beneficiaries.</i>
	<i>Increased participation of Gumala Members and beneficiaries in traineeships and other vocational opportunities.</i>

SUPPORT SERVICES DIVISION	
7. Area - Finance	
KEY BUSINESS OBJECTIVES:	ASSOCIATED STRATEGIES:
<i>Establish and maintain the highest level of financial standards to support the GAC Board and management in achieving the goals and aspirations of GAC</i>	<i>To provide best practice services for the provision of financial management, standards and financial services for the corporation.</i>
	<i>Establish and maintain financial frameworks to govern financial processes and their interface with GAC accounting and operating systems.</i>
8. Area - Pilbara Operations	
KEY BUSINESS OBJECTIVES:	ASSOCIATED STRATEGIES:
<i>To deliver Pilbara based outcomes</i>	<i>To provide constant radio broadcasting services to Members in GAC homeland communities and the wider Pilbara region.</i>
	<i>To research and collect heritage material pertinent to the history of GAC and its Members and record and preserve historically important GAC documents for future generations of GAC Members.</i>
	<i>To establish a training centre for GAC Members that supports education, training, employment and overall lifestyles changes.</i>
<i>To provide localised support for GAC projects and activities in the Pilbara region</i>	<i>To establish and maintain an extensive network of local contacts and stakeholders to assist GAC to provide high quality projects and activities in the Pilbara region.</i>
9. Area - Human Resources	
KEY BUSINESS OBJECTIVES:	ASSOCIATED STRATEGIES:
<i>Maintain professional standards across the workforce with high performance levels</i>	<i>Establish best practise HR frameworks to recruit, manage and retain quality staff who meet organisational requirements.</i>
	<i>Provide systems and frameworks to support a productive, safe and healthy work environment.</i>
10. Area - Support Services and Facilities	
KEY BUSINESS OBJECTIVES:	ASSOCIATED STRATEGIES:
<i>Support the provision of best practice service delivery and facilities for Tom Price and Perth offices</i>	<i>Provide the necessary technology, equipment and support systems to enable the workforce to perform their tasks for the Members to the highest standard.</i>
	<i>Ensure that GAC has competitive and appropriate service levels, contracts, agreements and services which provide best value for the organisational requirements.</i>

Stakeholder Engagement



RIO TINTO

The Yandi Land Use Agreement (YLUA), which celebrated its 15-year-anniversary on March 1, 2012, ensures that a significant revenue stream is delivered to the General Gumala Foundation (GGF) each year.

These compensation monies, which the GGF receives from Rio Tinto, are held in trust by the GGF's Trustee entity, Gumala Investments Pty Ltd (GIPL).

GIPL in turn provides a proportion of these monies to Gumala Aboriginal Corporation (GAC), which GAC utilises to fund a variety of pre-approved GAC programs and projects under our Member Services Division's various Income Utilisation Categories.

GIPL invests a minimum of 40 per cent of the compensation monies in its long term investment portfolio. These strategic investments guarantee

that the Traditional Owners will receive important economic, social and developmental benefits long after the life of the Yandi mine.

While there are over 500 registered Indigenous Land Use Agreements in Australia (agreements between Aboriginal corporations and governments or other parties), GAC is confident that none of these have reached the maturity of the YLUA.

The YLUA was the first major land use agreement signed in Australia between an Aboriginal organisation (GAC) and a global mining company (Rio Tinto's wholly owned subsidiary, Hamersley Iron Pty Ltd).

The agreement enabled the mining giant to develop a major mine on the Traditional Owners' land. That mine, Rio Tinto's Yandicoogina (Yandi) iron ore development (located approximately 120 km from

GAC's head office in Tom Price), has become Australia's biggest iron ore producing mine.

GAC also receives in-kind support from Rio Tinto, as demonstrated by their significant in-kind assistance for the Bellary Springs Community Centre project.

Rio Tinto also provides employment and training opportunities for the Traditional Owners. Many GAC Members (including Elders) also assist RTIO with important heritage surveying work.

Rio Tinto and GAC held their regular Monitoring and Liaison Meetings and Yandi Mine Visits during the financial year. Gumala's Directors and Managers were given a first hand insight into the mine's current iron ore operations as well as expansion plans.

Rio Tinto announced in the fourth quarter of the 2012 financial year that it will invest US\$1.7 billion to expand the Yandi mine from its current 53 million tonnes per annum (mtpa) to 56 mtpa.

For a strategic stakeholder partnership to operate effectively, transparency is paramount. GAC's relationship with Rio Tinto is highly transparent, fluid and strong.

GAC is confident that the relationship between one of the world's largest mining companies and one of Australia's leading Indigenous corporations will continue to flourish into the future.



Lauren Heinritz (Rio Tinto) pictured beside GAC Chairman Stephen Peterson (left) and CEO Steve Mav (right) at the official opening of the Bellary Springs Community Centre

EDUCATIONAL AND TRAINING INSTITUTIONS

Gumala Aboriginal Corporation (GAC) is working with over 200 educational and training organisations Australia-wide, including universities, TAFE campuses and other training colleges, high schools, primary schools and early childhood learning centres.

GAC provides funding assistance to GAC's Members and Beneficiaries, with the funding paid directly to the educational and training organisations.

THE UNIVERSITY OF MELBOURNE

GAC and The University of Melbourne's stakeholder relationship went from strength to strength during the 2012 financial year.

In 2012 the two organisations teamed up to design and construct the Bellary Springs Community Centre. The innovative and unique early childhood learning program - the 3A Project - was also successfully implemented.

This followed on from a successful partnership forged during the previous financial year, which culminated in the design and construction of

an Early Childhood Centre in Wakuthuni. The 3A Project currently operates in this centre.

GAC and The University of Melbourne are continuing to explore the development of a long term, integrated partnership.

KARIJINI STAKEHOLDERS

Gumala Aboriginal Corporation's Karijini Eco Retreat (KER) is located at the world famous Karijini National Park.

The iconic national park is Gumala's flagship natural asset which is located on our traditional land. Our key Karijini stakeholders are: The WA Department of Environment & Conservation and The Eco Company (Ecomodation).

The KER tourism resort is undergoing a significant restructuring. The restructuring will result in a new and commercially savvy business model, with funding provided through GAC to its business arm, Gumala Enterprises Pty Ltd, for the ultimate benefit of the Traditional Owners.

It is anticipated that works that have commenced on the multi-million dollar upgrade at KER (including the construction



The University of Melbourne's Professor Collette Tayler pictured at the Gumala 0-5 Studio (the Wakuthuni Early Childhood Centre) with Benjamin Limerick

of a state-of-the-art cultural amphitheatre and dorm-style accommodation units) will represent a significant upgrade to the award-winning retreat.

COMPASS GROUP

Gumala has maintained a strong stakeholder relationship with the Compass Group, which continues to provide employment opportunities for our Traditional Owners. The market support division of Compass Group, ESS, has a joint venture partnership with Gumala. The resultant brand, ESS Gumala, is a leading catering and support services company to mining companies around the Pilbara.

LOTTERYWEST

Lotterywest was a major funding partner in the Bellary Springs Community Centre and contributed to the success of the project.

OTHER KEY STAKEHOLDERS

Gumala Aboriginal Corporation (GAC) wishes to acknowledge and thank all of its other valued stakeholders. These include:

- The Department of Education Western Australia
- Murdoch University
- Ashburton Aboriginal Corporation
- West Pilbara Communities for Children
- Tom Price Enrichment Centre
- Shire of Ashburton
- Tom Price Primary School
- Pilbara Meta Maya
- The Pilbara Cities Office
- Foundation Housing Ltd

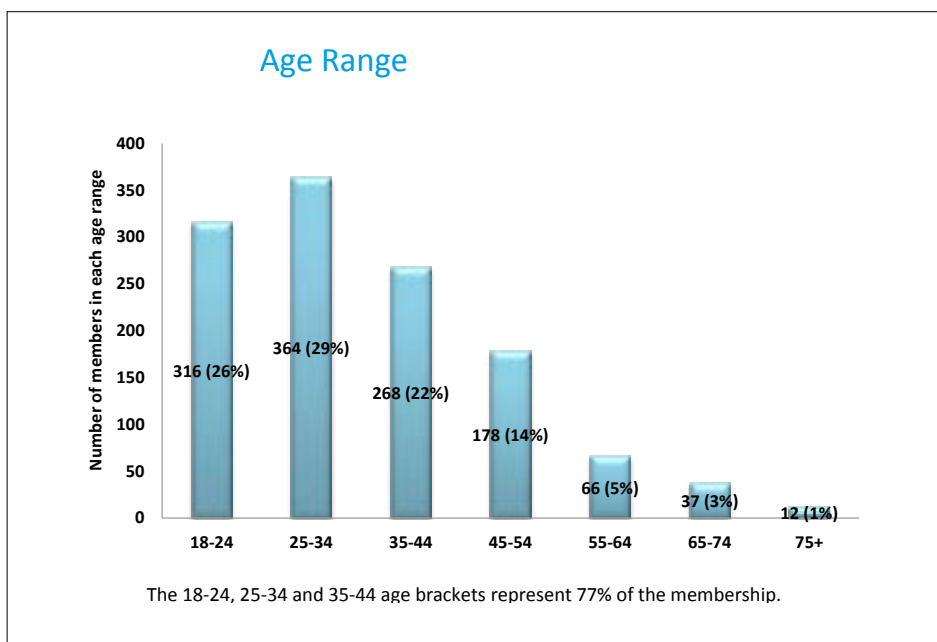
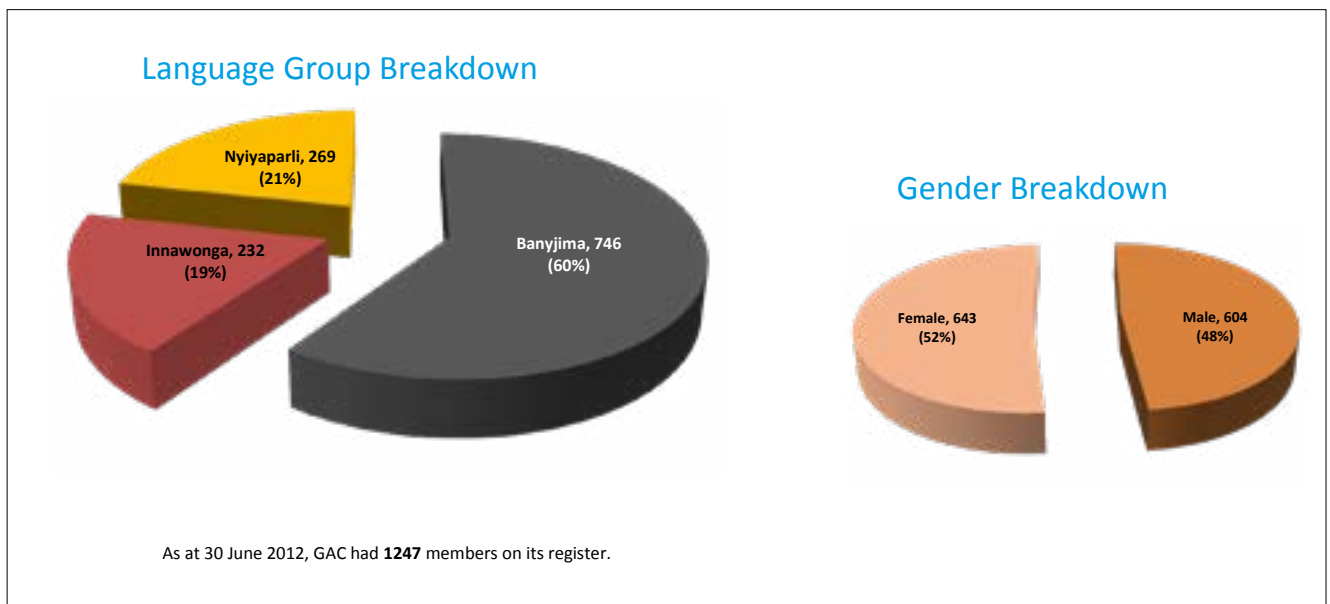
Gumala Membership

Gumala Aboriginal Corporation (GAC) had 1247 Members on its register on June 30, 2012.

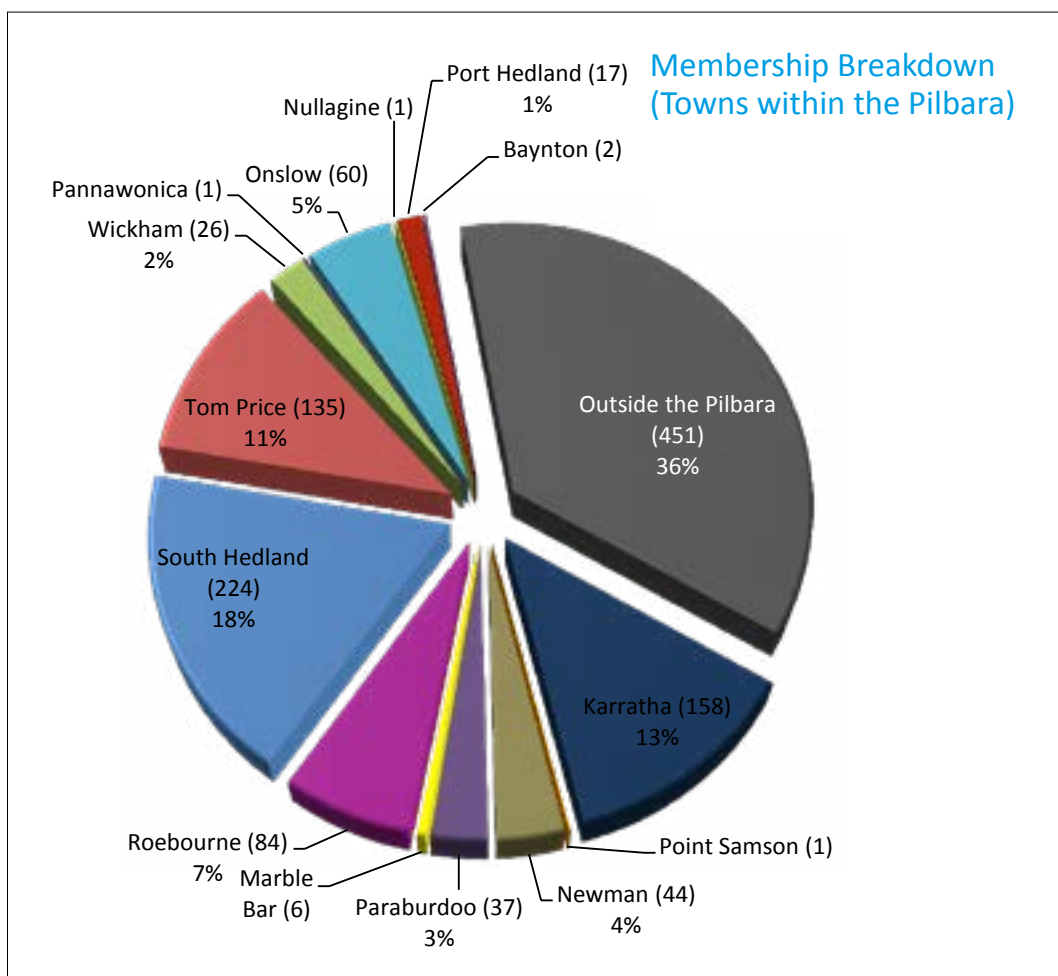
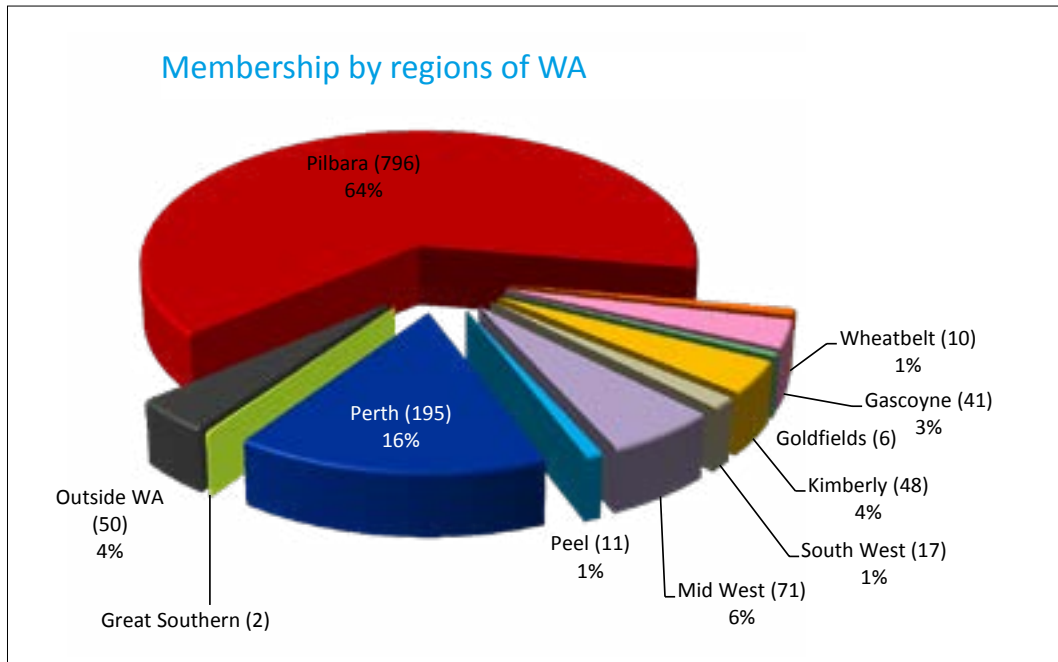
In addition, approximately 750 students were registered with GAC on June 30, 2012 and received educational funding assistance from GAC during the financial year.

Note that these students are registered GAC Beneficiaries but are not included in the GAC Membership figures.

Membership (as at 30 June 2012)



Gumala Membership



Member Services Division overview

During the financial year ended June 30, 2012, over *\$10 million of funds were spent by Gumala Aboriginal Corporation (GAC) on various Income Utilisation Categories (IUCs).

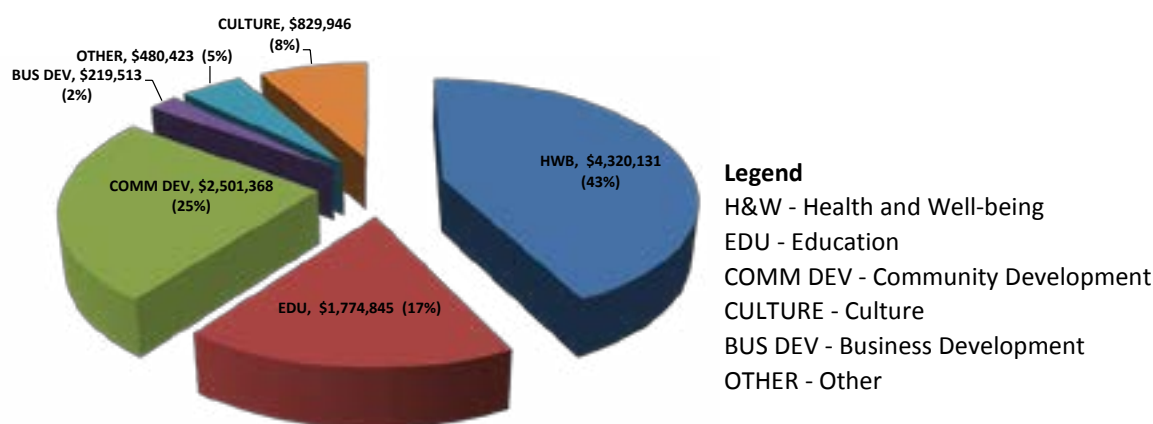
Approximately 43 per cent of the funds spent were on the Health & Well-being IUC, while approximately 25 per cent was spent on the Community Development IUC.

A total of 16,509 transactions took place during the 2012 financial year (through the Member Solutions Team).

*This amount excludes any major capital works.

Note: The GAC budget was decreased during the Quarter 2 period, which included the temporary suspension of some programs and projects.

Total Expenditure by Income Utilisation Category (IUC)



REVIEW OF PROCEDURES

The Member Services Programs and Guidelines underwent a thorough examination. Through this process, gaps in services and programs were identified.

NEW PROGRAMS

Further programs were developed, including the Utilities Program and the Country Vehicle Maintenance and Repair Program.

The Utilities Program was developed to assist Members in meeting the high costs of electricity, gas and water bills and minimise disconnections.

The Country Vehicle Maintenance and Repair Program addressed the high cost of vehicle repairs in remote areas.

During 2012 financial year there were 70 applications processed for the Country WA Vehicle Repair program, totalling over \$45,000; and approximately 900 applications processed for the Utilities program, totalling \$287,000.

GUMALA INFORMATION SYSTEM (GIS)

The development and implementation of the Gumala Information System (GIS) was a key achievement during the financial year.

GIS is a custom-built, integrated financial and information system that has streamlined the processing of applications and has greatly improved the efficiency of services that GAC provides to its Members. The

comprehensive security systems integrated within GIS were further bolstered during the financial year, including the upgrading of secure password procedures for all Members.

The protection of GAC's Members' data is considered to be of prime importance to our organisation.

FURTHER IMPROVEMENTS

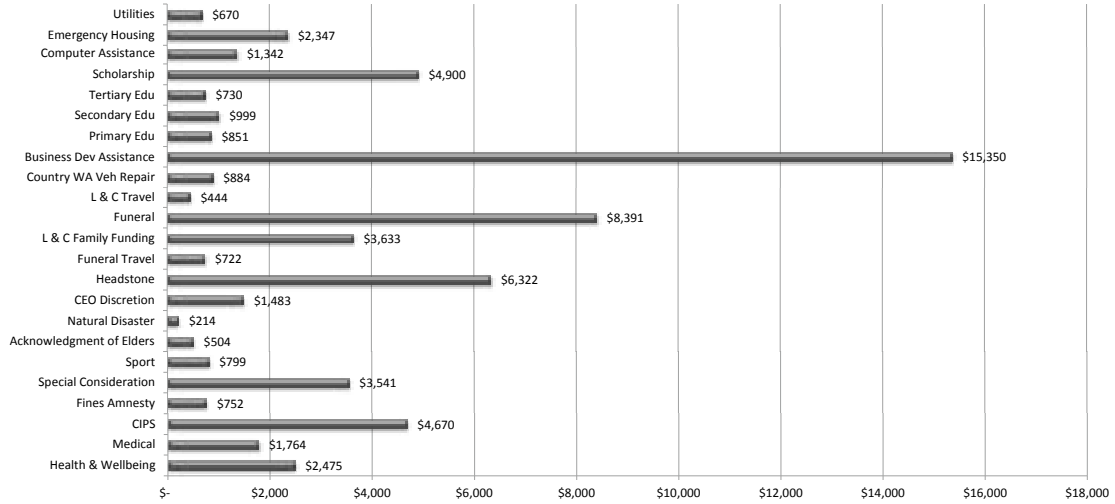
GAC is committed to investigating methods of further improving the services we provide to our Members, via regular reviews of current services and identifying and implementing new services required by the Traditional Owners we serve.



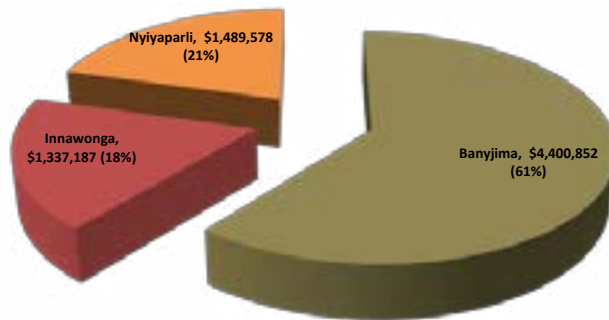
GAC Member Solutions Team members in Perth and Tom Price are dedicated to providing core services for GAC's 1200-plus Membership.



Average Benefit per Member

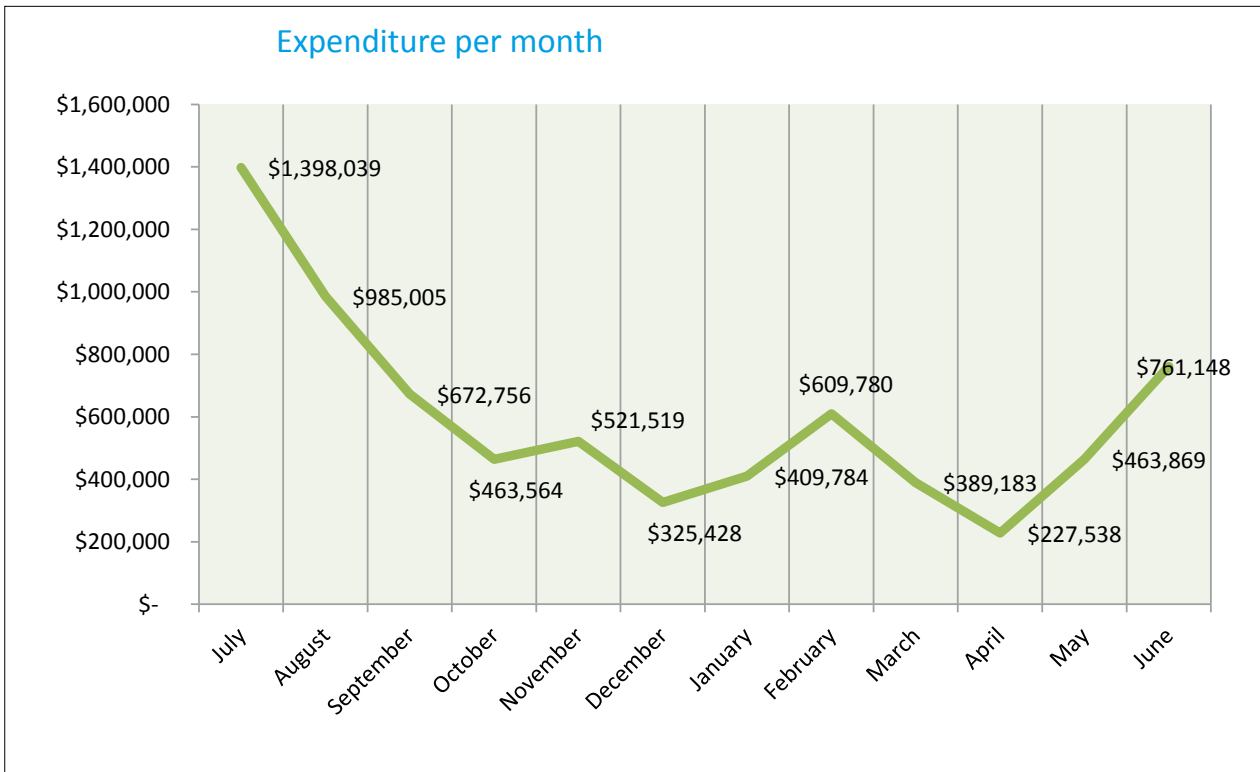
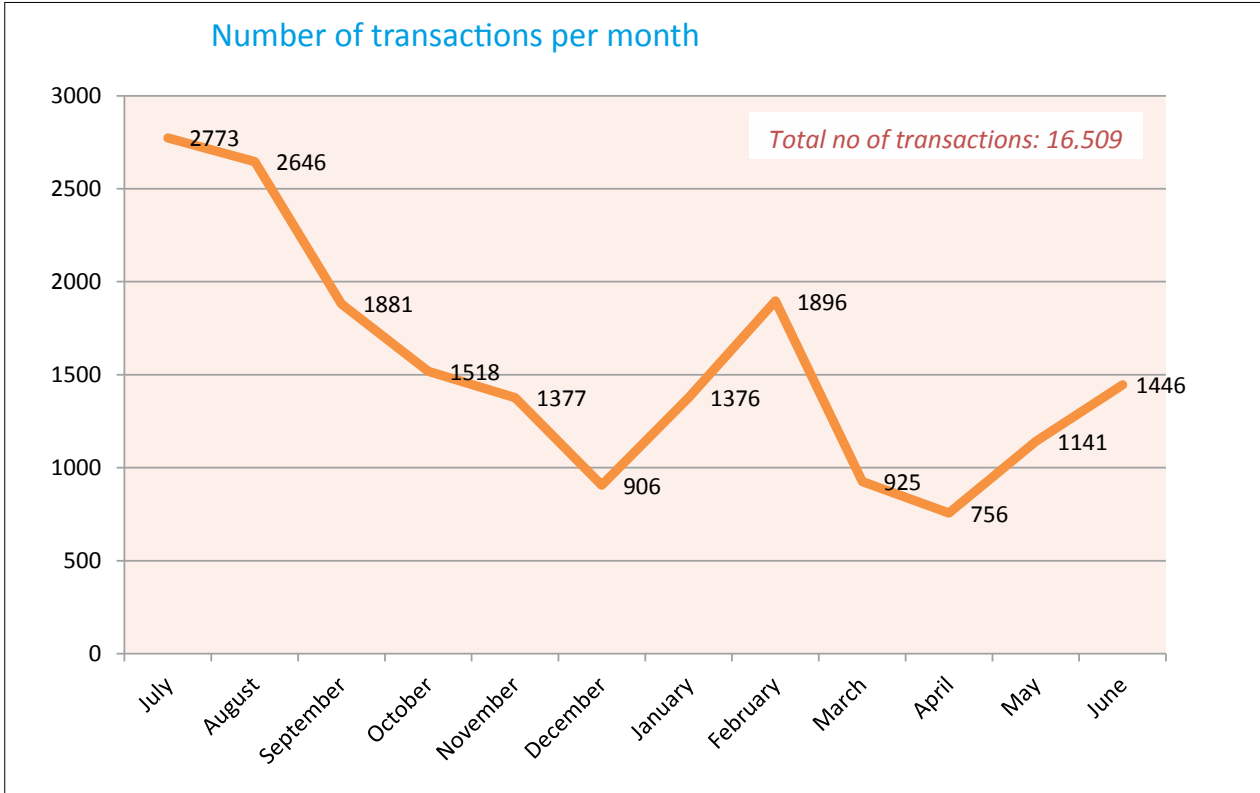


Expenditure by Language Group



The above chart does not include the community expenditure (projects)

Transactions (Member Solutions Team)



Health & Well-being

Gumala Aboriginal Corporation (GAC) distributed more than \$4.3 million from the “Health and Well-being” and “Other” Income Utilisation Categories during the financial year ended June 30, 2012.

This suite of programs for the financial year consisted of: Health & Well-being, Medical, Critically Ill Patient Support, Pensioner Support, St John Ambulance, Sport, Acknowledgement of Elders, Natural Disaster, CEO Discretion (CEO Disc), Fines Amnesty and Special Consideration. The Fines Amnesty and Special Consideration assistance were only available to GAC Members in June 2012.

HEALTHY & WELL-BEING CHANGES

In December 2011, the Gumala Beneficiaries met at a Gumala Investments Pty Ltd Beneficiaries’ meeting, and approved the establishment of the Health and Well-being Income Utilisation Category under the General Gumala Foundation (GGF) trust deed.

As a result, GAC is now required to administer funding of 10 per cent of available income for Members, under this new category.

In order for GAC to be compliant with the GGF Trust Deed, the Health & Well-being Income Utilisation Category amount will be \$1,250 per Member for the new financial year.

HEALTHY LIVING

As of the new financial year, the Health & Well-being program - which is GAC’s most popular program (with well over 6000 transactions during the 2012 financial year) - was renamed the Healthy Living program. This avoids any confusion with the Health & Well-being Income Utilisation Category.

MEDICAL

The medical program was well utilised throughout the 2012 financial year: 442 Members accessed this program with over 1800 transactions and over \$700,000 paid toward medical expenses.

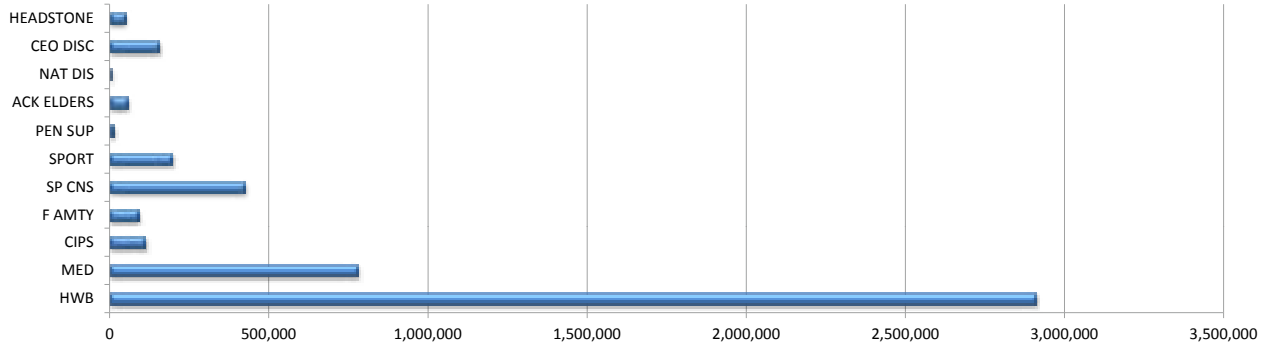


Debbie Robinson and grand daughter Vallenna Stock

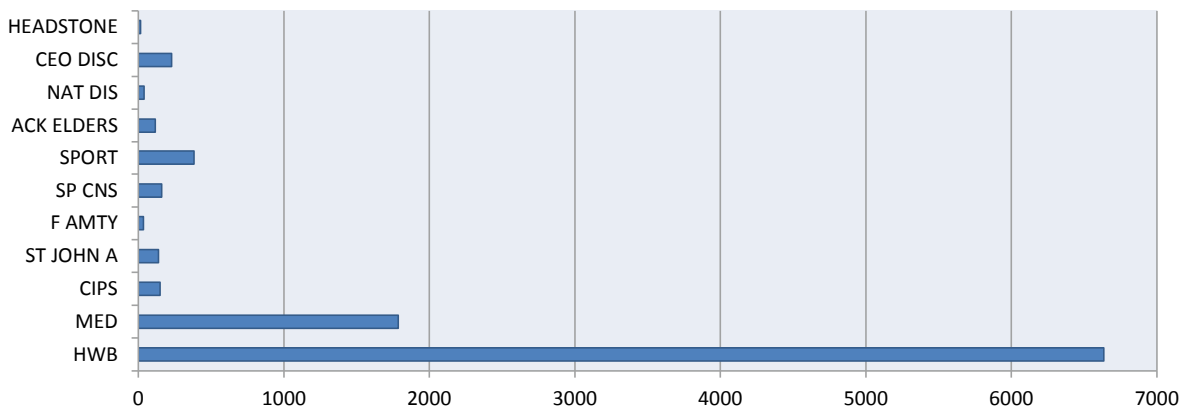
DURING THE 2012 FINANCIAL YEAR, MORE THAN \$4.3 MILLION OF HEALTH AND WELL-BEING IUC FUNDS WERE PROVIDED TO ASSIST GAC’S MEMBERS

Health & Well-being

“Health & Wellbeing” and “Other” IUCs (expenditure)



“Health & Wellbeing” and “Other” IUCs (number of transactions)



Legend

- CEO DISC - CEO Discretion
- NAT DIS - Natural Disaster
- ACK ELDERS - Acknowledgement of Elders
- PEN SUP - Pensioner Support
- SPORT - Sport
- SP CNS - Special Consideration
- F AMTY - Fines Amnesty
- CIPS - Critically Ill Patient Support
- MED - Medical
- HWB - Health & Well-being
- Headstone - Headstone

Education

Approximately \$1.7 million (representing 17 per cent of total expenditure by Income Utilisation Category) was distributed by Gumala Aboriginal Corporation (GAC) on Education funding for the financial year ending June 30, 2012.

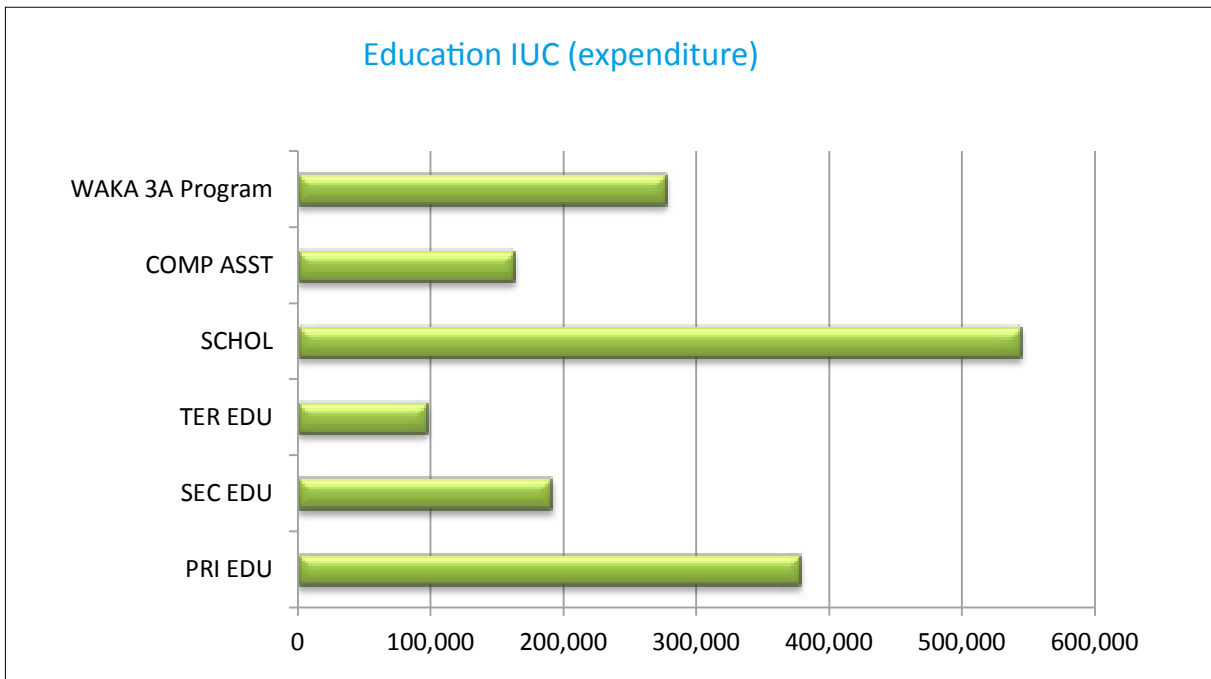
This funding support was for GAC registered students (GAC Members/Beneficiaries) across the following programs: Primary Education Assistance,

Secondary Education Assistance, Tertiary Education Assistance, Scholarship Assistance and Computer Assistance.

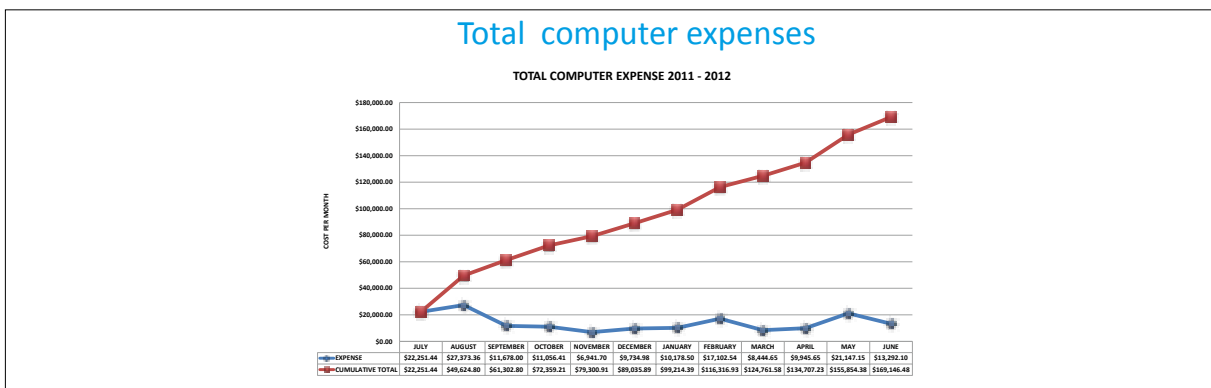
The above programs have enabled many of GAC's registered students to achieve higher education outcomes that would otherwise not have been possible. For some students, this has involved the sacrifice of relocating from remote communities to high quality boarding schools.

GAC's Education programs fund core education costs that include school and university fees, books and equipment, as well as a wide range of associated education costs. The programs also ensure that Gumala Members/Beneficiaries can access a computer to support their educational requirements.

The number of GAC registered students accessing funds from GAC's education programs grew significantly during the financial



- Legend**
 WAKA 3A Program - Wakuthuni 3A Program
 COMP ASST - Computer Assistance
 SCHOL - Scholarship Assistance
 TER EDU - Tertiary Education Assistance
 SEC EDU - Secondary Education Assistance
 PRI EDU - Primary Education Assistance



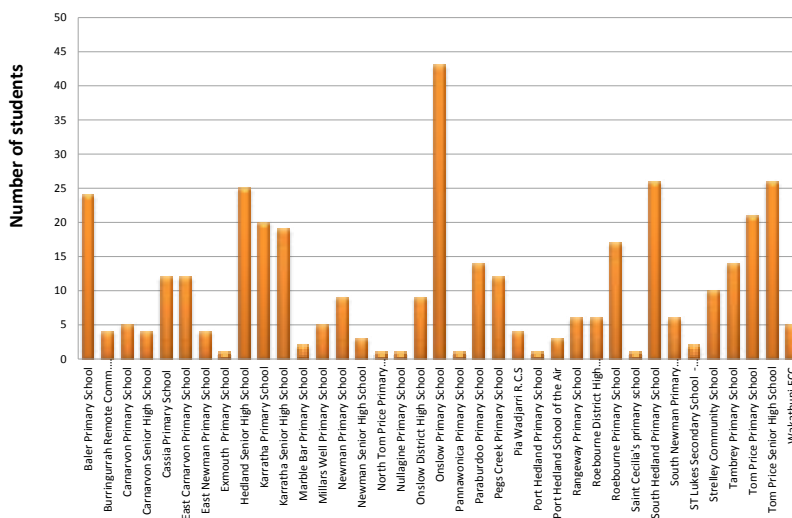
Education

year ended June 30, 2012. There were approximately 750 registered students on June 30, 2012, compared to approximately 700 registered students at the end of the previous financial year.

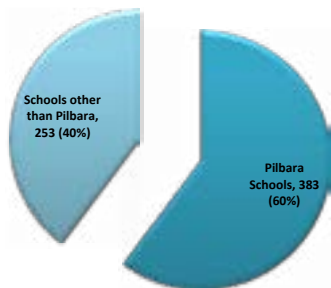
Over 80 registered students were on Gumala Scholarships during the 2012 financial year. Approximately 460 primary students and 180 secondary students received education funding support from GAC during the financial year. GAC also provided funding assistance for over 30 tertiary students during the same period.

Some 60 per cent of primary and secondary students that received education funding during the financial year were enrolled in schools around the Pilbara region of Western Australia.

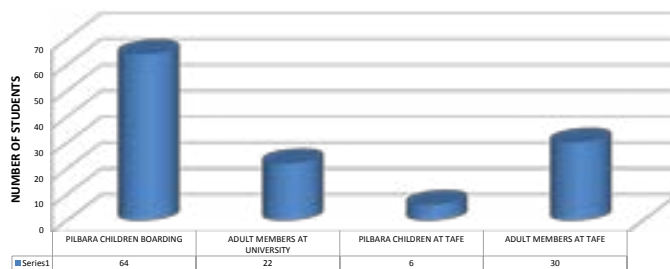
Number of students in Pilbara schools



Primary and Secondary students



Pilbara students in Perth schools



PARTNERING SCHOOLS

During the 2012 financial year, GAC began approaching schools with high populations of GAC students to work together in order to increase attendance through student support programs with the provision of lunch schemes as well as school items and uniforms.

This will be expanded over the next 12 months to include more schools, especially in the Pilbara region and will ensure more GAC Beneficiaries receive support.

MST INTEGRATION

In late 2011 the processing of education applications was integrated into the Member Solutions Team (MST). This new process allows all Member Solutions Officers to assist Members and process any applications.



Brooke Parker, Geraldton Senior High School (Year 11) and Geraldton Residential College (where she boards) is one of about 750 students from more than 200 schools and other educational and training organisations around Australia who receive Education funding support from Gumala Aboriginal Corporation. After Brooke graduates from high school, she plans to study law and become involved in youth work. It is a dream she has had since she was in primary school... a dream that is now within reach.

Education

FORWARD PROJECTIONS

GAC aims to maximise the number of Members/ Beneficiaries accessing education funds from GAC. The number of registered students is expected to continue to climb during the 2012-2013 financial year.

GAC's focus on 'investing in an education revolution' has resulted in an expansion of Education programs for the 2013 financial year. GAC's recently introduced Early Childhood Education program will continue to assist parents with 0-5 year old children, enabling them to access high quality Early Childhood Education programs and registered day care centres. It will also assist with meeting a range of early childhood learning costs.

GAC's long term objectives across its education platform are: to optimise primary and secondary school participation rates, to increase the levels of Year 12 completion and university entry, to facilitate further training and tertiary education opportunities for GAC Members, to maximise 'work-ready' status amongst GAC's Members, and to ensure that GAC's Education programs are closely aligned with our Members' long term ambitions of dramatically increasing the levels of sustainable workforce participation of current and future generations.



GAC's Education Manager Lynne Beckingham and Education Specialist Beverly Gill.

GAC Member Terrasha Cox - with her children Katalina and Temprence - applying for Education funding assistance: Tertiary (for herself) and Early Childhood (for one of her children). Many GAC Members visit our Tom Price and Perth offices for advice and assistance from the Member Solutions Team (pictured is Member Solutions Officer Tara Rowe).



GAC's pioneering 3A Project

A major achievement during the 2012 financial year was Gumala Aboriginal Corporation's (GAC's) implementation of the 3A Project at the Wakuthuni Early Childhood Centre (Gumala 0-5 Studio).

The 3A Project is an early childhood learning project that represents the next stage of GAC's innovative partnership with The University of Melbourne.

THE UNIVERSITY OF MELBOURNE ALLIANCE

In 2011, GAC and The University of Melbourne's strategic partnership resulted in the design and construction of the Wakuthuni Early Childhood Centre.

The 3A Project is based on The University of Melbourne's "Abecedarian Approach". GAC is the first organisation in Western Australia to implement The University of Melbourne's Abecedarian Approach in an early learning centre.

The Abecedarian Approach, is a proven, research-validated early learning method based on extensive trials spanning more than three decades. It comprises a range of learning strategies incorporating educational games, conversational reading and enriched care giving.

Learning outcomes and benefits derived from the Abecedarian Approach have been proven to extend well beyond the

early childhood years. The 3A Approach also assists parents by educating them about appropriate care-giving and learning activities for their children.

GAC believes the project has represented an unprecedented opportunity to make a significant contribution to our goal of building sustainable Indigenous communities. The project has also pioneered a learning model that will inform future early childhood programs.

In February 2012, GAC funded the learning centre's teaching staff to attend an Abecedarian Approach training program, run by The University of Melbourne.

Then, in a collaboration between GAC, the University of Melbourne and Tom Price Primary School, a modified curriculum was devised and implemented at the Wakuthuni Early Childhood Centre. Teaching commenced in Term 1, 2012 and has been an outstanding success.

The 3A project has been well received by the community. GAC has also employed a community member to work alongside the teachers in implementing the daily program.

GAC hopes to employ GAC Members through this project as student numbers grow. The program empowers the parents and students not only in educational outcomes but also in additional experiences offered over each week, such as healthy cooking sessions, music, science and health initiatives.

The success of this ground breaking project is also evident, as demonstrated by the interest and enquiries received from



other organisations regarding the project.

This has led to a number of key visitors, including Professor Joseph Sparling (one of the key researchers behind the Abecedarian Approach), The University of Melbourne's Professor Collette Taylor, Senator Louise Pratt, Minister for Education Liz Constable and acclaimed parenting expert Maggie Dent.

In addition, three Master of Teaching (Early Childhood) teacher candidates were awarded a University Of Melbourne DreamLarge Student Engagement Grant that will give them the opportunity to gain crucial and unique training at the centre.

The 3A project has also received valuable recognition from other sources including: GAC's keynote addresses at the Early Childhood Australia National Conference in Perth; and a successful funding grant through West Pilbara Communities for Children (which is secured until June 2014).



Scholarships

Gumala Aboriginal Corporation (GAC) experienced an increase in Scholarship assistance requests during the 2012 financial year.

GAC provided Scholarships for over 80 Gumala students (Members/Beneficiaries) who are pursuing high quality educational opportunities. In addition to education scholarships, GAC also provides scholarship opportunities in the fields of sport, music and the arts.

GAC continues to support Members/Beneficiaries in achieving their goals, from elite sporting pursuits, to assisting Members with study opportunities and overseas camps, to accessing high level musical and artistic studies, to research opportunities.

In addition to GAC providing funding programs to Members/Beneficiaries, GAC also supports and assists our Members/Beneficiaries in applying for non-Gumala scholarship and funding opportunities.

Gumala Member Estelle Ingie has a degree in Psychotherapy and Counselling (Notre Dame University) and is currently completing a Health Science degree (Charles Sturt University).

Gumala scholarships are currently provided to over 80 Gumala students (Members/Beneficiaries) in order to assist in their goals of outstanding achievements in their chosen fields. This includes academic (school, undergraduate and post-graduate, the arts, music and sport).



GAC provides scholarship opportunities for elite sportsmen and sportswomen. High profile champions in their respective fields, Gerrick Weedon (AFL & WAFL footballer) and Jayden Hansen (boxing champion) are also role models to our young people. Gerrick is pictured visiting fellow Gumala Traditional Owner Kyle Eaton at Royal Perth Hospital, who was on an education scholarship until a serious car accident interrupted his studies. Jayden is pictured at a specialist boxing academy in Cuba.

Community Development

PILBARA HOUSING STRATEGY

South Hedland

GAC's Pilbara Housing Strategy aims to incrementally address the chronic accommodation shortage that exists for GAC Members in Pilbara regional centres.

The project scope for the first homes to be built consists of the design and construction of 10 dwellings located at the Demarchi Estate in South Hedland. This will include all landscaping and external works required to complete each residence prior to tenanting.

Significant consideration has been given to the design and specification of the houses in regards to the National Indigenous Housing Guidelines and other best practices. A detailed and thorough procurement process was completed for this project during the 2012 financial year, which resulted in three tenderers

being shortlisted. In order to further improve Members' interests in the recommended appointment of a tenderer, it was decided to engage the Gumala Membership directly to seek feedback regarding the suitability of designs proposed by the shortlisted tenderers.

GAC consequently engaged Greenaway Architects (the principal being Jefa Greenaway - one of only 10 Indigenous architects in Australia) to facilitate two community design-consultation workshops of which one was held in Tom Price and another in South Hedland.

The consultation sessions (all Gumala Members were invited to participate in these sessions) captured their input and preferences in relation to the designs proposed by the three shortlisted tenderers. In addition to the feedback from GAC

Members, Greenaway Architects further advised GAC on the architectural merits of the housing designs of the shortlisted tenderers. Gumala is seeking to create a best practice housing and design model for Indigenous housing, and strengthen the case for Government funding opportunities.

Following the comprehensive procurement evaluation and the recent design-consultation workshops, Fleetwood Pty Ltd was appointed as the preferred contractor for the design and construction of the 10 houses. Construction is expected to commence in early 2013.

GAC and Foundation Housing Ltd signed a Memorandum of Understanding during the 2012 financial year relating to tenancy and asset management of the housing development.



Artist's impression of the South Hedland homes (design concept subject to change)

Community Development

PILBARA HOUSING STRATEGY

Tom Price

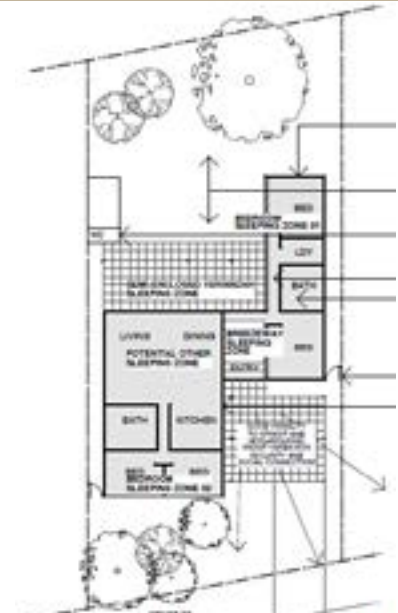
Gumala Aboriginal Corporation (GAC) took critical steps during the 2012 financial year to bring its Tom Price housing project to fruition.

GAC intends partnering with The University of Melbourne to undertake a sustainable house-building program on the land previously purchased by the General Gumala Foundation (seven vacant lots), with a target date of mid-2013 for the first augmentations (an augmented house is one that has been modified and extended beyond its functional core).

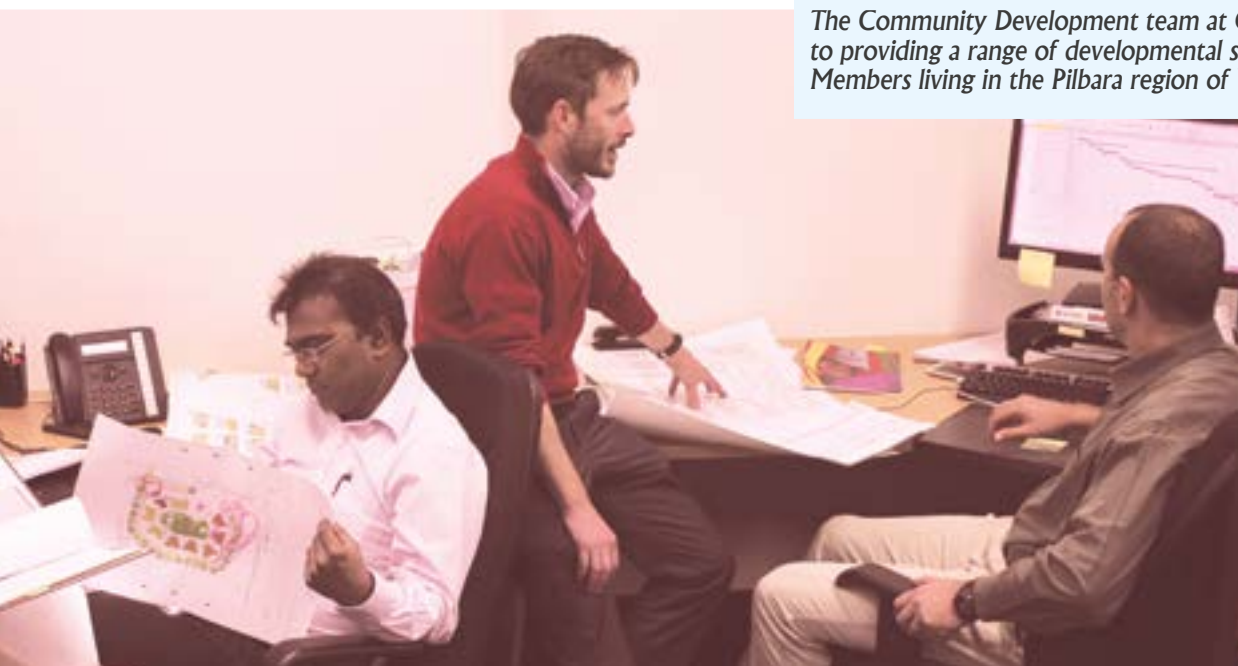
There is scope for Gumala Members to be involved in the first augmentation program.

The house-building program would further strengthen the alliance with The University of Melbourne, with the objective of completing the houses in a sustainable manner supported by community assistance and goodwill.

Preliminary discussions took place between The University of Melbourne and eight selected construction alliance partners in February 2012.



Artist's impression of the Tom Price house designs (design concepts subject to change) on the Gumala-owned land in Tom Price (below)



The Community Development team at GAC are dedicated to providing a range of developmental solutions to our Members living in the Pilbara region of WA



Community Development

TOM PRICE ELDERLY COMPLEX

The Tom Price Elderly Complex project will deliver an elderly accommodation complex in Tom Price, consisting of self-contained residential units designed specifically for the needs of elderly GAC Members. The complex will be built on freehold land (gifted by Rio Tinto to GAC) located near the Tom Price hospital. The complex will consist of a mix of one and two bed units, a day centre, caretaker's residence and landscaped communal areas. The complex will accommodate up to 14 elderly GAC Members.

Additional costing studies were undertaken by consultants Davis Langdon in February 2012, who provided estimates based upon 'in situ construction' and 'transportable' delivery methods using the original layout plan and design detail provided by Edga Idle Wade Architects (EIW).

GAC then commissioned the architectural firm NBC Aboriginal Corporation (NBC) and Civil Engineers BHC Engineering Consultants (BHC) to undertake the development of design guidelines and site master planning.

GAC has also taken the opportunity to consult with Members and key stakeholders. The level of design detail is sufficient for GAC (in the 2013 financial year) to both submit for planning approval from the Shire of Ashburton and release a tender package for the design and construction of the project.

The site on which the project will be constructed is currently vegetated, undeveloped and has significant changes in elevation. There will be considerable civil works to level the site, divert existing drainage and extend utilities within the site boundaries.

GAC is exploring partnering opportunities to share the capital cost of the project. The

chances of attracting external funding will be improved as the project is advanced to a 'shovel ready' stage following appointment of a contractor and successful application for planning and building approvals.

MURDOCH HEALTH & EDUCATION NEEDS ANALYSIS

Following the ground-breaking Health & Education Needs Analysis Agreement between Murdoch University and GAC, Murdoch University delivered a 217 page report in mid-2012 titled "A Health and Education Needs Analysis of Gumala Aboriginal Corporation Members".

The report consisted of a comprehensive analysis of the health and education needs of GAC's Members and their children. It included results and conclusions of a comprehensive survey of Gumala Members; survey and interviews of health



Community Development

and education stakeholders, interviews with Gumala Members, and interviews and discussions with Gumala Elders.

The report also outlined a range of detailed recommendations. GAC intends to take steps to implement some of these recommendations.

The Needs Analysis Project has the support of Rio Tinto Iron Ore (RTIO) via the company's generous co-sponsorship of the project.

KARIJINI ECO RETREAT – CULTURAL AMPHITHEATRE AND ACCOMMODATION UNITS

The project will comprise of the construction of a cultural amphitheatre, four 8-bed dorm style student accommodation units and additional ablution facilities (as required) at Karijini Eco Retreat, which is located in Karijini National Park. GAC intends to enter into a Design and Construct contract with a selected contractor in order to bring this project to fruition.

COMMUNITY ASSISTANCE PROGRAM

This program aims to support communities with expenditure

and activities that do not fall under the minor maintenance or capital works programs. Examples of work include providing fuel for community machinery and generators for power provision. Funds are also spent on items that require immediate support from GAC, such as provision of bottled water where community water supplies fail.

COMMUNITY HOUSING MAINTENANCE PROGRAM

This program assists Members with repairs and maintenance to houses in the homeland communities. Responsibility for the upkeep of houses and community infrastructure is that of Pilbara Meta Maya (PMM), and any assistance provided by GAC has been in addition to that provided by PMM.

COMMUNITY CAPITAL WORKS PROGRAM

The focus of the Capital Works Project is to improve existing facilities and install new facilities at GAC's homeland communities. This program also funds new capital acquisitions such as vehicles and generators. Significant expenditure in the

past 12 months has related to: the refurbishment of the Wakuthuni ablution block; and the purchase of four community tipper trucks to be used for maintenance work at homeland communities.

LORE CAMP UPGRADES PROGRAM

GAC continues to implement a program of capital works to upgrade the facilities and necessary infrastructure for community Lore Camps at Wakuthuni, Bellary Springs, Youngaleena, Wirrilimarra and Cane River.

The purpose behind the upgrades is to provide adequate lore camp facilities, while still retaining lore ceremonies' integral essence and nature. The majority of the 2011-12 program of identified works was completed. Activities are ongoing to deliver the final works, including those scoped since the original project proposal.

Significant expenditure in the past 12 months has related to the delivery of: four new lore camp generators; electrical, reticulation upgrades and general site improvements at Cane River and Youngaleena.



Funding and installing new ablution blocks is one of many ways that GAC maintains and improves the infrastructure in its communities and lore camps

Community Clean-ups brought Members of the community, including children, together for a fun day cleaning up the community



Community Development

GUMALA BUS PROGRAM

The Gumala bus continues to provide a vital service for our communities, with regular services operating between Tom Price, Wakuthuni, Bellary Springs and Paraburdoo. The bus is also available to take Gumala's Members and their families to Youngaleena and Port Hedland, as well as to funerals and sporting events.

provided by the Shire of Ashburton and Rio Tinto Iron Ore, both of whom assisted with the firebreak works.

EMERGENCY HOUSING

GAC's Emergency Housing Program provides housing assistance to Gumala Members who are in a crisis/hardship situation. The program assists Members in emergency housing situations (rental assistance, temporary accommodation and mortgage repayments).

COMMUNITY RUBBISH SKIP PROGRAM

Skip bins are provided at four GAC homeland communities for household waste in the absence of Shire-provided rubbish collections. The skip bins are emptied weekly under contract by GEPL.

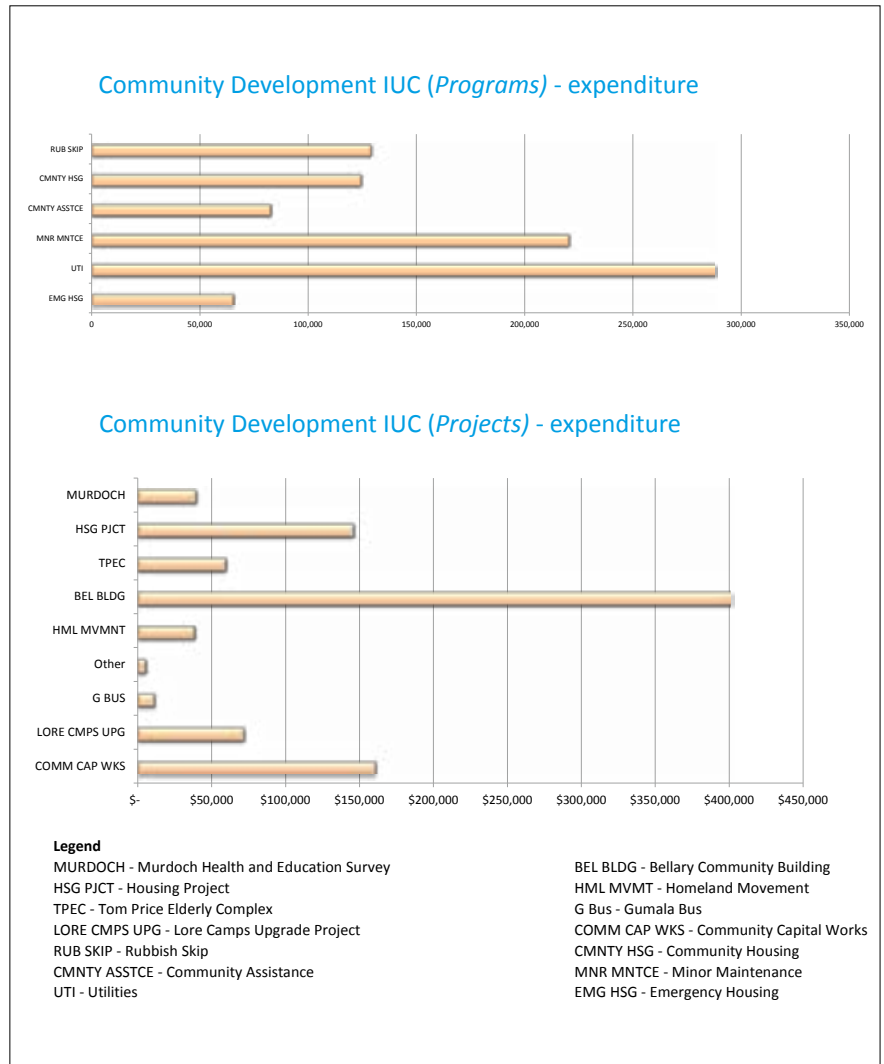
CAR BODIES PROGRAM

The car bodies program is an initiative between GAC and Rio Tinto. This program allows Rio Tinto to gather and remove old car bodies from GAC communities for use in their fire and safety programs in return for future in-kind assistance.

COMMUNITY MINOR MAINTENANCE PROGRAM

This program supports community maintenance activities. The benefits of this program are for GAC's homeland communities and exclude capital works items. Typical expenses include servicing and maintenance of community vehicles and machinery and maintenance work around each community.

Community Clean-ups (busy bees) were held at the Wakuthuni, Bellary Springs and Youngaleena communities. These GAC organised events were funded through the Community Minor Maintenance program. In-kind assistance was



Community Development

BELLARY SPRINGS COMMUNITY CENTRE PROJECT

The Bellary Springs Community Centre celebrated its official opening on June 29, 2012. The community centre, which was officially opened by GAC's Deputy Chairman and respected Innowonga Elder Stuart Ingie Snr, is a whole-of-community project and made possible thanks to GAC's innovative partnership with The University of Melbourne and funding from Lotterywest. Significant in-kind

assistance was also provided by Rio Tinto.

The project involved the design and construction of a community centre at Bellary Springs.

The community is now able to utilise the facility to host community functions, to host learning programs and enable support programs to take place for dental health, paediatric

support, as well as cultural and education programs.

The project included the Bellary Springs community at all stages and aspects of the research process and the development of project agreements. GAC, the Bellary Springs community and The University of Melbourne have worked closely together to deliver outcomes based on an agreed and shared vision.



The Bellary Springs Community Centre project, from construction to official opening, was delivered on time and within budget.



The Homeland Movement

HOMELAND MOVEMENT SUPPORT

The Homeland Movement continues to have the support of Gumala Aboriginal Corporation (GAC). For GAC Members that are drawn to live 'on country', it gives them the opportunity to re-establish communities on their traditional land and to reconnect to their land and culture.

GAC has provided significant support for its Members' homeland communities, including Community Maintenance, Community Assistance, Community Housing Maintenance, Community Capital Works and Lore Camp Upgrades. These communities and lore camps include: Wakuthuni, Bellary Springs, Youngaleena, Wirrilimarra, Peedamulla, Ngumee Ngu, Windel and Cane River.



HOMELAND MOVEMENT LAND TENURE

GAC has also made efforts during the financial year to assist GAC's Traditional Owners to progress applications with the WA State Government to resolve long standing land tenure issues that impact upon GAC's ability to deliver capital improvements within the homeland communities.



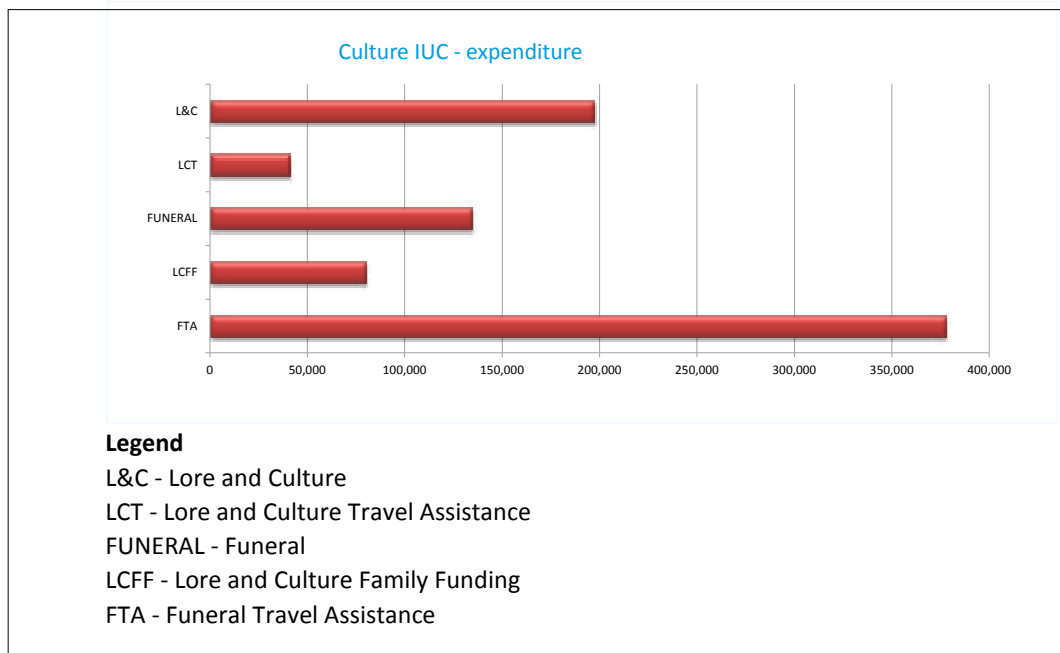
The GAC Community Development team has a key role in the support of Gumala's Homeland Communities. These communities include Wakuthuni, Bellary Springs, Youngaleena, Wirrilimarra and Ngumee Ngu.

Culture

During the 2012 financial year, over 2390 transactions were processed within the Culture income utilisation category (IUC) and approximately \$830,000 in assistance was provided to GAC Members.

Successful Lore ceremonies were held during the summer months at Gumala's Lore Camps at Cane River and Youngaleena, as well as other nominated sites around the Pilbara.

Many GAC Members attended the Lore ceremonies, with approximately 250 applications for Lore Travel and Lore Family Funding received.



DEVELOPMENT OF KINSHIP SYSTEM

During the financial year, a 'gap' was identified within GAC's existing Culture programs.

Complexities with program guidelines meant that GAC could not always provide funding assistance under the Culture programs where the kinship system applied.

GAC has responded by developing a kinship system pathway. GAC now fully acknowledges the value, cultural significance and complexity of the kinship system.

Business Development

Gumala Aboriginal Corporation (GAC) launched its Business Development Unit in the third quarter of the financial year ended June 30, 2012. Since its launch, the Business Development team has been steadily developing Business Development Programs and Support Services to assist GAC's Members in their own new business aspirations or to help improve existing businesses.

The Business Development Unit expects to build on its early success, in which it assisted a number of Gumala Members progress their small business projects.

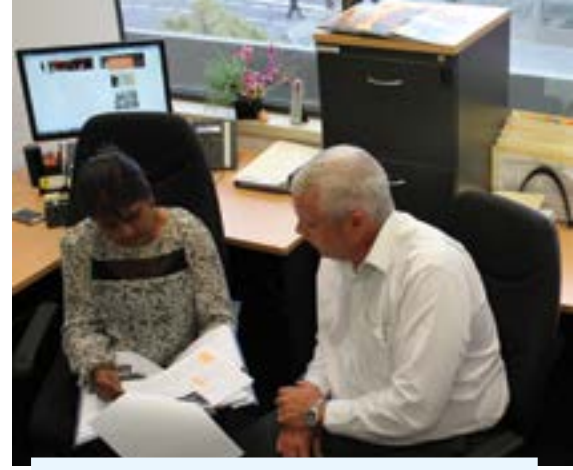
The Business Development Unit has also been forging relationships with a number

of government and non-government organisations that can further assist GAC's Members with various aspects of either setting up or improving their small businesses.

Creating a link and referral point for our Members and the various avenues for additional support is an important objective.

Gumala Members have been introduced to programs run by organisations such as Indigenous Business Australia and the Small Business Development Corporation.

This is a growing area and it is anticipated that through the Business Development Unit Gumala Members will have easier access to a wider range of



GAC's Business Development Manager Paul Avery and GAC's Business Development Specialist Nirmala Krishnan.

business development support resources.

FORWARD PROJECTIONS

The Business Development Unit envisages creating a spread of business initiatives that are successful in the long term and have multiple layers of benefits for Members.



Fashion Designer Lilla Gagliano was one of the first Gumala Members to receive assistance through our Business Development unit. Lilla showcased her "Kaninda Designs" fashion label at the Perth Fashion Week in April 2012.

BUSINESS DEVELOPMENT EXPENDITURE TOTALLED \$219,000 FOR THE 2012 FINANCIAL YEAR. THIS FIGURE IS EXPECTED TO SIGNIFICANTLY INCREASE DURING THE 2013 FINANCIAL YEAR.



Gumala Member Sandy (Alexander) McEwan's business, Western Mulga, provides environmental land management services to preserve, protect and restore country.

Human Resources

As at 30 June 2012, Gumala Aboriginal Corporation (GAC) had a workforce of 78 on its payroll, an increase of approximately 30 per cent on the previous financial year.

During the 2012 financial year, GAC made 26 new permanent executive and non-executive appointments spread across its Tom Price and Perth offices.

Appointments were made across all divisions and areas, including Executive Management, Member Services, Community Development, Management, Finance, Human Resources, Business Development, Support Services and Communications.

The recruitment of several specialist personnel significantly diminished the capacity-building constraints that previously restricted GAC's ability to comprehensively service the increasing demands of the organisation's Members and Beneficiaries.

GAC remains fully committed to employing its Members and other Indigenous Australians.

COMMITMENT TO EMPLOYING GAC MEMBERS

During the 2012 financial year, 10 GAC Members were employed by GAC in a wide range of areas including Indigenous Liaison and Mentoring, Administration and Support, Member Services and Gumala Bus Services.

GAC also employed many Members on a casual basis for specific events, including the Annual General Meeting held in early 2012, and various community projects.

GAC has continued to support its young Members with Traineeship opportunities.

Thanks to GAC's strong relationships with its joint venture partners and strategic stakeholders (including Rio

Tinto, GEPL, ESS Gumala and Ashburton Aboriginal Corporation), GAC Members also had access to many training and employment opportunities.

PERTH OFFICE RELOCATION – 165 ADELAIDE TERRACE

GAC relocated its Perth office from Victoria Park to the Perth CBD in early 2012. The relocation of the Perth office to a more modern and bigger location reflects on the growth of the workforce as GAC aspires to achieving its strategic objectives.

GAC CEO Steve Mav observed:

"For the first time in our history, GAC does not have the capacity constraints that previously restricted our ability to comprehensively deliver our range of programs and projects that directly benefit our Members.

"This has been possible because of the expansion of our Perth office.

"However, it is important to recognise that GAC's Head Office will always remain in Tom Price since that is where the spiritual heart of Gumala lies. This is where our connection to country is and where our roots are.

"I am hopeful that one day, in the not too distant future, the Tom Price office will also be able to relocate to a new building - one that is more appropriate and suitable for one of the largest Aboriginal corporations in Australia."



GAC's new Perth CBD office located at 165 Adelaide Terrace



GUMALA
Aboriginal
Corporation

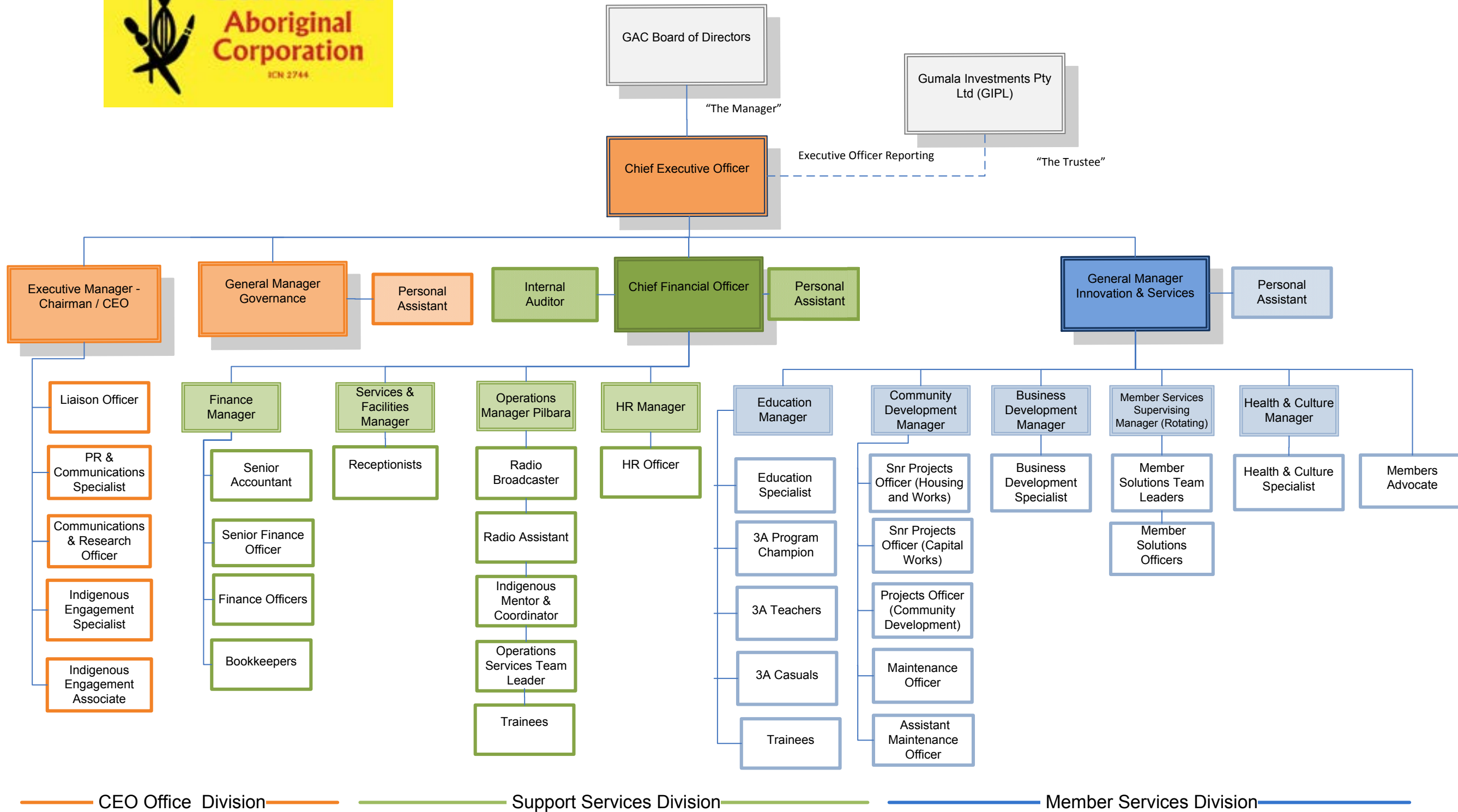
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Above: GAC Members Paula White (Members Advocate, Trainee Manager) and Jacqueline Phillips (Receptionist). Below: GAC Members Ronnelle Hicks (Indigenous Coordinator/Mentor) and Kimicka Tucker (Trainee Receptionist). Gumala Aboriginal Corporation (GAC) bolstered its workforce during the financial year, including the employment of 10 Gumala Members. GAC remains committed to providing our Members with employment and training opportunities at GAC, our associated enterprises and our stakeholder organisations.



GAC's Organisational Structure



Gumala Enterprises Pty Ltd Report

– by Gumala Enterprises Pty Ltd
(GEPL) Chairman Sam Galati



GEPL IS THE BUSINESS ARM OF GUMALA ABORIGINAL CORPORATION

2011-2012 has been a very exciting year for Gumala Enterprises Pty Ltd (GEPL), with the appointment of a new General Manager, Daryl Smith, a new Commercial Manager, José Castillo, and a number of new senior project personnel.

The new management team has brought about a significant reinvigoration and diversification to the business.

In late 2011 GEPL was awarded and commenced the \$18m Mesa J TSF3 Wall Uplift Project at the Mesa J open pit mine near Pannawonica. Together with joint venture partner Georgiou Group, GEPL was engaged to increase the capacity of the tailings dam to ensure the

project. While similar in scope to the TSF3 Wall Uplift Project, this project is twice the size, showing Rio Tinto's growing confidence in the GGJV. Work on TSF4 commenced in early July 2012.

GEPL also commenced work in mid-June 2012 on the \$1.7 billion Yandi Sustaining Project, providing ancillary civil works and other support services.

GEPL expects to have between 20 and 30 personnel onsite for the two-year duration of the project, which will extend the life of the Yandicoogina mine to 2021 and expand its capacity from 52 Mt/a to 56 Mt/a.

These are just a few of GEPL's project highlights from the

of a joint venture with the DVG Group with the intent of establishing a dedicated light vehicle servicing and repair facility at GEPL's Tom Price yard in response to a demonstrated market need.

DVG is a family owned company with 29 new and used car dealerships and numerous vehicle servicing centres around Perth. The facility will offer servicing for all light vehicles, specialising in Toyota, Chrysler, Hyundai, Nissan, Mitsubishi, Peugeot, Volkswagen and Isuzu vehicles, amongst others, official launch date is 1 December 2012.

The new business will allow GEPL to offer significant apprenticeship and traineeship



GEPL's Indigenous Supervisor Darren Morgan with his crew working on the Yandi project

ongoing capabilities of the mine. The mine (and tailings dam) stayed in operation during the works.

Following on from the successful completion of the TSF3 Project in May 2012, the Gumala Georgiou Joint Venture was awarded the \$37m TSF4

2011-2012 period, and in addition to these GEPL continued to undertake ongoing work at Tom Price mine as well as numerous smaller projects at Brockman 4, Marandoo and West Angeles mines.

Another significant milestone in 2011-2012 was the formation



GEPL Trainee Ken Ingie Jr

opportunities for Gumala Members outside of the mining arena.

Through the light vehicle workshop, GEPL will be able to offer a family-friendly, culturally-sensitive roster and work environment for Traditional Owners – factors that are often barriers to employment in the mining industry for Pilbara Traditional Owners.

It will also create more opportunities for Gumala Traditional Owners to work near where they live, and therefore stay close to family and support networks, and continue to participate in cultural activities while remaining in stable employment.

A new Indigenous Liaison Officer, Gumala member Johnnell Parker, was also



GEPL Trainees Cody Hayden and Delvene Hicks

appointed in late 2011 – a first for GEPL. Assisting Gumala Members to take advantage of employment opportunities at GEPL is a very important aspect of Johnnell’s role.

As always, we encourage Members to contact us about potential roles regardless of their experience or skill level.

A new Strategic Plan and Business Plan were also developed for GEPL this year that will take the business from strength to strength well into 2017 and beyond, and I sincerely look forward to sharing GEPL’s successes with the Membership again in 12 months time.



GEPL’s Indigenous Liaison Officer (and Gumala Member) Johnnell Parker with Rio Tinto General Manager - Tom Price and Marandoo Operations, Sinead Kaufman



GEPL employees pictured with Gumala Member and GEPL Director Dawn Hicks during NAIDOC Week celebrations

Celebrating 15 years of The Yandi Land Use Agreement

March 1997 to March 2012



“ Thanks to the Yandi Land Use Agreement (YLUA) and the strong relationship that Gumala Aboriginal Corporation (GAC) maintains with its key partner, Rio Tinto Iron Ore, GAC has been able to develop and successfully deliver a wide range of programs and projects for the short, medium and long term benefit of the Traditional Owners and our communities. The 15th anniversary of the YLUA is an opportune time to remind ourselves that in the very beginning, it was the Founding Members who came together. Through their struggles and determination, they were able to negotiate and secure the land use agreement in the first place. This should never be forgotten. As we look to the next 15 years and beyond, the Board and Management of GAC is determined to remain proud of our past, highly-driven in the present and ambitious about the future, ensuring that the benefits for our children, and children’s children, the future generations of Gumala, continue forever. //

- GAC Chairman,
Stephen Peterson



“ As Trustee of the General Gumala Foundation, Gumala Investments Pty Ltd (GIPL) has matured and evolved over the past 15 years as the demands of the Foundation and Manager have grown. Extensive due diligence reporting over the last 12 months has resulted in the identification of key initiatives, that, once implemented, will further strengthen the good governance of the Foundation. Much good work has been done to make these improvements to the Foundation. Much is still to be done. GIPL’s current Board of Directors takes great pride in our focus on improving the General Foundation, which will enable the next 15 years of the Foundation to be even more successful than the first 15 years. //

- GIPL Chairperson
Dianne Guise



“ Thanks to the Yandi Land Use Agreement and Rio Tinto’s policy of supporting Traditional Owner businesses, Gumala Enterprises Pty Ltd has been able to secure numerous contracting opportunities on and around its traditional lands over the past 15 years. This in turn has allowed us to grow and develop our business and to provide more and more opportunities for our people. //

- Natalie Parker, Nyiyaparli
Director, Gumala Enterprises
Pty Ltd



“ The Yandi Land Use Agreement was a pivotal event which was instrumental in ESS’ economic engagement with Traditional Owners, not only in the Pilbara; but all over Australia. The YLUA set the context for ESS and Gumala to form the first ever Aboriginal Joint Venture business in Australia and we are very proud of that. We’re even more proud that 14 years later, Gumala and ESS are still partners with a very successful business; safely delivering camp management services to Rio Tinto and other clients in the Pilbara. I take this opportunity to pay tribute to Rio Tinto’s vision in 1998. The many large contracts now being awarded to Aboriginal enterprises; and the significant economic and capacity building effect this is having on Aboriginal communities is a testament to that vision and the people who made it happen. //

- Gerhard Poelzl, Group Managing
Director, Compass Group Australia



For the last 15 years, a strategic partnership has been forged and strengthened between Rio Tinto and the Traditional Owners of the land on which the Yandicoogina (Yandi) mine operates.

This strength of relationship extends to the organisations responsible for the compensation monies paid by Rio Tinto.

These compensation monies are held in trust by Gumala Investments Pty Ltd (GIPL), which is the Trustee of the General Gumala Foundation.

GIPL in turn provides a proportion of those monies to Gumala Aboriginal Corporation (GAC), who fund a variety of pre-approved projects (including lore and culture, health, education, housing and community projects) and pre-approved programs (including health & well-being, education and lore & culture programs).

GIPL utilises a significant percentage (a minimum of 40%) of the compensation monies to build a strong long term investment portfolio. These long term investments guarantee that the Traditional Owners will receive important social and economic benefits long beyond the life of the Yandi mine.

GAC maintains a “reform-driven” focus to enable economic, social and community developmental solutions for the Traditional Owners.

Other positive outcomes that have resulted from the YLUA include Gumala’s “offshoot” businesses. These include the establishment of our business arm Gumala Enterprises (of which Gumala Contracting is its key division) and ESS Gumala (which is a joint venture with Compass Group). These businesses have created job opportunities for our Traditional Owners.

Importantly, training and employment opportunities are provided by GAC and Rio Tinto, as well as Gumala’s other partners and stakeholders. Rio Tinto provides employment and training opportunities to the Traditional Owners, through direct employment within Rio Tinto’s Pilbara mining operations, employment opportunities via a variety of contractors, as well as Heritage Survey work that our Traditional Owners carry out for Rio Tinto.

Community Group Engagement

Gumala Aboriginal Corporation's Employees and Members continue to work alongside community groups in the Pilbara to achieve mutually beneficial community outcomes. The volunteering of time and resources to achieve this end has resulted in the sharing of rewarding friendships, cultural enrichment and the fostering of community spirit. A small sample of GAC's many community engagement activities during the year are captured below.



NAIDOC Week celebrations. Tom Price

Sponsorship support

Christmas hamper distribution to our Members in Pilbara towns and remote communities

Community concerts

Ear Health Campaign, Onslow Primary School & Gumala Radio

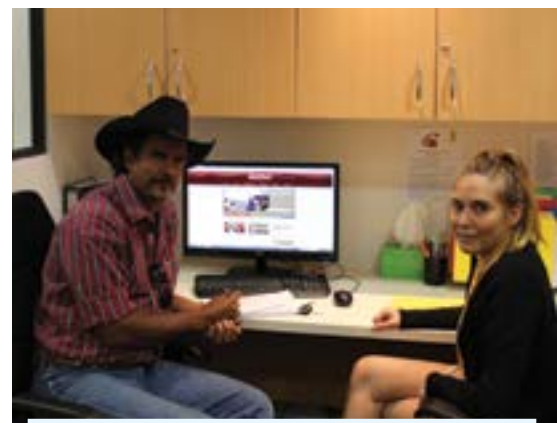
Member Services Area facilities

Gumala Aboriginal Corporation (GAC) has a dedicated Member Services Area in both the Tom Price and Perth offices, where Members can use (free of charge) telephone, fax, computer and printer facilities. GAC Members are encouraged to use the facilities for vitally needed

services such as printing their CV, searching for training and employment opportunities, applying for jobs, paying bills on-line, etc. Also at their disposal are GAC's Member Solutions Officers, who can assist with application forms for GAC programs, as well as providing a range of advice and assistance.



Doris, Trevor and Maitland Parker



Rodney Butler with GAC Member Solutions Officer Tikesa Docherty-Cole

IT upgrades and maintenance at GAC offices

Important IT communications works occurred at GAC's Tom Price and Perth offices during the 2012 financial year, ensuring best practice security of data and communications integration between the two offices.

Initiatives were actioned (and are on-going in the new financial year) to optimise IT connectivity between the Tom Price and Perth sites whilst minimising the associated costs.

The integrated telephone network was reconfigured so that all telephone calls to GAC'S 1800 number are routed seamlessly to one integrated reception hub and then transferred to the relevant staff member.

Significant server upgrades (including the server back-up system) were carried out, with server back-up works to be finalised in the first half of the 2013 financial year.



GAC's telephone network monitoring system, which monitors all phone calls and displays the information visually to allow the Reception and Member Services teams to view the live call information.

Gumala Radio

Gumala Radio strengthened its market penetration during the 2012 financial year thanks largely to transmitter upgrades, online streaming launch, as well as public awareness generated from outdoor community broadcasts.

Gumala Radio commenced and completed important transmitter upgrades at various Pilbara towns and communities, including upgrades at Karijini National Park and Karijini Eco Retreat.

The Pilbara region's leading Aboriginal Radio station also expanded its programming by sourcing programs from supporting radio stations, including 6DBY Derby, Roebourne and Goolarri Radio.

Gumala Radio brought on-board an Administration Officer - Radio, in order to provide vitally needed support to our Gumala Radio Broadcaster.

Gumala Radio carried out several popular live outdoor broadcasts, including Onslow (at Onslow Community Gardens), Bellary Springs (for the broadcast of the official opening of the Bellary Springs Community Centre) and NAIDOC Week celebrations in Tom Price (Gumala Contracting).

Gumala Radio has also been a strong supporter and promoter of the National Indigenous Ear Health Campaign.

Gumala Radio began streaming online during the financial year. Listeners can now listen online via www.gumala.com.au or can continue to listen using the traditional method on the following frequencies:

Bellary Springs 101.7 FM Roebourne 102.9 FM Onslow 102.7 FM
Wakuthuni 104.9 FM Youngaleena 102.1 FM Tom Price 106.5 FM
Paraburdoo 102.9 FM



GUMALA RADIO, WHICH COMMENCED BROADCASTING IN 2002, IS A FULLY-LICENSED COMMUNITY RADIO STATION BASED IN TOM PRICE.

IT SOURCES SOME OF ITS PROGRAMS FROM OTHER ABORIGINAL RADIO STATIONS, INCLUDING THE PAKAM (PILBARA AND KIMBERLEY ABORIGINAL MEDIA) NETWORK.

GUMALA RADIO IS SUPPORTED BY THE AUSTRALIAN GOVERNMENT THROUGH THE INDIGENOUS BROADCASTING PROGRAM OF THE DEPARTMENT OF THE ENVIRONMENT, WATER, HERITAGE AND THE ARTS.



John (Tadam) Lockyer celebrated his 10 year anniversary as a Gumala Radio Broadcaster in 2012. Tadam is very passionate about outdoor community broadcasts, such as this one in Onslow. It provides an opportunity for Gumala Members, Members' children, and the local community to come together and be entertained and educated. These community engagement events act as a reconciliation bridge in that they are a great platform for bringing Aboriginal and non-Aboriginal communities together. Pictured (left to right) are Alearia Dellaporte, Kaitlyn Kelly, Tadam Lockyer, Cory Ellen, Kassim Ellen, Mike Ryan (Gumala Radio Technician) and Brody Kelly.





Gumala Aboriginal Corporation

Board Charter

1. Introduction

The role of the Board is to set aspirational goals and objectives for the Gumala Aboriginal Corporation (GAC) and to ensure appropriate management of the Corporation in achieving these aspirations. The Board is accountable to Members for the performance of the Corporation and is responsible for overall governance to ensure long-term sustainability and viability of the Corporation. The Board has adopted this charter to outline the manner in which its constitutional powers and responsibilities will be exercised and discharged, having regard to applicable laws, principles of good corporate governance and generally acknowledged "best practice". The corporate governance structure ensures the integrity and transparency of the way in which GAC is governed and holds the Board accountable for the setting of a clear vision for the future to facilitate achievement of GAC's aspirational goals and objectives. This Charter includes an overview of:

Board composition, structure and process;

- The relationship and interaction between the Board and management; and
- The authority delegated by the Board to management and Board Committees.

The Board Charter should be read in conjunction with the Trust Deed for the General Gumala Foundation (GGF), the GGF Good Governance Charter, the Corporations (Aboriginal and Torres Strait Islander) Act 2006 and the GAC Constitution, known as the GAC Rule Book.

2. Responsibilities

The major responsibilities of the Board are to:

- Set the aspirational goals and objectives for GAC and monitor the development and implementation of agreed strategies by the Chief Executive Officer (CEO) and executive management team to achieve these aspirations;
- Ensure the development of, and approve, the GAC 2012-2015 Strategic Plan and annual operational plans and the annual budget;
- Review and ratify the Risk Management Plan and Compliance Plan, including through ensuring appropriate policies, procedures and processes are in place to identify the main risks associated with GAC's operations and appropriate controls are in place to manage these risks;
- Adopt corporate governance principles and policies and encourage ethical behaviour and compliance with these principles and policies;
- Review and approve policies as required, and monitor managements' implementation of these policies;
- Identify and recruit an appropriate CEO in conjunction with the Trustee;
- Review the performance, remuneration, and succession planning for the CEO's role;
- Note the CEO's decisions for appointments to key management positions;

- Review and approve major capital expenditure and expenditure outside approved budget and delegations;
- Approve and monitor financial and other reporting, including reporting to a range of stakeholders;
- Monitor processes aimed at ensuring the integrity of financial and other reporting;
- Establish a Code of Conduct for the GAC Board of Directors; and
- Undertake annual performance evaluation of the Board and each Director to identify appropriate ongoing professional development needs.

Matters specifically reserved for the Board include:

- Appointment of the Chairperson;
- Appointment of Directors to fill a vacancy;
- Establishment of Board committees and their charters and delegations of the boards power and authority;
- Approval of statutory accounts, Directors Reports and Directors Statements;
- Calling of meetings of Members;
- Review of the Board Charter and approval of amendments as the Board sees fit;
- Any other specific matters nominated by the Board from time to time; and
- Appointment of Directors to subsidiary companies in consultation with GIPL (where applicable).

3. Membership

Size: As per Rule 8 of the GAC Rule Book, the maximum number of Directors is twelve, comprising equal numbers of Banyjima, Innawonga and Niyaparli representatives. When elected by the Members the term of appointment for a Director is two years, however if a Director is appointed by the GAC Board, the term is up to one year.

Chairperson: The Directors elect one of themselves as Chairperson. The Chairperson is responsible for leadership of the Board and overseeing the Board's effective discharge of its roles and responsibilities. The Board Chair facilitates the contributions of Directors, promotes constructive and respectful relations between Board Directors and between the Board and Management.

The Chairperson and CEO are the spokespersons for GAC. The Chairperson is responsible for communicating the Board's position both internally and externally and all Board communications must come from, or be approved by the Board Chair. Notwithstanding, the CEO will be authorised to represent GAC in communications with external parties and/or the Board.

Deputy Chairperson: The Board shall appoint a Deputy Chairperson whose roles and responsibilities will be determined by the Chairperson. However, such roles and responsibilities will not be beyond duties performed by the Chairperson.

Secretary: The Board will appoint a Board Secretary who is accountable to the Board and is responsible for coordination of Board business in consultation with the Chairperson and CEO, including preparation of agendas, board papers, minutes, communication with regulatory bodies and all statutory and other filings.

The CEO and/or his delegate will provide all necessary support to the Secretary including providing administrative and other support services. Notwithstanding, the CEO will be authorised to represent GAC in communications with external parties and/or with the Board.

Board Committees: The Board of Directors may delegate any of their powers to a Board committee consisting of such Director or Directors as the Board thinks fit and may from time to time revoke such delegation. The Board Chair is an ex officio member or observer for all committees. The Board may establish Committee Charters as it deems necessary.

4. Delegation of Duties and Powers

Relationship with Management: As per Rule 10.5 of the GAC Rule Book, Directors may delegate their powers by resolution to a committee, a director, an employee or any other person. Ultimate responsibility for directing and monitoring the corporation will however always rest with the Directors. Management must supply the Board with information in a form, timeframe and quality that will enable the Board to discharge these duties effectively. Directors are entitled to request additional information through the Chairperson at any time they consider appropriate.

Role of the Chief Executive Officer: The management function of the Corporation is conducted by, or under the leadership of, the CEO, as per the CEO's employment contract and as directed by the Board. The Board, in conjunction with the Trustee, approves corporate objectives for the CEO. The CEO is responsible for implementing strategic objectives, plans and budgets approved by the Board. The CEO is mandated to act at all times in the best interests of the Corporation, including protecting the Corporation from activities or events that seek to tarnish or bring GAC into disrepute.

Delegation to Board Committees: From time to time the Board may establish Board Committees to streamline the discharge of its responsibilities. Each Committee may adopt a formal charter approved by the Board setting out matters relevant to the composition, responsibilities and administration of the Committee. The Board may also delegate specific functions to ad hoc Committees on an 'as needs' basis. The powers delegated to these Committees will be set out in Board resolutions and will be guided by the GAC Rule Book.

Relationship with Elders: The Board will act with the highest level of integrity and at all times in a culturally appropriate manner. This may include inviting Elders to Board meetings to be Observers and to provide cultural leadership in dealing with important issues that may arise.

5. Administration

Rule 11 of the GAC Rule Book, the GAC Directors' Meetings Policy and the Standing Order Procedures for the GAC Board of Directors' provide detailed advice on requirements for the organisation and management of GAC Board meetings.



Gumala Aboriginal Corporation

Directors' Code of Conduct

1. Introduction

The Board of Directors is accountable for directing and monitoring the affairs of Gumala Aboriginal Corporation (GAC). The primary role of the Board is to represent the interests of Members, staff and stakeholders. As a Board Director you share this overall accountability, both individually and collectively, with your fellow Board members.

2. Responsibilities

Being appointed as a Director brings significant obligations and expectations about your behaviour. Some of these obligations are prescribed by law; others cover the way in which you personally conduct yourself as a Board member. The purpose of this code of conduct is to give you clear guidance as to what is expected of you in your role as a GAC Board Director. Every Director is expected to comply with this code. You have the right to expect that your fellow Directors will follow this code of conduct and they have the right to expect the same of you. All Directors should be aware that breaching these obligations is a serious governance issue for which there are penalties at law. You should also be aware that your entitlement to receive fees in your role as a Director of GAC is contingent upon you reading and agreeing to abide by this code, and that disciplinary action may be taken against you should you breach the code of conduct.

3. Requirements Prescribed by Law

The Corporations (Aboriginal and Torres Strait Islander) Act (2006) (CATSI Act) prescribes three basic obligations of a Director:

- *Act with care and diligence and in good faith.*

It is expected that you will take your responsibilities as a Director seriously. This involves acting in GAC's best interest with care, diligence, good faith and with proper and lawful purpose. Similarly, you are expected to act with care and honesty in exercising your duties as a Director and in your dealings with other GAC Directors, Members, staff and stakeholders.

- *Protect Confidentiality and Improper Use of Position.*

Board and committee agendas, papers, minutes and discussions are confidential and you are obliged not to disclose this information. To avoid breaching this duty, you should not discuss Board or GAC issues, or give any person information about Board meetings, unless authorised by the GAC Board Chairperson. You should note that the Chairperson is the spokesperson for GAC and all Board communications must come from the Chairperson or his delegate. You must also not use your position as a Director, or information obtained in your role as a Director, for your own personal advantage or to the detriment of GAC, or its reputation, or to the detriment of any other person or their reputation.

- *Declare Material Personal Interest/Conflicts of Interest.*

From time to time conflicts of interest may arise in which your personal interests, or those of your family or friends, may be affected by a Board decision. In such cases you must declare your conflict of interest to your fellow Directors and not participate in any discussion or subsequent decision making, unless otherwise approved in accordance with relevant provisions of the CATSI Act and the GAC Rule Book.

If you are in doubt about whether there is an actual or potential conflict of interest, you should raise the issue with the Chairperson to ensure that you are not in a position where a personal advantage might conflict with your ability to make an impartial decision.

4. Requirements to Ensure Effective Board Processes

Active participation in Board meetings and related processes enhances the effectiveness of the Board's role of directing and monitoring the affairs of GAC. Your active participation includes:

- Adequately preparing for board meetings, including reviewing Board papers prior to Board or Committee meetings;
- Regular and punctual attendance at Board and Committee meetings and informing the GAC Board Chairperson or Committee Chairperson as soon as possible if non-attendance is unavoidable;
- Seeking further clarification or information on issues of which you are uncertain or which you do not understand;
- Contributing in meetings by asking questions, discussing issues, presenting a point of view and giving credit to the contributions of others;
- Following through on commitments made by you to the Board or specific tasks and activities delegated to you;
- Undertaking any Board induction and training programs and taking opportunities to improve personal capability where available; and
- Being familiar with the CATSI Act and the GAC Rule Book to be clear about the role of the GAC Board and your duties as a Director.

5. Professional Behaviour and Conduct

- *Respect for Others.*

It is expected that you will treat your Board colleagues, Members, GAC staff and stakeholders with respect, courtesy, honesty and fairness, without letting personal relationships or personal views affect your professional conduct.

- *Constructive Participation.*

You should participate in a constructive and positive way to enhance Board productivity, good governance, the reputation of the Board and GAC.

- *Collegiate Behaviour.*

All Directors are required to support the final decisions of the Board, even if you do not personally agree with them. A divisive Board cannot represent the best interests of GAC or its Members and stakeholders. If your disagreement with a decision is so strong that you cannot support it, and is of such significance that you consider that your ability to fulfil your duties as a Director is impaired, you may wish to exercise your right to resign from the Board.

- *Drug and Alcohol Use.*

Board members are senior representatives of GAC. You should always be aware that abuse of alcohol or drugs reflects not only on you, but on your Board colleagues and ultimately on the reputation and standing of GAC and its members.

6. Agreement to abide by Directors' Code of Conduct

As a Director on the Gumala Aboriginal Corporation Board, I acknowledge that I have read the above Code of Conduct and agree to abide by this code. I further acknowledge that disciplinary action may be taken against me should I breach this Code of Conduct.

ACKNOWLEDGEMENT OF ELDERS

Gumala Aboriginal Corporation (GAC) wishes to acknowledge and pay special tribute to the many Elders that have made significant contributions over the years to their people and communities.

During this, the 15 year anniversary of the signing of the Yandi Land Use Agreement (YLUA), GAC also wishes to recognise and thank the original signatories of the YLUA, the Yandi MOU (Memorandum of Understanding), as well as the Registered Claimants of Native Title Claim WC 96/61. Sadly, some of those Traditional Owners have passed away.

Current and future generations of Traditional Owners will always be grateful for the foundations that were laid by all of the original signatories. Thanks to their unwavering determination, they ensured that a land use deal would be struck that would result in long term economic, social and community development benefits to the Traditional Owners.

Gumala Elder (Innawonga) Dulcie Condon, one of the Registered Claimants of Native Title Claim WC 96/61

IMAGE ACKNOWLEDGEMENTS



FRONT & BACK COVERS: "KARIJINI REFLECTION"
COURTESY OF ELLY LUKALE, GAC



ORIGINAL ARTWORK
COURTESY OF GAC
MEMBER AND ARTIST KAYE
WHITE



PILBARA LANDSCAPE,
COURTESY OF EMMA
KERSLAKE, GAC

DESIGN PRINTS
COURTESY OF GAC
MEMBER AND
FASHION DESIGNER
LILLA GAGLIANO
(KANINDA DESIGNS)



YLUA IMAGES
COURTESY OF
RIO TINTO

**ELDER BONNY
TUCKER:**
COURTESY OF
RIO TINTO



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