

GUMALA NEWSLETTER

March 2020



23-YEAR ANNIVERSARY

Sunday 1 March commemorated 23 years since the Yandi Land Use Agreement (YLUA) was signed by our Gumala Elders.

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

On this 23rd anniversary, GAC also wishes to recognise and thank the original signatories of the YLUA. Sadly, some of those Traditional Owners have now 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.

*Above: The community meeting at Marillana Creek, April 1996.
Images courtesy of Rio Tinto Iron Ore.*

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.

Right: Malcolm Richmond presents a certificate commemorating the signing of the YLUA to GAC Director Charles Smith in May 1997.



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.



Thannarru,

On 1 March 2020 it was 23 years since the Yandi Land Use Agreement was signed. Each year is an important milestone for the Yinhawangka, Banjima and Nyiyaparli people who came together to form Gumala.

We've come a long way from those early days and it's important that as we move forward, we constantly align ourselves to the aspirations of the people in those early days. We recognise and pay our respects to those elders who came together for the agreement, and to their children and grandchildren who have now broadened the member base by following in their footsteps.

\$2,000 top-up

It has been a busy start to the calendar year. Gumala has been fortunate enough to provide a top-up to each of the Member's Flexible Program balances (see page 8 for more details). This relates to two things: (1) Higher than expected movements at Yandi resulting in higher payments from RTIO, and (2) GAC and GIPL running at a low administration budget resulting in higher amounts apportioned to the program funds and the investment funds respectively.

Both GAC and GIPL Boards focused on delivering these benefits to Members at the end of January to assist individuals and families after the Christmas period and prior to the commencement of the school year.

This resulted in GAC receiving a months' worth of applications in the first week after the top-up, and several measures were taken internally to manage and reduce the processing times after this.

In saying that, we recognise that from a point of service delivery, we haven't met Member expectations on this occasion and your feedback and comments have been heard at the Board level.

EO REPORT

As a result, based on your feedback, we have assessed the resourcing and processing issues and commenced recruitment of MSOs, finance officers and other key resources based on internal performance indicators.

Unfortunately, this does impact the administration budget. However, recognising Member underspends in the Flexible Programs, and in preparation for the end of the financial year and the rebalancing of program allocations in the new financial year, these positions are essential if we are to meet the expectations of the Gumala people.

I would like to thank Members for their patience while we have worked internally on solving these delays. Many of you have approached Gumala staff with understanding through times of frustration. I can say that staff are very committed to delivering outcomes wherever possible and trying to prioritise around Member needs as they arise, and we will continue to try and do better.

It is important to note that Gumala has an adult membership of 1,800 and this does not include the children of those Members. The three language groups' PBCs have membership levels that are much lower in comparison and when taking our resourcing and the impact on the administration budget, the Corporation operates at quite low levels for such a large membership.

Joint strategy meeting

With the addition of the positions, resourcing and restructure, along with focus programs for housing and employment, were discussed as a part of the Joint Strategy meeting in March 2020. These strategy meetings are an important part of the Foundation ensuring that they are working collaboratively to effect relevant strategy in alignment with the objectives of the Trust and based on Member feedback.

In saying that, in the coming months we will be looking for information from the membership to prioritise, drive and inform the way in which we move forward on delivery of Fixed and Flexible Programs, as well as focus programs around housing and employment.

I look forward to working with the GAC board throughout the year and delivering for the Gumala people.

by Justin Dhu
Executive Officer

GUMALA JOINT STRATEGY MEETING

Directors and staff from Gumala Aboriginal Corporation (GAC), Gumala Investments Pty Ltd (GIPL) and Gumala Enterprises Pty Ltd (GEPL) met in late February to discuss a Foundation strategy and objectives moving forward.

This was an important step following the review periods of the Foundation and the agreement in ensuring the Boards are collectively focused on Members and are aligning each of the businesses to have the clarity, boundaries and activities needed moving forward to deliver to the Gumala people. There was a clear focus on further developing the relationships through joint initiatives and creating a clarity with regards to which organisation does what.

Setting the scene was a brief overview from the Executive Officers and Chief Executive Officer from the various organisations by providing an overview of progress against plans, key areas of focus and guidance regarding performance.

These conversations produced a number of actions for each of the entities to move forward on over the next six months with further review of the progress at a follow-up strategic meeting.



GAC: To represent Members and execute Yandi Land Use Agreement (YLUA) by delivering programs in line with ICUs and Corporate objectives. Also to manage the YLUA, membership, Beneficiaries, heritage, income and build trust between RTIO and Members.

GIPL: To manage income and investments of behalf of the Beneficiaries and find GAC programs. Ensuring funds are invested into programs. Achieving objects of the Trust.

GEPL: To be another income for the beneficiaries and provide employment and training.

MEETING WITH RIO TINTO



A Monitoring & Liaison (M&L) meeting was held on 27 February 2020 at the Rio Tinto Iron Ore (RTIO) office in Perth between representatives of RTIO and GAC, GIPL and GEPL to discuss activity at RTIO's Yandi mine site, as well as performance measurements for employment and business development.

This meeting also discussed outcomes from the required Yandi Land Use Agreement 5 Year Review, that was facilitated by Nous Group and included consultation with all parties, at GAC's Consultation Meeting in Port Hedland on 26 October 2019.

At this October meeting, Beneficiaries appointed a committee to discuss the renegotiation of the Yandi Land Use Agreement and the aligning the 23-year-old agreement with the requirements of Traditional Owners today.

The draft report was recently discussed by the M&L members (pictured left), and 15 recommendations, and their suggested priorities, were evaluated for further consideration by Nous prior to finalising the report.

Rocklea and Juna Downs Stations were also discussed, as well as the requirements of the YLUA to sublease those stations to GAC.

This is a way of securing interests and opportunities of the Yinhawangka and Banjima people in respect of their lands and their historic connections to those stations.

These developments will continue to be worked through by both parties moving forward.

GUMALA'S COMMUNITY SPONSORSHIP PROGRAM

It is important that our GAC Members are supported financially to engage in once-in-a-lifetime opportunities that will deliver lasting and tangible educational, cultural or health and wellbeing-related outcomes.

Because of this, GAC has created a Community Sponsorship program with the aim to provide financial support and resources to Members who are excelling in their community or in their hobbies, or who have been given an opportunity to participate in an educational, cultural or health and wellbeing-related activity or event that they would not otherwise be able to afford.

To date, this sponsorship has successfully allowed our Members to take part in a vast range of wonderful opportunities.

Some examples of these include: Members travelling to New York for both a marathon and a visual arts and design tour; taking part in a national darts competition; travelling to Alice Springs for an AFL camp and to Singapore for a baseball competition.



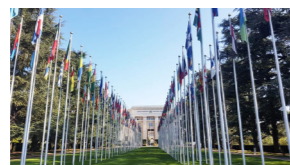
In this issue we feature Sheneise Hall who recently attended a Human Rights Summit in Switzerland. We look forward to featuring other Members who have applied for the scholarship throughout the year.

If you or your family Member would like more information on how to apply for the Community Sponsorship program, please visit the GAC website or contact the office.



SHENEISE ATTENDS UNITED NATIONS SUMMIT

Congratulations to Sheneise Hall who recently received a Gumala scholarship to travel to Switzerland to attend a United Nations Summit on Human Rights.



Words by Sheneise: Recently, Gumala supported me in attending a United Nations Summit for Human Rights and Democracy in Geneva, Switzerland. Witnessing first-hand the disadvantages of Indigenous people while growing up inspired my career path towards health and policy.

The Summit brought together many people from around the world, including human rights victims, activists, diplomats, journalists and student leaders to shine the spotlight on urgent human rights situations that require global attention.

It came with great surprise to me, hearing the difficulties people around the globe are faced with today, fighting for the most basic of human rights. That said, I found this Summit gave me great hope for Australia, and the ability to bring about change, especially around Indigenous inequality and disadvantage.

Attending this Summit was extremely helpful not only towards furthering my understanding of human rights issues around the globe, but also bringing about greater insight into ways of addressing disparities within Australia.

Gumala's support in attending the Summit will also help guide me through my final year of completing a Master's in Public Policy at the Australian National University in Canberra.

Before attending this Summit, I was motivated towards creating healthier communities through education and developing better policy, specifically around mental health and suicide prevention. This Summit has only increased my drive towards making this possible.

SCHOOL HOLIDAY FUN IN TOM PRICE

During the recent school holidays, Gumala staff joined other service providers and volunteers from the Tom Price area to provide fun activities for local kids to enjoy.

GAC would like to thank Kim Gentle from ABC Rangers for Life. As one Member said, "I don't know what Kim has been doing with the kids, but it must be good, they were awake and showered at 8am waiting for her!" (She wasn't due until 11am.)



PHOTOS BY SHIRLENE GOTZ



GUMALA'S CODE OF CONDUCT

CODE OF CONDUCT



The GAC Board recently endorsed a new framework to be read in conjunction with the Member Code of Conduct policy. This policy is in place to protect the safety, privacy and happiness of all Gumala Members and Beneficiaries, staff and suppliers.

We would like to kindly remind all Members that when dealing with GAC staff or suppliers, Members are expected to:

- Be respectful and courteous
- Only communicate through approved business methods (GAC does not allow Members to contact Gumala staff through their personal social media profiles)
- Not engage in any fraudulent behaviour or forgery.

It is important to note that when Members behave inappropriately towards suppliers or their facilities, it can cause these suppliers to be unwilling to trade with us, and this in turn can impact on other Members, making it difficult for them to use that supplier in future through Gumala. This is why we stress the importance of being respectful towards suppliers and their facilities.

The full copy of our Member Code of Conduct Policy can be found on our website at www.gumala.com.au/policies/

BREACHES



A breach of this Code of Conduct Policy means that a Member has acted in a way which goes against the behaviour which is expected. There are consequences for these breaches, which vary in degree and nature depending on the breach. A

breach could be:

- Unacceptable or inappropriate behaviour (e.g. abusive language, shouting, swearing, threatening behaviour etc.);

- A form of harassment (e.g. rude or disrespectful comments, continuous phone calls or emails etc.); and/or
- Illegal conduct (e.g. fraudulent activity, stealing etc).



If a Member is found to have breached the Code of Conduct Policy, they will receive a letter outlining the circumstances or behaviour that has resulted in the breach.

They will be given the opportunity to provide an explanation to a GAC staff member or put it in writing, after which the explanation will be passed on to the Board.

The Member may be asked to provide further explanation, and if the Board is not satisfied, it may pass a resolution to have the Member's benefits suspended or their membership cancelled.

In the interim period before the Board has reviewed the matter, access to benefits and services may be suspended until the matter is resolved.

COMPLAINTS

If Members are dissatisfied with the outcome of an application, the staff or suppliers, they can lodge a complaint as per GAC's Complaints and Disputes Policy.

A copy of this policy can be found on our website at www.gumala.com.au/policies/



GUMALA HOSTS USA STUDENTS

For the past three years, Gumala has hosted students from Elon University in North Carolina, USA.

As part of their three-week visit to Perth, students attended cultural awareness training at Curtin University's Centre for Aboriginal Studies; walked the Yagan Trail from Wireless Hill Park while learning about the story of Yagin from Noongar elders; visited the burial site, old prison cells and museum at Wadjemup (Rottnest Island); ate traditional foods and much more.

Visiting Gumala gave the students the opportunity to learn about the history of our Traditional Owners and the signing of the Yandi Land Use Agreement, as well as our membership programs.

The students said they learnt a lot from the information session run by Gumala staff and were very thankful for the opportunity.

Pictured left to right is: Rena Zito, Sophia Argus, Hailey Valeriano, Emily Tufford, Colby Wilson with Gumala EO Justin Dhu and Governance Administrator Ben Jeakings.



ARE YOU A MEMBER LOOKING FOR WORK?

**Certificate III Business Traineeship
Opportunity NOW available at GAC's Tom Price office
Open to Gumala Members ONLY**

Business trainees get hands-on experience in the following:-

- Providing high-level customer service
- Answering telephone calls, taking messages and responding to enquiries
- Handling and distributing mail, photocopying, data entry, word-processing documents and ordering supplies
- Undertaking filing, and maintaining and updating filing systems
- Other ad hoc administrative duties as required.

For enquiries, please contact Sonya at GAC in Tom Price on 1800 486 252 or Sharn Battaglia at MEGT on (08) 9263 7888. To apply, please send your cover letter and resume to sharnbattaglia@megt.com.au



Are you looking for work or training opportunities? Need help with your resume or some tips on your interview skills?

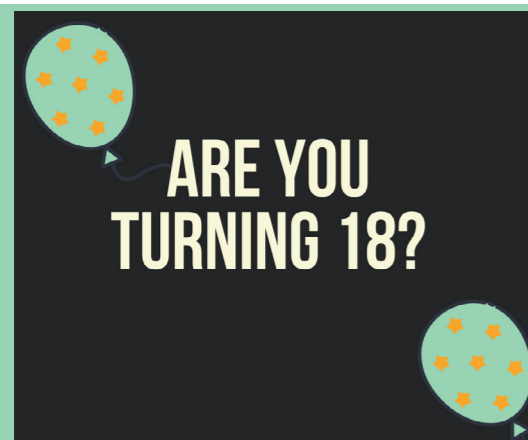
GAC has an Employment and Skills Development Officer to help with job searching and training support.

Gumala Traditional Owners needing assistance can email jobs@gumala.com.au or call our office – Tuesday to Thursday – to speak with Hayley.

GAC also has a Facebook page called Gumala Aboriginal Corporation Jobs Link. Feel free to follow us for regular job and training updates.



MEMBERSHIP INFORMATION



If so, you may be eligible for the Flexible Program

All Gumala Members and Beneficiaries are eligible for the Flexible Program if:

1. They are listed on the GAC Register of Members at the time of their application (pending Members who were not previously recognised as Beneficiaries cannot access funds until they are approved).
2. They are listed on the GIPL Register of Traditional Owners as an adult at the time of their application (pending Beneficiaries cannot access funds).
3. They are over 18 years of age.

(If you are an approved minor Beneficiary [student] and you turn 18 over the course of the programs year, you must complete an application form to become a Member before you will be given access to funds).

For program budgeting purposes, new Members or individuals who were already Beneficiaries and who have turned 18 will have access to funds under the Flexible Program as follows:

- Membership approved or turn 18 between 1 July 2019 & 31 September 2019 Funds = \$4000
- Membership approved or turn 18 between 1 October 2019 & 31 December 2019 Funds = \$3000
- Membership approved or turn 18 between 1 January 2020 & 31 March 2020 Funds = \$2000
- Membership approved or turn 18 between 1 April 2020 & 30 June 2020 Funds = \$1000

\$2,000 FLEXIBLE TOP-UP

Why is there a top-up? As reported in GAC's 2019 Annual Report, iron ore prices hit bottom in early 2016 and land disturbance from mining activities at the Yandicoogina Mine site was minimal. This had a major impact on the revenue Gumala received from Rio Tinto.

However, due to an increase in commodity prices, activities bounced back. Because of the resulting land disturbance, Gumala received an unpredictable revenue from Rio Tinto's Yandi Land Use Agreement income – a total of \$36m in the 2019 financial year. Due to this, the Flexible Program balance was increased from \$3,000 to \$4,000 for the 2019-2020 financial year. In addition, the Gumala Boards approved a further top-up of \$2,000 to the Flexible Program balance for the 2019-2020 financial year **(making it a total of \$6,000).**

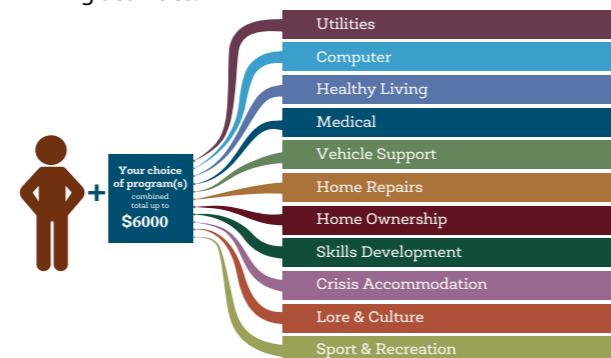
When is it available? The top-up became available on Tuesday 28 January 2020 and all Members were notified via post. The top-up was also advertised on our website and via social media.

Is this in addition to the \$4,000 balance already available for the Flexible Program?

Yes, the Gumala Boards have approved a further top-up of \$2,000 to the Flexible Program balance for the 2019-2020 financial year **(making it a total of \$6,000).**

When do I have to use it by? The Flexible Program balance and top-up is available for the 2019-2020 financial year which ends on 30 June 2020.

Will there be regular top-ups? No, at this stage the top-up is valid for the 2019-2020 financial year ONLY and any future top-ups will be dependent on future mining activities.



MEMBERSHIP INFORMATION

XMAS GIFT CARDS

At the end of 2019, all GAC Members were eligible to receive a \$500 Christmas Gift Card.

The aim of the program was to provide all Gumala Members and adult Beneficiaries with a \$500 Coles, Woolworths or local supermarket gift card to assist with Christmas expenses.

This year there were approximately 1,323 gift card applications, which was up 195 from 1,128 the previous Christmas. This figure represents about 75% of our membership.

Once again we received a lot of positive feedback about the program.

Telstra Bill Assistance

Did you know Gumala is able to assist you with your Telstra bill?

Telstra Bill Assistance vouchers will be issued to eligible adult Members or Beneficiaries on request, with a limit of one per Member. They are valued at \$50 each and can be used towards all Telstra bills including wi-fi, phone and mobile. They can't be used for credit or recharging.

How to apply? The bill must be in the Member's name. Send a copy of the bill to info@gumala.com.au (NOT applications@gumala.com.au). The voucher will be sent from GAC to Telstra by mail, so Members should submit with enough time for processing (at least two weeks).

Limited number of vouchers are available (30 ONLY) so first come, first served. The program expires 30 June 2020.

For more information, contact Carol at GAC on 1800 486 252 or email info@gumala.com.au



EDUCATION ASSISTANCE NOW AVAILABLE

GAC would like to remind registered Members and Beneficiaries that school-aged children are eligible to access the Education Program to assist with schooling costs. The program will run until 31 October 2020 and provides the following amounts.

- Kindergarten Assistance – \$250
- Primary School Assistance – \$800
- High School Assistance – \$1200

Items available under the program include:

- Books and stationery
- School fees and contributions
- Uniforms and lunches
- Camp and Country Week fees
- Equipment – e.g. sports clothing, musical instrument, computer, iPad



- School photographs
- Tutoring
- Travel and accommodation (boarding school and school bus services only)
- Extracurricular activities or excursions.

Guidelines

Applications must be in the name of the child. Parents may pool childrens' funds together if required for items where all children will benefit, e.g. a home computer.

A tax invoice or quote must be sourced from the goods or service provider and sent to GAC with the application form. Please use separate application forms for each individual child.

Further details are available on our website under Programs & Services or by calling the GAC office on 1800-486-252



Employment

Nigel Baker started work with Gumala Enterprises in November 2019 at the Tom Price workshop as an apprentice in (AUR31116) - Cert III in Heavy Commercial Vehicle Mechanical Technology.

Since commencing with GEPL, Nigel has quickly gained confidence in his approach to work and become an integral part of the TP workshop crew.

Nigel will commence his TAFE training this year, which will consist of several periods of block release at Carlisle TAFE in Perth. The block release, combined with on-the-job training and skills building, will facilitate Nigel's ability to achieve his trade.

GEPL welcomes Nigel to the team and encourages other GAC Members and non-members to follow in Nigel's footsteps. Nigel is pictured below.



Work with GEPL

We are always keen to hear from GAC Members with construction plant experience or Members who are willing to take up training/apprenticeship opportunities. Please send your resume to recruitment@gepl.com.au or call us on (08) 6243 2600.

Cultural Awareness Training

A very informative Cultural Awareness session was delivered at West Angelas on 24 January by Julie Walker (Yinhawangka) to 22 operators and office staff. Other sessions are being scheduled at various project locations in early 2020 to raise awareness and understanding within our workforce.



Current / Completed Projects

RTIO – West Angeles Deposit C & D Enabling Works

GEPL continued works at WADCD Enabling works over the period. Additional works have been awarded to GEPL over the period from the original contract scope. The project is due for completion in April 2020.

RTIO – Yandicoogina – Bina Bina Works

GEPL has continued works at Bina Bina over the period. Scope includes clearing of vegetation and topsoil stripping.

RTIO – Yandi & Brockman 4 – Shutdown Works

GEPL has supplied plant and labour to the Yandi and Brockman mine sites to facilitate shutdown works during December, January and February.

RTIO – Paraburdoo – Rock Breaking Services

GEPL has continued works at Paraburdoo over the period.

RTIO – Hope Downs 1 – Screening & Load Out

The scope of works consists of supply of plant and labour to conduct screening and load out activities. The plant and personnel supplied are working day shift and night shift to increase the mine site overall production.

Main Roads Western Australia (MRWA) – Acciona Clough JV (ACJV) – Great Northern Highway (GNH) – Koodaideri Rail Bridge

GEPL has completed site clearing, topsoil strip and excavation and back backfill to the bridge abutments. The main focus at present is the win, load and haul of approximately 550,000m³ for the embankment construction.

RTIO – Tom Price Mine Site – NEBC Waste Dump Rehabilitation - Gumala / Downer JV (GDJV)

Gumala Downer JV has mobilised to site and works are underway. The project has a forecasted completion date of July 2021. In total, 22 direct staff will be employed over the period.

Shire of Ashburton – Karijini National Park – Cyclone Damien – Remedial Works

GEPL has been engaged by the Shire of Ashburton to undertake emergency restoration works to roads at Karijini National Park after the effects of Tropical Cyclone Damien.



GUMALA INVESTMENTS PTY LTD (GIPL)



Late last year, GIPL appointed Stephen Magwenzi in the new role of a Social Impact Investment Manager.

The aim of the role is to work closely with Gumala Members and Beneficiaries to identify and develop business investment opportunities for the organisation in its capacity as Trustee of the General Gumala Foundation.

It also has a secondary purpose of supporting Gumala Members and Beneficiaries where they may achieve a positive social impact through investment support.

The role aims to enhance the positive social impact of the Gumala Foundation's investment portfolio, specifically through:

- The development of growth strategies and business opportunities for GIPL which deliver a positive social and financial return for Members and Beneficiaries;
- Promotion and facilitation of investment opportunities for Members and Beneficiaries engaged in and/or looking to operate their own small business; and
- Assessing, reporting and advising the Board on the social impact of its investments.

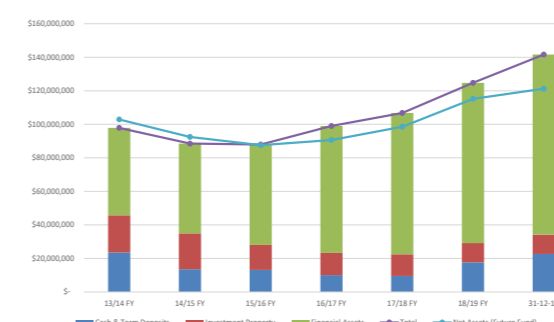
Stephen has over 10 years Senior Executive experience and is a member of CPA Australia and the Australian Institute of Company Directors (GAICD). He is also certified with The John Maxwell Team to speak, train and coach individuals and groups in the areas of leadership development, high performance teamwork and personal growth.

Stephen is a loyal Collingwood Football Club and Manchester City Football Club supporter. Stephen can be contacted at GIPL on (08) 9287-3900 or Stephen.Magwenzi@gumalatrust.com



Financial overview

GGF Investment portfolio



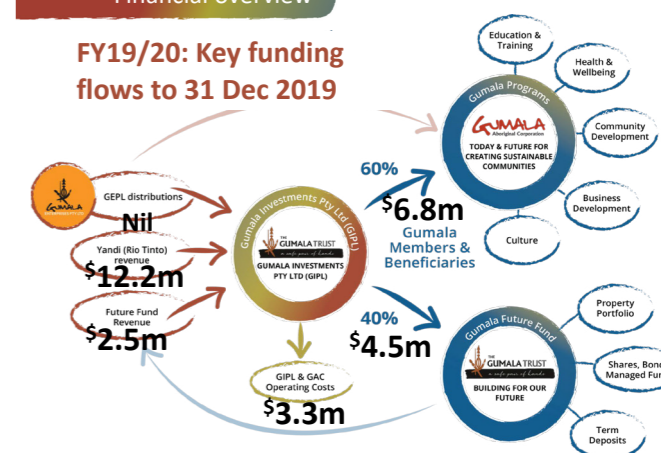
GGF Financial Overview

The General Gumala Foundation is pleased to update Beneficiaries that as at 31 December 2019, total assets under investment were valued at \$141.6M, with the Future Fund valued at \$121.2M.

The investment portfolio has generated \$2.5M in the first half in an investment environment of reducing interest rates. The Trust continues to shift more funds from cash investments into market investments as well as

Financial overview

FY19/20: Key funding flows to 31 Dec 2019



investigating the opportunities to generate positive social impacts for Beneficiaries.

Total Revenue for the six months to 31 December 2019 was \$14.7M, with \$11.3M being retained for the benefit of Members and Beneficiaries through available Member Program Funding (\$6.8M) and Investments into the Future Fund (\$4.5M). During this period a total of \$5.7M has been claimed under GAC programs.

THE DENTIST CAN BE FUN

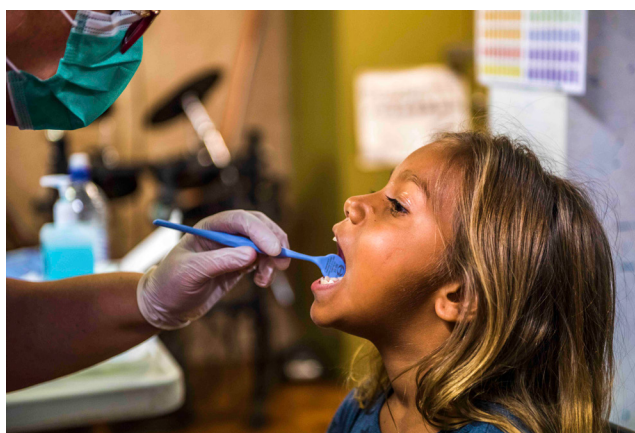


Earlier this year, GAC's Tom Price staff worked collaboratively with other service providers to assist children with free dental access. The activity was highly successful with approximately 50 kids getting their teeth checked.

The Dental FUN Day, which was held in collaboration with the Pilbara Dental Centre, was a joint initiative with the Tom Price Youth Support Association (TYPASA), IBN, Nintirri Women's Health and Gumala.

It provided the opportunity for anyone aged between 2 and 25 to access free dental health checks and was combined with other fun activities to help remove the fear that may exist from going to the dentist.

Gumala would like to acknowledge all of the stakeholders involved in making the day a great success.



CONTACT US

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