

# ANNUAL REPORT

2016 / 2017



**GUNDITJ MIRRORING**

Traditional Owners  
Aboriginal Corporation  
RNTBC

Annual Report 2016/2017 by Gunditj Mirring  
Traditional Owners Aboriginal Corporation  
RNTBC, ICN 4672, October 2017.

[www.gunditjmirring.com](http://www.gunditjmirring.com)

# INFORMED CONSENT AND GOVERNANCE

## General/Full Group Meetings

General/Full Group Meetings were held during the reporting period on:

- 1 July 2016 held at Windamara, Heywood
- 8 September 2016, held at DWECH Ngootyong Mara Healing Centre, Portland
- 9 September 2016, held at Melaleuca Motel, Portland
- 7 October 2016, held at Lake Condah Mission, Breakaway Creek
- 4 November 2016, held at Lake Condah Mission, Breakaway Creek
- 2 December 2016, held at DWECH Ngootyong Mara Healing Centre, Portland
- 3 February 2017, held at DWECH Ngootyong Mara Healing Centre, Portland
- 30 March 2017, held at Lake Condah Mission, Breakaway Creek
- 7 April 2017, held at Blue Room, Richmond Henty, Portland
- 5 May 2017, held at Lake Condah Mission, Breakaway Creek
- 2 June 2017, held at DWECH Ngootyong Mara Healing Centre, Portland

## Annual General Meeting

Annual General Meeting was held on 3 November 2016 at the Lake Condah Mission, Breakaway Creek.

## People

A summary of the Corporation's staff during 2016/17 is as follows:

Employee, Position Title	Status
<b>Damein Bell – CEO</b>	Ongoing employment from 2015/2016, entering into a 4 year contract in December 2016. 38 hours per week.
<b>Jason Walker – Statutory Services Manager (Parental Leave)</b>	Ongoing employment from 2015/2016. Resigned and left organisation in November 2016. 38 hours per week.
<b>Keicha Day – Statutory Services Manager</b>	Returned from a period of parental leave in January 2017. Resigned and left organisation in April 2017. 38 hours per week.
<b>Kent Barker - Business Services Manager</b>	Commenced employment in May 2016. Expiry of fixed term contract ended on 30 June 2017. 38 hours per week.

<b>Employee, Position &amp; Title</b>	<b>Status</b>
<b>Shelley Bourke – Human Resource Officer</b>	Ongoing employment from 2015/2016. 15.2 hours per week.
<b>Natasha Moore – Finance Officer</b>	Ongoing employment from 2015/2016. 15.2 hours per week.
<b>Allan Lovett - Resident Caretaker – Lake Condah Mission</b>	Continued on a leave of absence from 2015/2016. Left organisation in October 2016. 38 hours per week.
<b>Stephen Lovett – Caretaker Lake Condah Mission</b>	Continued working part time from May 2016 working 22.8 hours per week. Resigned and left organisation in November 2016.
<b>Roger Morris – Caretaker Lake Condah Mission</b>	Continued working part time from May 2016 working 22.8 hours per week. Hours increased to 38 hours per week from November 2016.
<b>Denis Rose – Knowledge &amp; Estate Manager</b>	Ongoing employment from 2015/2016. 38 hours per week.
<b>Micko Bell – Knowledge &amp; Estate Officer/IT</b>	Ongoing employment from 2015/2016. 38 hours per week.
<b>Amy Walker – Administration Officer</b>	Ongoing employment from 2015/2016. Resigned and left organisation in April 2017. 38 hours per week.
<b>Tyson Lovett Murray – Knowledge &amp; Estate Officer</b>	Ongoing employment from 2015/2016. 38 hours per week.
<b>Bill Bell – Knowledge &amp; Estate Officer</b>	Ongoing employment from 2015/2016. Currently on higher duties in Statutory Services Manager role. 38 hours per week.
<b>Lesley Day – Cleaner</b>	Casual employment. 10-15 hours per week.
<b>Shanaya Harrison – Administration Officer</b>	Casual employment from May 2017. 22.8 hours per week.
<b>Malachi Walker – Administration Officer</b>	Casual employment from May 2017. 15.2 hours per week.



# KNOWLEDGE AND LEARNING PROGRAM

## CMA Partnership

### Yarns on Farms

Yarns on Farms is an extension program that brings together farmers, land managers, Gunditj Mirring Project Officers and Glenelg Hopkins CMA staff to share stories and knowledge about land use and management. Three Landholders were engaged through the Yarns on Farms program (Mount Clay, Bahgallah, Rutter Property) and a reciprocal visit to Lake Condah was completed.



### Junior Ranger Program

GMTOAC ran the Junior Ranger program again with Baimbridge College in Hamilton. Implementing Indigenous Ecological Knowledge (IEK) into school curriculum for Year 7 and 8 Science and SOSE classes. These involved providing a workshop on traditional games and stone tool making and also excursion of 80 students out on the Indigenous Protected Areas. This year also included bush foods.

### Capacity Building Event

Delivered Cultural Awareness Training to Green Army.





Tyson Lovett-Murray at the Lake with the Green Army

## Cultural Flows Project

- Was a partnership project with Barengi Gadjin Land Council, Gunditj Mirring, Glenelg Hopkins CMA and DELWP
- Explored and documented Aboriginal water values and management aspirations
- Developed a better understanding of Aboriginal environmental outcomes and cultural flows
- Built capacity, knowledge sharing & relationships amongst all partners
- Project involved a literature review, community interviews/ discussions/ country visits
- MLDRN was engaged and the Aboriginal Water Assessment (AWA) was trialled
- 2 community river trips, including AWA's
- Feedback from community trips identified Harrow as a case study which went into the GHGMA Environmental Watering Plan and resulted in a release in March 2017





## Bird Booklet

CMA Bird Booklet has been finalised with implementation of Indigenous Ecological Knowledge and also published in an app called *Part-parti mirring-yi*

## Native Garden in Hamilton

- Budj Bim Rangers completed the construction of the native garden in Hamilton with help of Aunty Eileen Alberts



Budj Bim Rangers at the Garden

## Budj Bim Indigenous Protected Area

There was some good news in the May Federal budget when it was announced that IPA funding will be extended by two years until the end of 2019-20.

On May 11<sup>th</sup> the Budj Bim IPA Steering Committee held a planning meeting. The meeting reviewed progress in 2016-17 and also identified activities for the scope of works for 2017-18. These activities include;

Weed and feral animal control

Cultural Heritage surveys

Increased Cultural burning

Koala management including fertility control

Fox baiting

Identifying research projects

Revegetation

Obtain funding for flora and fauna surveys

Increase access for GMTOAC members to the Cultural Information Management System (CIMS)

**Just a reminder that if you want to have a look at the current Budj Bim IPA Plan of Management you can find it at the following link:**

- Go to <http://dev.essolutions.com.au/Gunditj>
- Click on Knowledge
- Click on Documents (1)
- Click on Budj Bim IPA FINAL Management Plan

## **Cultural Burning program**

We had Uncle Rod Mason back on country in partnership with the CMA. The Rangers organised and planned burns on Tyrendarra and Kurtonitj IPA. Burns were to lower fuel loads and build capacity of staff.



Rod Mason burning off at Tyrendarra





Aerial view of burning off at Kurtonitj

## **Winda Mara Youth Camp**

Gunditj Mirring supported the Winda Mara Youth Camp, that had about 30 kids from across the district attend. They had health sessions and bush walks learning about natural resource management, eeling and caught a big mob of tench. They heard stories about the history of the mission and Gunditjmarra.

## **Staff Training**

Tyson completed 4WD training.

## **World Heritage Tentative List**

On Friday 20<sup>th</sup> January 2017 the Prime Minister, Malcom Turnbull, announced at Lake Condah that the Commonwealth government has added the Budj Bim Cultural Landscape to Australia's tentative list for World Heritage nomination. The announcement was made in co-operation with the Victorian Premier, Daniel Andrews and the Minister for the Environment and Energy, Josh Frydenburg.



The Prime Minister at Lake Condah



L-R Josh Frydenburg, Malcolm Turnbull, Aunty June Gill, Aunty Laura Bell, Roma Britnell (local State member), Aunty Sandra Onus and Dan Tehan (member for Wannon and Minister for Veteran Affairs)

## **World Heritage Nomination**

Now that Budj Bim is on Australia's Tentative List we will prepare a comprehensive World Heritage nomination which needs to be submitted to the World Heritage Committee no later than 1 February 2018.

Once the nomination is received by the World Heritage Committee it will be assessed by both the International Council on Monuments and Sites (ICOMOS) and the International Union for the Conservation of Nature (IUCN) and make a recommendation to the Committee. This process will take nearly 12 months and the World Heritage Committee will meet in July 2019 to accept or reject the nomination of the Budj Bim Cultural Landscape on the World Heritage List.

## **Monash University Animation Project**

The Monash Country Lines Archive (MCLA) is a collaborative Monash University project between the Monash Indigenous Centre (MIC), Faculty of Arts and the Faculty of Information. The project is currently planning animations for two Gunditjmara stories (Pithirit the Plover and Budj Bim).

## **IUCN Conservation Congress**

Tyson and Denis attended the International Union for the Conservation of Nature (IUCN) Congress and gave a Budj Bim presentation as a case study with Steve Brown from University of Sydney. The workshop was titled Constructing Resilience: The 'Nature' and 'Culture' of food production in the landscape.

We also attended a Global Gathering of Indigenous people and visited traditional fish ponds.

## **BUSINESS SERVICES PROGRAM**

The Business Services program provides operational support to GMTOAC through delivery of core services such as administration, reception, finance, communication and human resource management including occupational health and safety.

## **Finance & Payroll**

During the 2016/2017 finance year GMTOAC have continued to develop our relationship with our Accounting partner, Allwood and Ryan Accountants who continue to review and oversee all aspects of the corporation's finance and reporting along with processing payroll. Continuous



improvement practices have been undertaken to ensure the monthly finance reporting process is a streamlined process.

The internal use of consolidated and project budgets has continued to bring added benefit to the organisation and project managers in delivering their services and reporting to funding partners.

## **Auditing**

We continue to work with our auditing partner, Galpins Accountants Auditors and Business Consultants. The auditors have undertaken an organisational interim audit and full audit during 2016/2017.

## **Occupational Health & Safety**

The OHS Committee met six times during 2016/2017 to discuss and manage OHS requirements of the organization and address and manage any Incident Reports received. The key focus areas include:

- OHS Inspections – Lake Condah Mission, Kurtonitj and GMTOAC office
- Test & tagging of GMTOAC equipment
- First Aid Kits audit
- Emergency Evacuation Procedures
- First Aid Training
- 4 wheel drive training
- Stress management
- Tree removal at the Mission
- Ongoing risk assessments

Cleaning of the GMTOAC office has maintained our OHS requirement for a safe working environment.

## **Policy & Procedure**

In accordance with policy review schedule and continuous improvement work practices the following policies have been revised and updated:

- Termination Policy
- Work Attendance Policy
- Motor Vehicle Use Policy
- OHS – Closure of GMTOAC
- Property Booking – Policy & Procedure Policy
- Telephone, Email & Internet Policy
- Disciplinary & Warning Policy
- Disputes & Complaints Policy
- Asset Capitalization/Management (new)

## **Training**

GMTOAC professional development of staff included training in managing equal opportunity and bullying, occupational health and safety including first aid.

## **Performance Appraisals**

Performance appraisals for tenured employees were undertaken May 2017 – June 2017. Several employees' appraisals were not able to be undertaken as a result of staff on leave and issues resulting to Special Administration.

## **Dispute Resolution**

Human Resources received six complaints from members and employees and the appointed Special Administrator is currently working on a Code of Conduct policy to assist developing processes to manage organisational disputes.

# **STATUTORY SERVICES PROGRAM**

## **Notice of Intent**

- Portland Foreshore Master Plan - Glenelg Shire Council. Cultural Heritage Management plan 15080 09/06/2017.

This was the only notice of intent that GMTOAC received this year.

## **Site Work**

- Grampians Peaks Trail, Park Victoria. Constructing a new walking track from the northern end of the Grampians all the way down to the south at Dunkeld. We share the Grampians with Eastern Marr, Barengi Gadjin Aboriginal Land council and Marr Tang, so we only had to send 1 rep from Gunditj Mirring.
- Wannon water depot in Portland. Wannon water are wanting to upgrade some water pipelines this required 2 days with 2 site Reps from Gunditj Mirring.
- Poolaijelo a locality north west of Casterton 1 day of work for 2 site workers doing some standard assessment.
- Koroit subdivision. Koroit falls in the shared area so we only had to send one Rep for 2 days with ecology and heritage.
- Port Fairy 2 days for 1 Rep on a subdivision with Andrew Long and Associates.

- Murray Goulbourn In Koroit are doing some extension work to their site in Koroit 1 rep for 1 day.
- Moyjil (Point Richie) in Warrnambool are planning to remove some shell midden from a rock that fell onto the beach.

### **Approvals of CHMP's**

- We have had number of CHMP's come through this year these all came while we have been under Special Administration. This means the power to approve went to Aboriginal Victoria.



Picture Taken on a site visit on the Grampians Peak Trail



## ESTATE MANAGEMENT PROGRAM

Accommodation Numbers:

Month	Mission	Kurtonitj
July 16	134	0
Aug 16	63	20
Sept 16	25	8
Oct 16	95	8
Nov 16	0	3
Dec 16	85	49
Jan 17	85	34
Feb 17	108	2
Mar 17	50	8
Apr 17	26	15
May 17	115	6
Jun 17	28	10
<b>Total</b>	<b>814</b>	<b>163</b>

The Lake Condah Mission had 814 people stay or attend meetings. This included Gunditjmara family groups and organisations such as Winda-Mara, DWECHS, Parks Victoria, Glenelg Hopkins CMA, Aboriginal Victoria, Bupup Wilam Early Childhood, Aboriginal Youth Council, Melbourne and RMIT Universities.

Some of the work at the Mission included the construction of the Caretakers Shed, placement of shipping containers in the bull paddock, water tank connected to the Rec Room for drinking water, new tiles around fire place, painted handrails and poles on Rec Room and cabins and the general maintenance of the Mission.

Also Kurtonitj House had 163 People stay which included Gunditjmara family groups as well as organisations.

