

GUMALA NEWSLETTER

Issue: December 2023



FROM FINISHING HIGH SCHOOL TO STARTING A CAREER



Pictured (L-R): Gumala Members, Jaida Coffin and Jashani Coyne.

Sisters and Nyiyaparli women, Jaida Coffin and Jashani Coyne recently left school and utilised Gumala's Skills and Development Program to start their career. Read their story below:

Jaida's story:

My name is Jaida Coffin, I am 18 years old and a Nyiyaparli woman. With the help of Gumala, I secured a job in FIFO as a Process Operator.

I first engaged with the Skills and Development Program by attending one of their Information Sessions. After finding out more, I decided to use the Program funds for driving lessons to assist me in getting my license.

(Continue reading on page 3)

Jashani's story

My name is Jashani Coyne and I am a Nyiyaparli woman. I graduated high school last year and had a gap year to figure out what I'd like to pursue. Not long after starting my gap year, I decided I wanted to start working but I had no idea where to start! That's when my mum suggested I contact Gumala's Skills and Development Officer.

(Continue reading on page 3)

If you'd like support with your resume or finding career opportunities, our Skills and Development Officer, Hayley is available to contact Tuesday, Wednesday and Thursday by emailing gacjobs@gumala.com.au

IN THIS ISSUE:

As 2023 comes to a close, we've reflected on the year that's been.



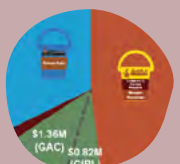
Read how Gumala Member, Carol Shillingsworth attended an Indigenous Language Conference, thanks to our Member Sponsorship Program.

With Lore Season underway, we'd like to remind Members about our Lore Program and how it can help Members.



Gumala Member, Michael Dann recently published his first book, *Save the Dreamtime* - we interviewed Michael to find out more.

Read page 11 for an update from GIPL on how the Trust Performed for the first Quarter of the 2024 Financial Year.



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.

EXECUTIVE OFFICER REPORT



Thannarru,

As we enter the festive season, we hope this newsletter finds you well and we wish all our Members a safe and happy Christmas break. I'd like to thank our Members for walking alongside us over the last 12 months.

IT'S BEEN A BIG YEAR, SO LET'S LOOK AT SOME NUMBERS...

- Since July, we've processed over 16,000 applications, a 15% increase on last year.
- We processed most applications within two business days and completed over 6,000 daily payments.
- We supported our homeland communities by completed a wide variety of works in our community projects space, from maintenance and upgrades of buildings to vital repairs that improves the quality of life for these community members.
- We have sent 200 specialist referrals for our Members in the Housing Support Program and seen 11 people enter into stable long-term housing.
- We've represented Gumala interstate and presented at the two conferences, the SNAICC Conference and Indigenous Empowerment Summit.
- We've been recognised for the work we're doing – we won the Large Organisation category at the Community Service Excellence Awards and was a finalist at the Pilbara Community Services Excellence Awards too.
- We maintained the 80/20 rule, ensuring at

least 80¢ out of every dollar spent goes towards Programs for our Members.

- We supported the Board and maintained key policies to ensure Gumala practices good governance.
- We operated our 7 Early Learning centres across the Pilbara - providing a culturally safe early learning centre for our Members and Aboriginal families in the Pilbara

You can read more of what Gumala was up to over the year on **page 4**.

MEMBER SPONSORSHIP

The Member Sponsorship Program plays a critical role in supporting Members who have been given an opportunity to participate in a once in a lifetime educational, cultural or health and wellbeing related event, that they would not otherwise be able to afford.

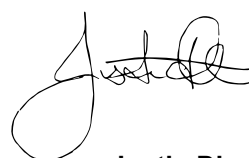
We often share these stories in our newsletter and in this edition, we'll be sharing the story of Gumala Member Carol Shillingsworth, who used the Program to attend an Indigenous Language Conference, you can read more on **page 6**.

CHRISTMAS PROGRAM

This year, we were in the fortunate position to offer a Christmas Program to Gumala Members and Adult Beneficiaries to help ease the financial burden during the Christmas period. I'd like to thank the GIPL and GAC Boards for approving this additional payment. More details about the payment can be found on **page 3**.

GAC OFFICE HOURS

From 21 December – 7 January our Tom Price and Perth offices are closed. We will reopen January 8 and look forward to seeing you then.



**Justin Dhu,
Executive Officer**

STARTING A CAREER AFTER HIGH SCHOOL

Sisters and Nyiyaparli women, Jaida Coffin and Jashani Coyne recently left school and utilised Gumala's Skills and Development Program to start their career. Read their story below:

Jaida's story (continued from page 1)

I then approached Gumala for help with securing employment. We updated my resume, and Hayley, the Skills and Development Officer started putting me forward for positions. Soon after, a position was found for me, an entry level job at FMG!

I'm grateful for this opportunity - I'm now getting trained on machines, meeting new people who have the same mindset as me and am able to do things I love!

Jashani's story (continued from page 1)

With her help I updated my resume and sent it to various mining companies. Not long after, I received my first call from a recruitment company offering me an entry level job at FMG!

I started my position as Processor Operator in September and have been loving it ever since. I'm glad I chased this opportunity and I



Pictured: Back right next to the Aboriginal flag, Jaida Coffin and in the front right, Jashani Coyne.

want to encourage other Members who are also looking for employment to get in touch with Hayley!

I'd like to say a big thank you to Hayley and Gumala for their support.

If you'd like support with your resume or finding career opportunities, our Skills and Development Officer, Hayley is available to contact Tuesday, Wednesday and Thursday by emailing gacjobs@gumala.com.au or by calling our office.

IMPORTANT UPDATE: CHRISTMAS PAYMENT

As many of you know, this year Gumala has a \$500 Christmas Program to help ease the financial burden for Gumala Members and Adult Beneficiaries.

All payments have been made to Members and Beneficiaries who have communicated how they would like to receive the payment.

If you have not replied to the SMS yet, please reply immediately with 'BANK' or 'FLEXI' so we can process your payment.

For more information, please go to gumala.com.au/gumala-christmas-program or scan the QR code to the right.



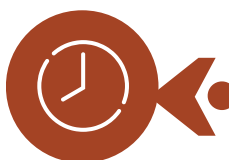
**SCAN
TO READ
MORE**

SINCE JULY, WE'VE
PROCESSED

+16,000
APPLICATIONS

We delivered our first Hybrid AGM. Over 1,400 Members registered on the day and our Finance team efficiently processed same-day payments for all Members who registered before 11am.

PRIORITISING OUR MEMBERS



KEEPING PROCESSING TIME LOW

Our average processing time was just two business days,



COMMUNICATION

In just five months, our Reception staff have answered over 7,000 calls.



CONVENIENCE

Over 1,000 Members can now use the Member Portal to submit and check the progress of applications 24/7.

KEEPING COSTS LOW



We've ensured **80¢ of every dollar spent was spent on Members** and only 20¢ was spent on Administration.

For this quarter, **86¢ of every dollar spent was spent on Programs** (including BCT) and 14¢ was spent on Administration.

MEETING REPORTING REQUIREMENTS

We developed new HR policies and completed consolidated annual reports for GAC and GEPL to meet our obligations.

GOOD GOVERNANCE

Continuing to support the Board by delivering 13 Board Meetings as well as additional sub-committee meetings.

SUPPORTING THE BOARD

We held a 3 Day Board Training Workshop for GAC & GIPL Board Directors.

KEEPING MEMBERS INFORMED

We built the capacity to email Members and touched base regularly throughout the year via SMS, ensuring our Members were communicated with on key information.

SHARING AND LEARNING - We attended and presented at two Indigenous Conferences to showcase the work we do and learn from other Mob.

DIVERSIFYING OUR INCOME

We delivered Corporate Services for Yinggarda Aboriginal Corporation (YAC) to **create a new revenue stream** and **support a new Prescribed Body Corporate**.

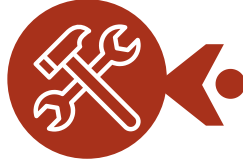
We also **delivered the BCT Program** for a second year.

We won the Large Organisation Category at the Community Services Excellence Awards and were a finalist at the Pilbara Community Service Excellence Awards.

TRAINING TO DELIVER THE BEST SERVICE

40+ staff were enrolled in **28 training courses**, including Cultural Awareness and Customer Service courses.

WORKING WITH THE COMMUNITY



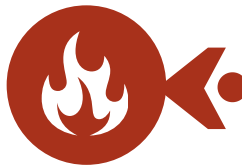
DELIVERED 10+ COMMUNITY PROJECTS

Supporting our Homeland communities with renovations, maintenance, and refurbishments.



EARLY LEARNING

All of our 3a staff identify as Aboriginal, providing a culturally safe environment for our Members and Aboriginal families in the Pilbara. We also had health services attend our centres such as Earbus and Aboriginal Medical Services.



MAINTAINED LORE GROUNDS

We continued to work with community leaders to maintain and provide support for Lore Grounds, including Bellary Springs and Youngaleena Lore Grounds.

Our GAC staff grew alongside our growing Membership so we can continue to deliver low wait times.

HOUSING SUPPORT

With a worsening housing crisis affecting rental properties everywhere, the Gumala Housing Team have worked hard to support our Members. Our Housing Support Officers have actively advocated for Members to help them retain their tenancies.

The team have also found housing solutions for Members who need to relocate for long-term medical treatment and have been actively building strong relationships with specialist housing service to help Members access more housing options.

- **Assisted over 200 Members with specialist referrals**
- **Provided Case Management Support to over 90 Members**
- **Successfully transitioned 11 Members into stable long-term housing**

KEEPING LANGUAGE ALIVE

Banjima and Ngarluma woman, Carol Shillingsworth is a senior consultant for Aboriginal Languages at the Education Department. Carol is passionate about keeping Indigenous languages alive and supporting younger generations to learn their language.

This passion is what led Carol to the PULiIMA Conference – a biannual Indigenous Language Conference that brings together people from all over Australia and the world to share and learn about community-based Indigenous language projects.

Carol applied for Member Sponsorship to attend the conference – we sat down with Carol to find out more.

Can you introduce yourself?

My name is Carol Shillingsworth, my family are Lockyers and Dhus on my mum's side so I'm a Banjima person and Ngarluma on my dad's side. I'm born and bred in Marble Bar and been living in the Pilbara for most of my years, but I've also worked in Broome, Kununurra and around that area teaching.

What is your passion for languages?

My passion for languages is seeing people stepping up and wanting to fulfill their grandparents or their parent's wish to learn their languages. We have Aboriginal staff come into our Teacher Training and when we ask why they wanted to attend, many answer 'I want to keep my language alive for younger generations', so they're learning it as well as teaching it, it's just amazing!

Tell us about the PULiIMA conference and attending?

I attended the PULiIMA conference just knowing about it through a colleague, and I thought well, I want to go to this, but how do I get there? The PULiIMA conference is a conference for people around the world who want to come and share the work they're doing in languages... research projects, what they're doing in communities, Men's groups... there was so much!

And you applied for Member Sponsorship Program as this was an important conference, can you tell us about that?

Yes, I applied to go to the conference through the Member Sponsorship Program. I knew the Program



Pictured: Gumala Member, Carol Shillingsworth at the PULiIMA conference, thanks to Gumala's Member Sponsorship Program

was there, but I never thought of using it for this purpose until a couple of my nephews suggested I apply, so I did, and I got it! I was so excited and grateful to Gumala for the sponsorship. Otherwise, I may not have been able to attend because of the cost.

It was great to attend and get an insight into what happens at the conference, because at the next conference, we would like to go and present our Aboriginal Languages Teachers Training for WA. So that's my goal for the next two years.

What was the highlight of the Conference?

The highlight of the Conference was meeting so many different people from all over Australia, even though we're all Aboriginal people and Torres Strait Islander people there's such different work that people do in their communities. So, listening and making connections was a highlight. The launch of the document for the International Decade of Indigenous Languages for 2022-32 was a big highlight as well!

LORE SEASON

It's Lore time and with Lore Grounds opening, we'd like to remind Members of our Lore Program within our Flexible Program.

The Member Services Team will prioritise Lore applications over this time as we know Members receive little notice when grounds are opening and often travel long distances to attend and meet their cultural obligations. It is reasonable for Members to request higher amounts of food and fuel while travelling for Lore.

We also understand that Members can be uncontactable while travelling and staying at the Lore grounds and we will endeavour to support them and their families where possible.

We wish all our Members safe travels during this significant cultural time

You can find all details, including forms at <https://gumala.com.au/lore/> or by scanning the QR code to the right.

**SCAN
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MORE
ABOUT
OUR
LORE
PROGRAM**



HEADING OUT ON COUNTRY?

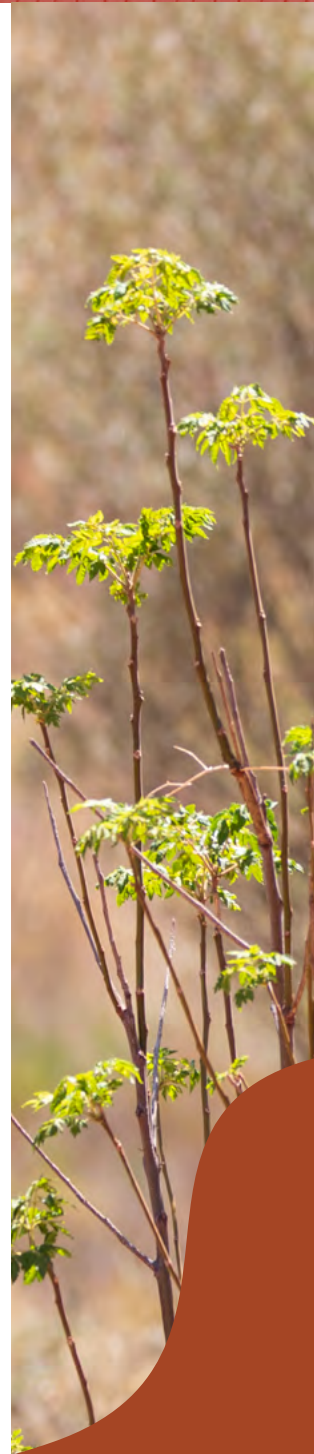
We also know some of our Members will be heading out on Country and connecting with Elders over the coming months so we'd like to remind Members of the Culture Program.

Our Culture Program supports Members in participating in activities that contribute to the preservation, sharing and practice of all aspects of Banjima, Yinhwangka and Nyiyaparli culture.

The program helps Members access funds to get out on Country, share and record their stories and go out and hunt and gather. Helping support Members in prioritising culture.

You can find all details, including forms at <https://gumala.com.au/culture/> or by scanning the QR code to the right.

**SCAN
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CULTURE
PROGRAM**



GAC'S CHRISTMAS HOURS

FRIDAY 15 DECEMBER ————— Cut off for applications to be submitted.

MONDAY 17 - WEDNESDAY 20 DECEMBER ————— Perth and Tom Price offices and phonedlines closed – applications are still being processed.

THURSDAY 21 DECEMBER - SUNDAY 7 JANUARY ————— Christmas closure, our Perth and Tom Price offices will be closed (no processing).

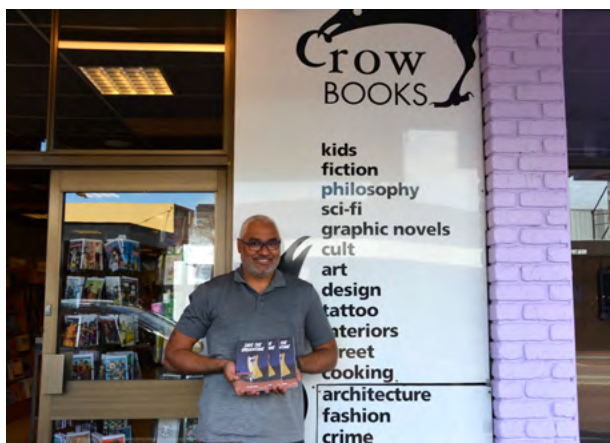
MONDAY 8 JANUARY ————— Perth and Tom Price offices reopen & phonedlines reopen at 9am.

SAVE THE DREAMTIME

Gumala Member and Nyul Nyul and Banjima/Guruma man, Michael Dann recently published his first book, *Save the Dreamtime*.

Save the Dreamtime tells the story of Muthardi, a misfit Aboriginal boy who after a freak accident is sent into the Dreamtime. He soon finds himself fighting for not only his survival, but the survival of Mother Earth and the Dreamtime itself.

We interviewed Michael to hear more about his novel and what inspired him to write *Save the Dreamtime*.



Pictured: Gumala Member, Michael Dann with his book.

Tell us about yourself Michael?

Firstly, I want to explain my heritage, I get my Nyul Nyul heritage from my father James Dann and Banjima/Guruma heritage from my mother Susan Smith.

I was born in Wickham but raised in Broome, I was also fortunate enough to visit my Pilbara family (Smith family) every school holidays. However, when I was around 17 years of age, I made the decision to leave my family and move to Perth for better opportunities.

Anyway, if we skip forward a few decades, I now have a family of my own. My wife, Kellie and three kids, Isabele, Harrison & Isaac. I currently work for Rio Tinto in the Perth office and previously did FIFO for 5 years at Greater Brockman (Brockman 4 & 2) as an Indigenous Mentor.

In 2020, I requested to work in the Perth office in the Contracts and Agreements team to cater towards my university degree. I am currently the Governance

& Compliance Advisor in this team.

You've recently published your first book – what gave you the idea for *Save the Dreamtime*?

When I was on site (maybe around 2017), I continually dreamt about my family. I was missing them and it was hard being away. One night I dreamt about a young boy surviving on his own without a father but in the Dreamtime. This probably related to my situation of being away from my son week-to-week. The next morning, I woke without knowing how the story ended. During my daily drives between sites (Brockman 4 & 2), I was surrounded by beautiful scenery, possibly my ancestor's countryside. So, inspired by my surroundings I made the decision to put pen to paper and finish the story I dreamt about and turn it into a book "Save the Dreamtime". It was also inspired by my childhood and going out on Country and being with our elders.

Tell us how your childhood inspired *Save the Dreamtime*?

During my childhood, we would go out on Country and make spears, hunt for barnis (goannas) and kangaroos, and spend time with our elders. Our elders taught us to use everything and never let anything go to waste. We loved listening to our elders and hearing dreamtime stories; this novel pays tribute to those stories.

Why was it important for you to write a story that used your heritage?

I wanted to celebrate both my Aboriginal families – my Nyul Nyul and Banjima/Guruma heritage. Using some Nyul Nyul words and basing some characters on my Banjima/Guruma ancestors was something I was very passionate about. I also wanted to leave a legacy behind for my children.

Anyone you would like to thank?

I'd like to thank both of my Aboriginal families and the Danns and Smiths for assisting me with incorporating my heritage.

*If you're interested in reading *Save the Dreamtime*, you can purchase it from Dymocks Ellenbrook, New Edition Books Fremantle, Crow Books East Victoria Park, and Perth Zoo. You can also order it online by emailing dann.press@outlook.com*

REMINDER - KARIJINI ECO RETREAT OPPORTUNITIES



TOURISM & HOSPITALITY OPPORTUNITIES 2024 EXPRESSIONS OF INTEREST

KARIJINI ECO RETREAT

Exclusive opportunity for Gumala members!

Karijini Adventures Pty Ltd is a Western Australian family-owned hospitality business specialising in Western Australian, unique, tourism management since 1973.

Our business was selected by GEPL in March 2020 to manage the Karijini Eco Retreat, one of the most spectacular and culturally important locations in the world, on behalf of Gumala members. We also operate Onslow Beach Resort and Mackerel Islands.

We understand the significance of this honour and sincerely hope you can help us connect members to the Retreat in some way.

Our aim is to manage the Karijini Eco Retreat in a culturally appropriate way that provides maximum benefit to Gumala members. We want your help to do this!

OPPORTUNITIES

Expressions are being sought from members who would like to engage with the Retreat in the following ways:

- **DIRECT EMPLOYMENT** - Direct employment including traineeships (Management, Restaurant, Guest Services, Tour Guiding, Maintenance)
A range of training opportunities exist from day courses to diplomas.
- **SEASONAL BUSINESS OPPORTUNITIES** – tour guiding, art workshops, cooking demonstrations, language classes, artifact demonstrations, or any other idea you may have.
Huge opportunity here!!!
- **SUPPLIER OPPORTUNITIES** - Promote and sell items in our kiosk/gallery eg books, artwork, artifacts, health and wellness products.
- Other thoughts or ideas are welcome!

We have opportunities for both short and long term commitments.

The Karijini Eco Retreat peak tourist season is from 1 April - 30 October each year and accommodates between 200 - 500 guests per night, with a strong demand for cultural tours and products.

We are available to discuss your ideas and help you get set up.

EOI's for the 2024 season are open until **31 JANUARY 2024**, but please get in touch as soon as possible if interested in learning more.

HOW TO REGISTER

Simply send a message to Drew Norrish, CEO, Karijini Adventures PL, to arrange a further discussion. An example response is provided below to send to: ceo@mackerelislands.com.au, or you can call on mobile 0427971283.

I, <INSERT NAME> am interested in engaging with the Karijini Eco Retreat and would like to be contacted to discuss the opportunity further.

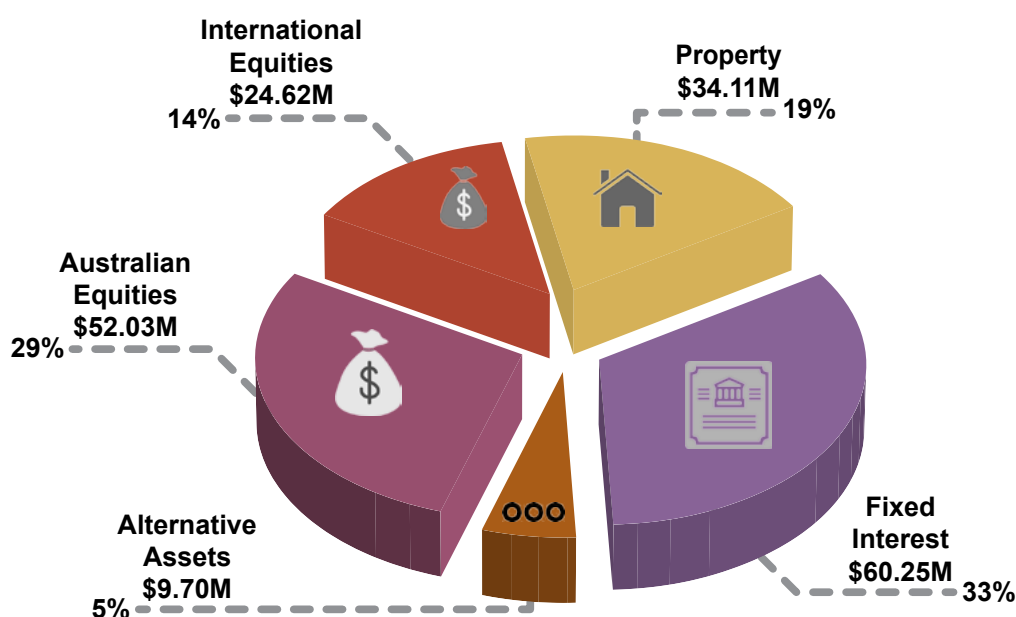
Please contact me on <PHONE NUMBER / EMAIL ADDRESS>.

Karijini Adventures Pty Ltd TA Karijini Eco Retreat, Savannah Campground
Telephone: (08) 9189 8013

TRUST PERFORMANCE UPDATE

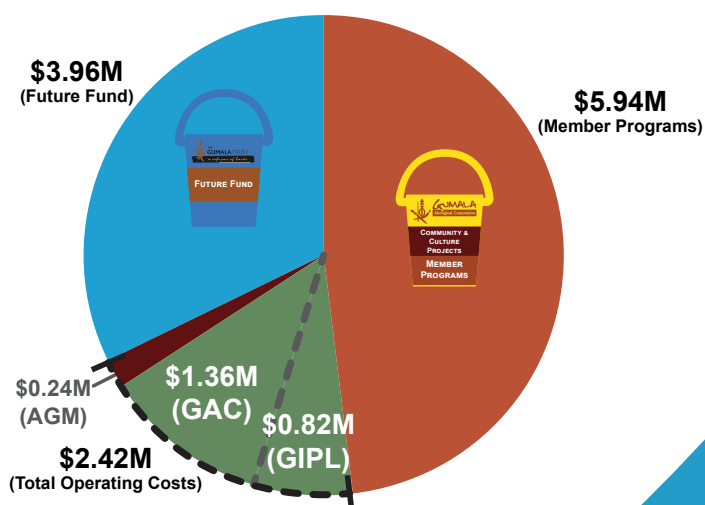
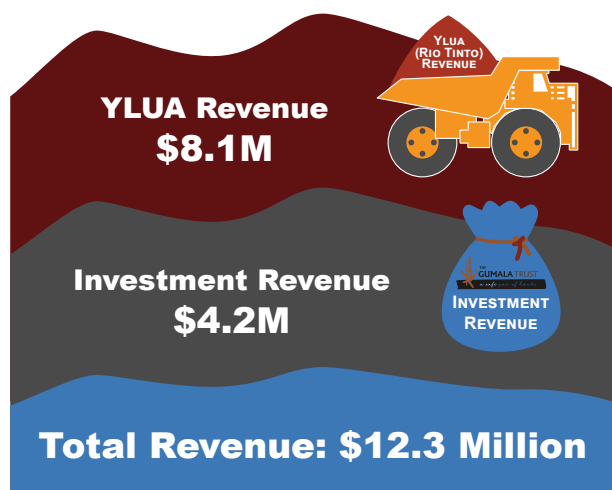


Gumala Investments Pty Ltd (GIPL), as Trustee for the General Gumala Foundation Trust (GGF), would like to advise the Beneficiaries that as of September 30, the assets held under investment had a total value of \$315.93 million, with \$180.71 million of those Investments held within the Future Fund. The net value of the Future Fund, after factoring in liabilities, totalled \$177.68 million.



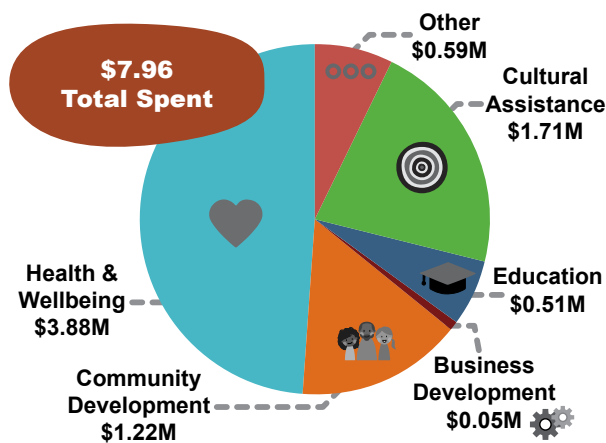
The September Quarter marks the start of the 2023-2024 Financial Year. The Quarter was unstable for investment values on a month-by-month basis, with an overall slight decrease in values of less than 1% for the quarter. The GGF continues to maintain a varied range of investments to spread the risk and return based on long-term positive results.

The Foundation received \$8.12 million in revenue under the YLUA, a significant increase from the \$0.81 million received during the June Quarter. The Investments generated \$4.20 Million in revenue, for a total revenue of \$12.32 million.

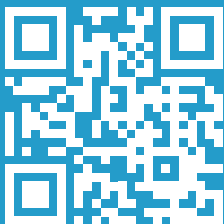
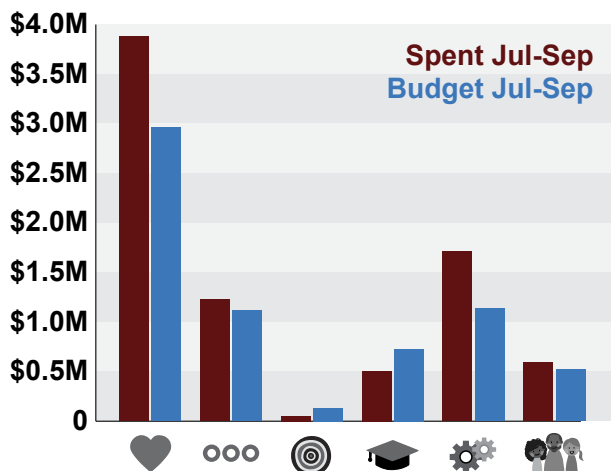


Across the Foundation, Operating and Capital costs totalled \$2.42 million, which includes the operating costs of both GAC and GIPL, as well as the \$0.24 million spent on operational costs for the recent Gumala Joint Gumala Joint Consultation and AGMs held in October.

This left \$9.90 million as available income, with 60% assigned to Member Program Funding, and 40% Invested into the Future Fund, for the short-term and long-term benefit of Gumala Beneficiaries.



The GGF spent \$7.96 million on Member Program funding during the June Quarter.



GET IN TOUCH

Email: gip1@gumalatrust.com
 Web: www.gumalatrust.com
 Facebook: [@GumalaTrust](https://www.facebook.com/GumalaTrust)
 LinkedIn: [@gumala-trust](https://www.linkedin.com/company/gumala-trust)

GIPL NEWS

November 30 marked the end of the current terms of GIPL's three TO Directors: Roy Tommy, Claire Gesah, and Helen Smith. They have provided valuable contributions and key cultural knowledge throughout their time with the GIPL Board, and we would like to thank them for their commitment during their years of service.



Claire Gesah and Helen Smith will not be returning to their positions, and we wish them all the best for their future endeavors. During their terms, the Board saw many challenges and achievements. With a greater emphasis on using the GGF Future Fund to deliver positive social outcomes for our Beneficiaries, a total of \$18 million dollars was pledged to the Gumala Housing Support Program, with 40 houses currently being used by the program.



They combated the tumultuous time brought on by Covid-19, helped to deliver Gumala's very first Hybrid AGM, and worked alongside the other Directors to ensure greater outcomes and benefits for all Gumala's Members and Beneficiaries.



We welcome the new TO Directors who have taken over their roles, and welcome back Roy Tommy who is returning to his role as Yinhawangka Director.

Andrew Dhu is joining us as the Banjima Director, and Lisa Coffin as the Nyiyaparli Director. We're excited to see where the roles take them, and what GIPL achieves during their terms.

GET IN TOUCH

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Facebook: [@GumalaAboriginalCorporation](https://www.facebook.com/GumalaAboriginalCorporation) | **Facebook (JobsLink):** [@GumalaAboriginalCorporationJobsLink](https://www.facebook.com/GumalaAboriginalCorporationJobsLink)

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