

GUMALA NEWSLETTER

Issue: July 2024



CULTURE SPOTLIGHT

Now More Than Ever

27th May – 3rd June was National Reconciliation Week. A time for reflection, a time to share stories, histories and achievements, and a time for us all to explore how we can achieve reconciliation in Australia.

The Pilbara team attended the Tom Price Morning Tea and took part in a weaving workshop. Weaving is an important part of Aboriginal culture and is a way to pass on knowledge between generations, tell stories and connect people to Country.



Pictured: Laura and Braiden from the Pilbara team at the Reconciliation Week weaving workshop

3a Karratha Gets a Garden Refresh

Visitors to the 3a Karratha centre may have noticed the gardens at the centre looking fresh and revived. Members of our 3a team and our fantastic volunteers spent a day cutting and removing trees, adding borders to the existing fences to stop rubbish from blowing through the garden, sanding and repainting old chairs and tables, building a fabulous new sandpit and revitalising the lawn.

It was a big day, and we couldn't have achieved it without the help from Volunteering WA, Woodside, Home Hardware Karratha, Corps Karratha and Gumala Pilbara staff.



Pictured: Volunteers after a hard day's work at Karratha 3a

IN THIS ISSUE:

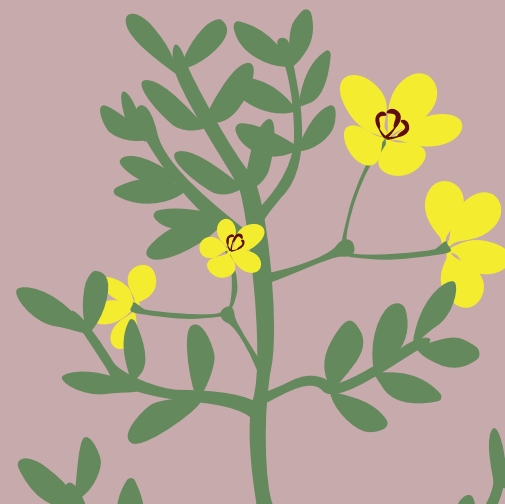
Meet the 3 Gumala Members who have joined the GAC team with our Mentorship Program.



Read how Gumala Member Shaun Garlett completed a 12-week program at Rio Tinto, as part of Gumala's Skills and Development Program.



The 2024-2025 Member Programs have been released! Learn about the updated programs.



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,

I hope this finds you and your family well.

I'd firstly like to take a moment to acknowledge the passing of Nyiyiparli Elder C Yuline. C Yuline was a bearer of great knowledge and Nyiyiparli cultural practices. Our thoughts are with her family, friends, and Nyiyiparli mob.

It is already over halfway through the year and much has happened since our last newsletter in March. 1 July marked the start of our financial year, which meant a fresh set of Member programs. The next few weeks is a busy time for us here at GAC, while we process and pay for programs within a timely manner for Members. I'd like to thank the Members for their patience during this time.

I know many of our Members may be feeling the impacts of the increased costs of living we are experiencing and we hope the financial relief payments we delivered late last year and early this year were able to alleviate some of those financial stresses.

Our team are in the process of finalising the details for our 2024 AGM and we look forward to sending out our AGM notice once we have everything confirmed.

2024 is now well and truly in full swing and if the first half is anything to go by, it's going to fly by!

RIO TINTO UNDERPAYMENT UPDATE

We would like to thank the Membership for their ongoing patience regarding this matter – this is still ongoing which means for legal reasons we are not able to confirm all the details yet.

Here is what we can share:

- Gumala has received \$125 million from Rio Tinto (RTIO) for the historic underpayments at the Yandi mine site.
- This amount is being held in the General Gumala Foundation Trust (GGF) under the provisions of the trust deed which is 60% programs and 40% investments.
- Once the GAC Board have finalised the matter then a program relating to the funds will be announced and will sit outside the normal GAC programs.

We expect to finalise the matter at some stage during this financial year, however, we cannot confirm a finalisation date.

GAC continue to advocate for the best outcome regarding this matter, whilst also ensuring we are still able to provide programs and services that benefit our Members.

The 2024-25 Member Guidelines was published on the 1st of July and we listened to your insights from the 2024 Gumala Member Program Delivery Feedback collected in April and May. Based on your feedback we have made increases across both the Fixed and Flexible Programs including the Education Kindergarten - Year 12 program, Tertiary program and Housing, plus more.

Head to page 4 to learn more about the 2024-25 Members Programs and insights from the 2024 Member Survey.

PROGRAM HIGHLIGHT

This month, we share Gabe and Tremaine's journey excelling in their sports. It is fantastic to see our young people following their dreams. We consider it a privilege to support our next generation on their journey, in whatever field they choose.


Member Shaun Garlett completed a 12-Week University Vacation Program at Rio Tinto and took home the Safety Award at their award ceremony.

Read more about Gabe, Tremaine, Shaun and the Vacation Program on pages 6 and 8.

MENTORSHIP PROGRAM

In June, we launched an 8 week Mentorship Program for Gumala Members. This program involves bringing 3 Gumala Members into our business with these Mentees gaining experience working in a corporate setting, while engaging with us in a different way. They will see behind the scenes what it's like to work at GAC and during their time with us, they will have one-on-one coaching and training sessions, connect with Traditional Owners throughout the organisation, and provide us with invaluable feedback and ideas for improvement. When we have the opportunity to welcome our Members into the Gumala team, we're always very grateful - their insights and experiences are invaluable to us from a business perspective. Our Members being within our teams means we are consistently reminded of our "why" more broadly. I'd like to acknowledge the time Wynnittiah, Kaylee and Malakye have spent with us to date.

Learn about the Gumala Mentorship Program and meet the mentees on page 7.



**Justin Dhu,
Executive Officer**

ARE YOU AN ARTIST?

We're looking for a talented Member and artist to collaborate with us on a series of upcoming projects! The artist will work with us to develop artwork that speaks to the values and rich culture of the lands, and that shares the Gumala story.

This is a paid opportunity for an original piece of your artwork to be woven into the fabric of Gumala and will become a core element of Gumala's identity.

Gumala Members, Traditional Owners, and those with ties to the Pilbara are encouraged to submit an expression of interest.

Entries close 17th of July. Scan the QR code to learn more about this exciting opportunity.



SCAN ME!

THE GUMALA BUSINESS REGISTER

Gumala contracts businesses for a wide-range of services and we would like to collate a list of our Member businesses so we can add them to our business register.

This list will give us the opportunity to support local Gumala Member businesses in our everyday operations.

If you have a business that you would like to add to our business register please email:

Communications@gumala.com.au

MEMBER PROGRAMS

KEY HIGHLIGHTS FROM THE 2024-25 MEMBER PROGRAM GUIDELINES

EDUCATION PROGRAMS

There has been an increase to all education programs this year. We have highlighted the Kindy-Year 12 increases below.



- Kindy increases to **\$1000** from \$500
- Primary increases to **\$2,500** from \$2,000
- Secondary increases to **\$3,000** from \$2,500



Members can apply for the 2024-25 Education Program from 1 November until 31 October 2025.



TERTIARY



- Cert I-II increases to **\$2,000** from \$1,500
- Cert III-IV increases to **\$2,500** from \$2,000
- Tertiary increases to **\$4,500** from \$3,500

HOUSEHOLD EXPENSES



Household Expenses (former Utilities Program) increases to **\$2,000** from \$1,000.

Guidelines will include rent and mortgage changes based on feedback through our Members Survey.

55+ YEARS PROGRAM



55+ Years Program increases to **\$3,000** from \$1,000

If you are eligible, you do not need to apply for this **extra \$3,000** in funding as it will be automatically added to your Flexible Program balance based on your date of birth.

CULTURE



Increases to **\$1,500** from \$1,000

The full 2024-25 Member Guidelines are out now. Visit www.gumala.com.au to download the digital version, Members can also collect printed versions of the Member Guidelines at our Tom Price or Perth office.

HOUSING UPDATE

HOUSEHOLD EXPENSES PROGRAM

The Housing Expenses Program limit has been increased from \$1,000 to **\$2,000** per Member.

You can use this program to pay for: Rent, Mortgages, Vehicle Transfers, Loan Payments and more.



Items available under the program

- Electricity, Water and Gas
- Internet
- Phone bills
- Rates (Local Council)
- Vehicles & Home Insurance
- Vehicle Registration & Driver's License
- Subscriptions only if bundled in phone bills
- Power cards
- Mortgages/rent
- Loan Payments (Vehicle & Personal)
- Vehicle Transfer
- Daycare and before/after school care fees

WESTERN AUSTRALIA RENT REFORMS

There have been changes to WA rental reforms which came into effect in May 2024.

Less Rent Increases

Landlords can now only increase your rent once every 12 months. If you believe your rent has been wrongly increased you can access free advice by scanning the QR code below.

An End to Rent Bidding

Rental properties must now be advertised at a fixed amount, for example: '\$425 per week' not 'offers between \$400 and \$500 per week'. Landlords can also no longer pressure people to offer more than the advertised weekly price in order to secure a rental.

If a landlord or agent asks or encourages a tenant to offer more money, contact Consumer Protection on 1300 30 40 54.

To read the full update scan the QR code



SCAN ME!

If you'd like to get in touch and learn more about the Housing Support Program, you can email info@gumala.com.au or call our office on 9219 4500.

DID YOU KNOW?

Lemon is not only a natural disinfectant but also a powerful deodoriser. Use lemon juice to remove stubborn stains, clean cutting boards and microwaves, and even polish metal surfaces. Its acidic nature makes it an effective cleaner.



MEMBER SPONSORSHIP

STEPPING UP TO THE PLATE WITH TREMAINE

Gumala was proud to sponsor Banjima Member Corbin Todd's grandson Tremaine Roberts to participate in the 2024 Australian Intermediate League National Championships in Lismore, NSW in May.

"Thanks again to Gumala for the amazing sponsorship of Tremaine. Tremaine and his team, the Southern Titans travelled to Lismore last week to compete at the National baseball championships. There were teams from all over Australia competing for the honour to travel to the USA. Unfortunately, it was not our year. The team won only one game and drew the last game with our other WA team Central firebirds. Unfortunately, Tremaine also was very sick for this trip but was a champion and played his heart out every game." - *Natalie Todd, Tremaine's Grandmother*

What an achievement for you and your team Tremaine! We can see that you siezed the opportunity and grabbed it with both hands!



Pictured: Tremaine Roberts

SHOOTING HOOPS WITH GABE

Gabe, the son of one of our Banjima Members, has been playing basketball since he was 9 years old and has never missed a season! Part of his role as a WABL representative is that he must volunteer at the NBL1 game and got the chance to be the mascot for the Rockingham Flames.

In between training and games, Gabe will be at the basketball court six days a week. Gumala is proud to assist Gabe with league fees.

What a commitment Gabe! We can't wait to see where this journey takes you.



Pictured: Gabe

GUMALA MENTORSHIP PROGRAM

In June we welcomed our first group of mentees to the Perth Office. Kaylee Donation (Banjima), Malakye O'Dene (Niyiyaparli) and Wynnittiah Parker (Yinhawangka). Our mentorship program is designed to give Members firsthand experience working in a corporate environment. The 8-week program will give each mentee a chance to work across the different departments that make up a business from human resources and finance to customer service and IT, as well as have one on one mentoring sessions with the GAC leadership team.

The mentees have gone through a series of workshops including the GAC introduction session which every new member of staff has on their first day, as well as resume and cover letter writing, and interview skills sessions to equip them for the future. They have also completed internal and external Microsoft Office training where they learnt how to navigate Microsoft Outlook and picked up time management skills, and visited Dress for Success.

MEET THE MENTEES

Wynnittiah

"I am a mother and a wife, I have four boys and a girl, and a rottweiler. I am the daughter of Cecil Parker who is a Yinhawangka and a Banjima man, and I am the granddaughter of Wobby Parker a Banjima man and Lola Young a Yinhawangka woman. Family means everything to me, I come from a big family, and I grew up in Wakathuni which is a community just outside of Tom Price that my grandmother Lola built."

"I am really enjoying the mentorship program and have learnt so much from different areas within Gumala. I came into this Mentorship Program with little to no knowledge at all and have gotten to see a side of the organisation that I haven't gotten to see before. It has opened my eyes to see that there is a whole lot of work that is being put into GAC that most of the members probably aren't even aware of."

Kaylee

"My dream job has always been to become an Aboriginal aid worker, and this is a great opportunity for me to put my foot in the door so I can start creating a career for myself. Through this program I have been able to upskill and extend my knowledge about what it's like to have a job and have access to getting the experience I need."

Malakye

"I am really enjoying the mentorship program so far and I feel like I am learning so much about the departments and how Gumala works and operates. With all the experience that I'm learning from Gumala I might start using the skills I have learned to expand my job searching and hopefully find a job at the end of this mentorship."

To stay up to date with future mentorship opportunities, make sure to follow GAC on Facebook @GumalaAboriginalCorporation



Pictured: Gumala Mentees Malakye, Kaylee and Wynnittiah

EMPLOYMENT & SKILLS PROGRAM

SHAUN LEVELS UP

The Employment and Skills team were able to assist Nyiyaparli Member Shaun Garlett as he undertook a 12-Week University Vacation Program at Rio Tinto. Shaun was one of 100 university students from Western Australia selected to participate, all with an interest in the mining industry.

At the award ceremony Shaun was named the University Vacation Program Safety Award Winner for his project reviewing the Health and Safety Representative Program within the Rail Operations at Rio Tinto. Shaun's work explored improvement opportunities within the program and formed part of the Rail Operations 2024 Safety Maturity Plan and is a key piece of work the Rail Operations Leaders are keen to progress in 2024.



Pictured: Gumala Member, Shaun Garlett

For the project to be successful, Shaun was required to step out of his comfort zone and upskill his knowledge of the roles and responsibilities of a Health and Safety Representative and was required to engage with a variety of teams and individuals across the various Rail Operations sites.

The Vacation Program recognised Shaun's level of maturity combined with self-motivation which allowed them to progress the work to a stage where their recommendations were presented to the Rail Operations Management team for endorsement. The assigned work was challenging and would typically be completed by a seasoned Health and Safety Professional.

Congratulations Shaun!

If you'd like to get in touch and learn more about the program, you can contact our Skills and Development Officer, Tuesday, Wednesday and Thursday by emailing gacjobs@gumala.com.au or by calling our office on 9219 4500.

MEMBER NEWS

Gumala team members Amy and Sophie visited Member Eva Black at her home to help her fill out her GAC and IBN forms. Finding new ways to connect and help our Members is so important, and we were grateful to be able to help Eva in this way. Thank you to Eva for welcoming our team into her home to support her.



Pictured: Member Eva Black with Gumala Member Service Officer Amy

VISIT BEAUTIFUL KARIJINI

GUMALA MEMBERS RECEIVE 20% DISCOUNT FOR KARIJINI ECO RETREAT



GUMALA MEMBERS & EMPLOYEES RECEIVE A **20% DISCOUNT** ON ACCOMMODATION AT KARIJINI ECO RETREAT

Karijini Eco Retreat offers safari-styled eco tents, cabins and campsites nestled amongst native bushland at the edge of Joffre Gorge (Jijingunha), along with a unique outback style restaurant and bar.

Karijini National Park is an iconic, unspoiled nature-based destination. Explore a wonderland of ancient natural landscapes formed more than two billion years ago – deep gorges, red cliffs, towering waterfalls and emerald green waterholes.

Please contact Reservations to book, details below



Email: reservations@karijiniecoretreat.com.au
Phone: (08) 9286 1731

TRUST PERFORMANCE UPDATE

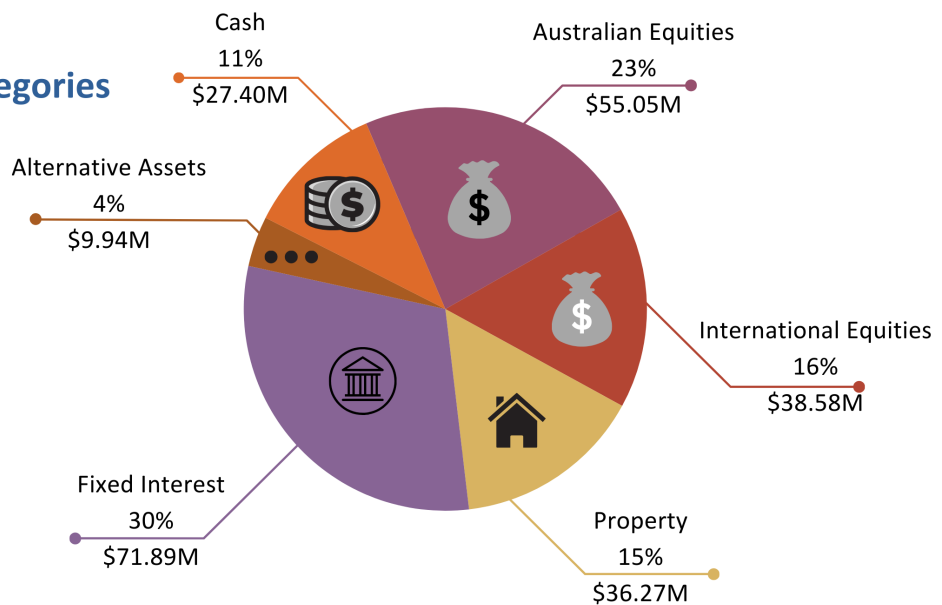
Gumala Investments Pty Ltd (GIPL), as Trustee for the General Gumala Foundation Trust (GGF), would like to advise the Beneficiaries that as of March 31, the assets held under investment had a total value of \$321.68 million, with \$239.15 million of those investments held within the Future Fund.

\$244.50 million. The balance of approximately \$75M (remaining from the \$125m payment) is identified as accrued unallocated program funds and held in addition to the Future Fund investments in term deposits.

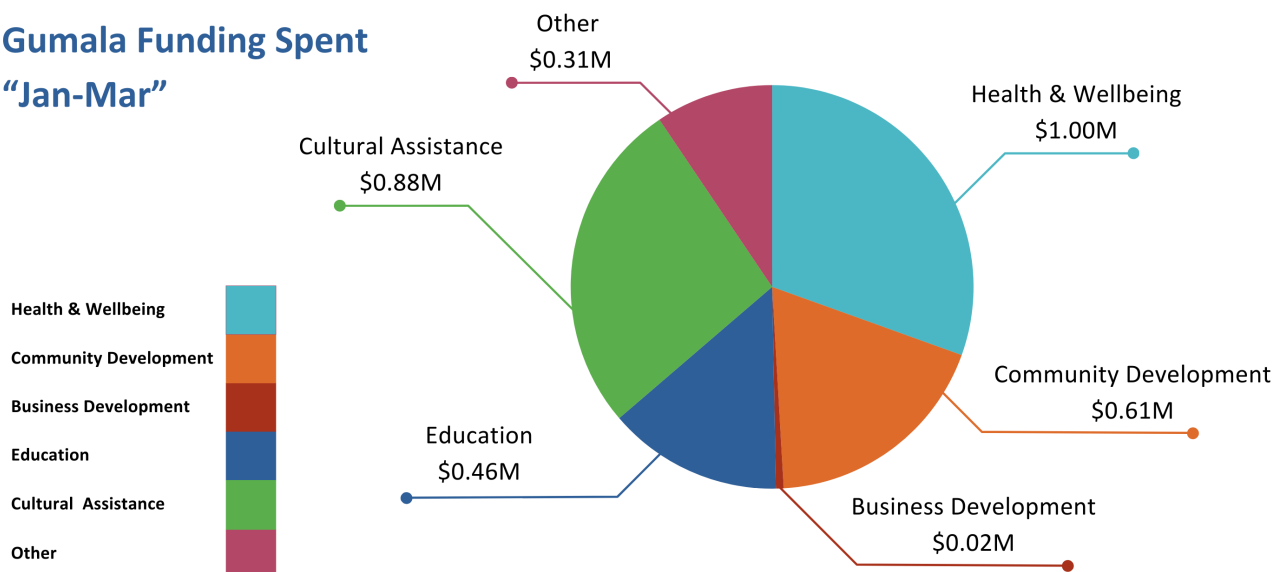
The 40% allocation of the \$125 million Rio Tinto payment is included in the \$239.15m as per the Trust Deed (approximately \$50m). The net value of the Future Fund, after factoring in liabilities, totalled



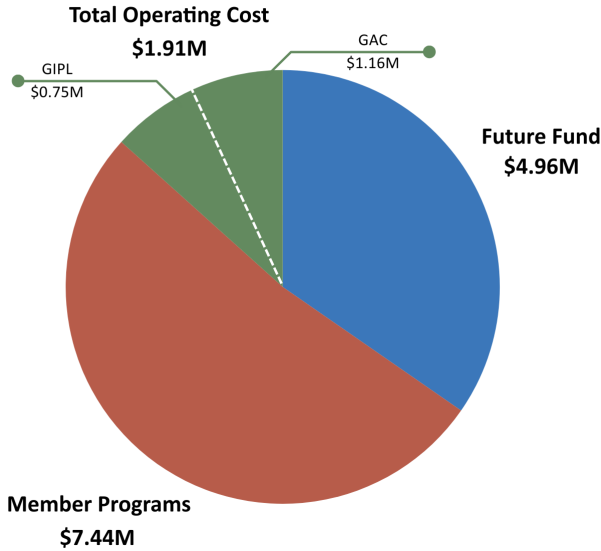
Future Funds Investment Categories



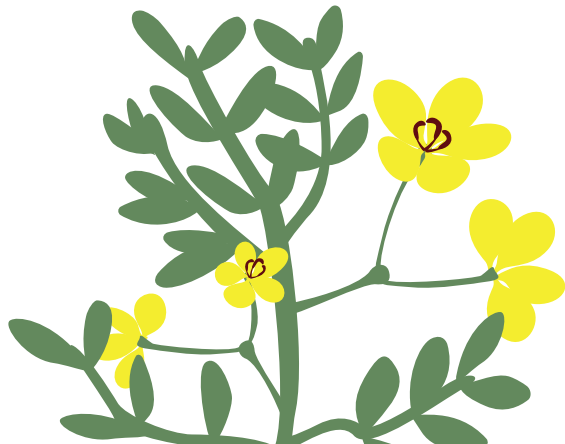
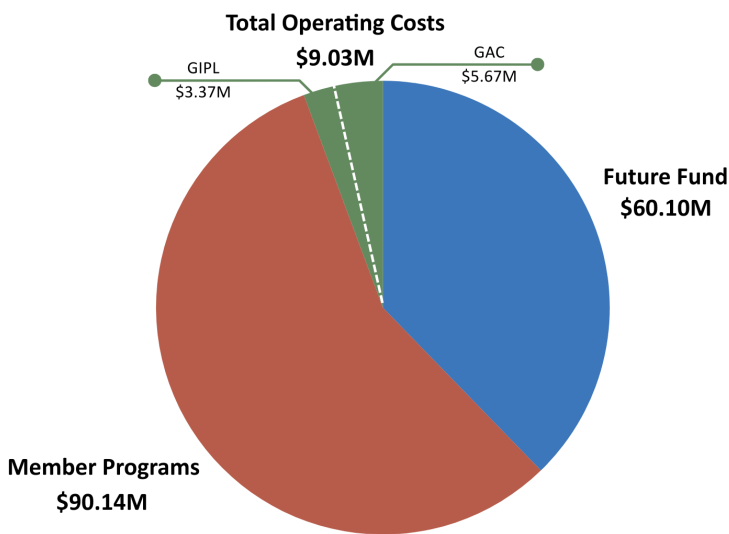
Gumala Funding Spent "Jan-Mar"



Gumala Funding QTR "Jan-Mar"



Gumala Funding YTD



GIPL NEWS

GIPL welcomes two new people to the Perth team: Ateca Catanasiga and Jen Ann.



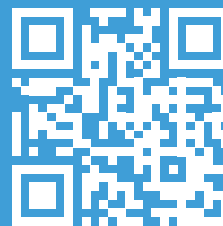
JEN

ATECA

Ateca has joined GIPL as the Compliance and Governance Officer part-time and is looking after risk and compliance in accordance with GIPL's regulatory requirements, facilitating effective governance processes, and supporting management and the GIPL Board. She is an avid bookworm and traveller, most recently moving from her home country of Fiji to Perth. She is currently working towards obtaining a Master of Criminology.

Jen stepped into the role of Property Service Administration Officer part-time, where she will ensure the smooth operation of property services and work alongside the team to support the overall mission and objectives. Originally from Henan, China, Jen has lived and worked in Melbourne and Perth before settling in Perth with her family, two children, and cats. When not training her cat to do tricks, Jen can be found exploring nature and reading bedtime stories.

Please join us in welcoming them both to the GIPL team



GET IN TOUCH

Email: gipl@gumalatrust.com

Web: www.gumalatrust.com

Facebook: [@GumalaTrust](https://www.facebook.com/GumalaTrust)

LinkedIn: [@gumala-trust](https://www.linkedin.com/company/gumala-trust)

CLICK OR
SCAN HERE
TO GO TO OUR
WEBSITE!



GET IN TOUCH

TOM PRICE HEAD OFFICE: 1 Stadium Road, Tom Price WA 6751
Post: PO Box 28, Tom Price WA 6751

PERTH OFFICE: Level 2, 165 Adelaide Tce, East Perth WA 6004
Post: PO Box 3167, East Perth WA 6892

Phone: +61 (0)8 9219 4500 | **Fax:** +61 (0)8 9188 1846 | **Email:** info@gumala.com.au

Website: www.gumala.com.au | **LinkedIn:** [@gumala-aboriginal-corporation](https://www.linkedin.com/company/gumala-aboriginal-corporation)

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