



ANNUAL REPORT 2020

New stories of people, land and culture...



Welcome

To our Boodja*

60%

of the Aboriginal community are not in the labour force at all.

50%

of the Aboriginal community in Esperance is below the age of 19.

20%

The 2016 census tells us that only 20% of Aboriginal people in Esperance have completed year 12 compared with 43% of the wider population.

25

Esperance is one of only 25 areas in the world designated a Global Hotspot for Plants and Wildlife.

20%

Almost 50% of Aboriginal people in Esperance earn less than \$20,799 pa and 16% receive zero income compared to less than 8% of the total population.

11%

Only 11% of Aboriginal people in Esperance have attained a Certificate III or IV compared to 22% of the general population.

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Our impact/ Making a positive change for Esperance Nyungars

As the lead body for Esperance Nyungar people, our work empowers our members to build stable, purposeful, culturally connected lives.

This benefits the First Nations People of Esperance and, in doing so, adds value to our wider community.

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* Our land

SIX SEASONS OF CHANGE

Our values are derived from the values of the Esperance Nyungar and their relationship to land and sea country passed down from Elders. These are:

- Inclusivity.** We will include all Esperance Nyungar families in our decision-making activities and initiatives.
- Integrity.** We will continue to explore new ways to operate with honesty, reciprocity and transparency.
- Custodianship.** We will assert and enforce the rights and interests of the Esperance Nyungar.
- Leadership.** We will operate with professionalism and strive constantly for improvement to bring about change.
- Credibility.** We do what we say in order to develop relationships of trust and respect.
- Accountability.** We are accountable to our members as their representative body.

We hold and manage Native Title rights on behalf of the Esperance Nyungars following a determination by the Australian Federal Court on 14 March 2014. This determination enshrined our members' native title rights to nearly one million hectares of unallocated crown land, parks and reserves within the Esperance region, and recognised their continuing traditional laws and customs. As their nominated custodian, we assert and enforce Esperance Nyungar rights and interests at all times.

A positive Esperance Nyungar community, centered around strong cultural identity and wellbeing, delivering sustainable opportunity for everyone

Like any enterprise, ETNTAC's ability to deliver on our objective; Closing The Gap for Esperance Nyungars, lies within our ability to execute all aspects of operation effectively & efficiently. Unlike most enterprises however our staff and families continue to experience firsthand the impact of these social, economic and health related inequalities.

As an enterprise, our operational strategy is designed to incrementally increase our ability to deliver employment & training opportunities. As a culturally driven organisation, effective balance is achieved by ensuring that capability is always developed evenly across both the cultural and commercial aspects of our operation. This ensures that we continue to deliver increased cultural engagement and economic and social wellbeing supports to close the gap within our local community. As our capability increases so does the capacity of the organisation as we bring our learnt experience to deliver on new opportunities.

ETNTAC is focused on driving economic wellbeing through the creation of employment opportunities which benefit the whole community. To assist in this we are building the partnerships and infrastructure to deliver engaging and effective social programs to help deal with the social barriers to economic participation. Underpinning all of this is a solid cultural foundation of education and awareness. Our outcomes include a decrease in welfare dependency, increased cultural connection, social and educational engagement and a reduction in issues around homelessness, alcohol, drugs and domestic violence. Our outcomes are all of the measurable benefits to which result once the gap is closed for our Esperance Nyungar community.

We are a community controlled organisation governed by a board of 12 inter-generational traditional owners elected by our membership. Inclusivity and gender-balance enables our development through even representation from each family group. In addition, the board may appoint two non-member directors to help the board fulfill its function. Achievement of our strategic objectives is driven through an annually approved operational plan that details our goals and priorities for each year. Progress is considered at at least 6 Board meetings per year.

Vision Mission Values Governance Governance Outcomes



Over the past 20 years our elders have worked hard to secure our future through a Native Title determination. This historic event has meant that we have now been handed the role to continue to strive for both for ourselves and for others and uphold the

commitment to build an economically sustainable future for our families, our people and our community. Our organisation is built from the strength and dedication of our families, who have the vision of a united community and that is prepared to have the difficult conversations that has allowed us to become the organisation that we are today. The past year was the first under the our second strategic plan, which represents the key goals and aspirations of our people and our community who want an organisation that represents all Nyungar families in Esperance. I am proud to be the chairperson for

this organisation, a position that I have held since our inauguration. I am proud for what we have achieved to date and what we will continue to achieve into the future through our strategic plan for 2019 - 2022. We will continue to engage with our community, listen to their aspirations for our people, and ensure that what we do makes a difference for our community, children and all future generations. I am also excited to be part of a community that sees ETNTAC as the entity that can bring their aspirations and goals to fruition.

Gail Reynolds-Adamson
Chairperson



The growth of Tjaltjraak has been the story of the past year. This was reflected in the number of persons employed by Tjaltjraak increasing from 19 in the previous year to a high of 30 during 2019. But most significantly, Tjaltjraak's unparalleled ability to achieve

Aboriginal employment outcomes in the Goldfields-Esperance region continued; with 28 of my colleagues identifying as Aboriginal. This growth enabled us to deliver vitally important environmental rehabilitation and cultural site protection works across Esperance Nyungar country on both public and private lands benefiting the entire community. Indeed, during the year it became clear that Tjaltjraak Rangers is the only permanent natural resource management program in the Esperance region focusing on these sorts activities for the public benefit. Our growth also meant that we were able to increase our focus on external relationships and begin meeting our members' aspiration

to see Esperance Nyungar culture more widely shared and celebrated in our community. For example, our Ranger team led the way in sharing their knowledge of plants important to Esperance Nyungar culture with over 800 students and community members across the 2019 Esperance Wildflower Festival. Our commercial capabilities also expanded during the year as we successfully delivered services to a variety of clients including the Department of Primary Industries and Regional Development, Southern Ports and Carey Mining. Overall, Tjaltjraak's income from fee-for-service arrangements was 33 times higher in 2019 compared with the previous year. These commercial services are

essential for Tjaltjraak to sustain its Aboriginal employment outcomes and to remain the most accessible pathway for participation in the labour force by Aboriginal persons in the region. ETNTAC's capacity to deliver services is directly linked to the increasing skill and experience of our staff. Ensuring that Tjaltjraak is both culturally competent and commercially sustainable in longer term is the clear goal set by the Tjaltjraak Board for the organisation. Overall, the growth enjoyed across the past year has been made possible by Tjaltjraak's way of doing business, which harnesses the collective knowledge of Elders and the wider membership, and puts the empowerment of Aboriginal persons

at the forefront of everything we do. During the year I was regularly inspired by the commitment shown by Directors, our Circle of Elders and my colleagues towards shaping Tjaltjraak into an organisation that they can be proud of and capable of meeting their aspirations.

Peter Bednall
CEO

FIVE KEY OBJECTIVES

Our members' aspirations are much broader than those of a Prescribed Body Corporate.



1. Affirming connection to our Boodja

Priceless cultural and ecological heritage

While considered part of the Nyungar cultural bloc, Esperance Nyungars have a distinct identity as acknowledged by our separate native title determination, occupying a unique cultural and geographic frontier between the southwestern Nyungar cultural bloc and the Western Desert bloc to our north and east.

Rich and diverse

Esperance Nyungar Country is not only home to one

of the world's oldest living cultures. Over millions of years a staggering diversity of plants and animals have evolved here, many found nowhere else on earth. Esperance Nyungar country is one of the World's outstanding centres of biodiversity, and one of only 25 areas designated as a Global Hotspot for Plants and Wildlife. Our corner of this eco-region is outstanding as it includes nearly 800,000 hectares of the iconic Western Woodlands as well as rugged, magnificent,

island-studded coastline and an abundance of rare and ancient sandplain communities such as the renowned Kwongkan shrublands. Our ancestors were fortunate in the abundance and variety of the country comprising their estate. Esperance Nyungar people developed intimate and complex relationships with the land, water, seasons and cycles. Sustainable traditional economies and strong cultural mores ensured on-going stewardship of the land.

Healthy country was each generation's inheritance and legacy.

We need the land and the land needs our help

Unfortunately, there are significant threats to our Country's values, which must be managed if our heritage is to be maintained. Not least among these are the threats posed by wildfire, Phytophthora (die-back) and climate change. Separation from our land and the loss of traditional skills and knowledge only compound these threats.

Our ancestors successfully managed country in a sustainable manner for thousands of years. Aboriginal traditional ecological knowledge needs to be shared and applied if our collective future is to be bright. In the new era of Tjaltjraak, we are rebuilding our relationship with Country and rekindling cultural practices.

**We are driving positive cultural, social and economic change here in Esperance.
We are building the change we want to see.**

2. Improving health and social wellbeing

Laying the foundations for a better future

Every parent wants a good future for their kids. We want our children to be proud Aboriginal Australians, learning our culture and developing into future leaders. The level of education that an individual achieves has a significant effect on their future employment and other life outcomes. We don't want our young people to experience the sorrow and trauma experienced by our Elders. Our culture only survives if knowledge is

passed from one generation to another. We want to share our culture so that it continues. Statistics show us that our people die too young and experience too many episodes of ill-health physically, mentally and emotionally whilst alive. The impact of past trauma, dispossession, separation of families, ongoing social disadvantage, racism and other historical, social and cultural issues impact on the social and emotional wellbeing of our individuals, families and communities.

Our members tell us that the health services they need are either not available, or not culturally appropriate and accessible to them in Esperance, and we advocate for better long-term health and wellbeing outcomes for our people.

Building a better future

We have recently entered into an alliance with Centrecare Inc, for the delivery of Safety and Wellbeing Program to people in need through the Indigenous Advancement

Strategy, an Australian Government program. Together we are delivering services to Aboriginal individuals and families through home visits, school visits, community engagements, events and workshops designed to foster the ability of Aboriginal Australians to engage in education, employment and other opportunities. A minimum of thirty Aboriginal families will receive support every financial year. This will assist in the

process of healing for people affected by past removal policies. It also aims to ensure the ordinary rule of law applies in Aboriginal Communities and that Aboriginal people enjoy the same levels of physical, social and emotional wellbeing as is enjoyed by other Australians.

3. Securing a united Nyungar future

The skills and supports for better lives

We want our people to have the skills, confidence and opportunities to generate wealth to lead purposeful, fulfilling and connected lives. To do this, ETNTAC is committed to sustainable organizational growth so that we can remain a leading innovative and proactive PBC capable of delivering economic development outcomes for the community.

Esperance's largest Aboriginal employer

We are by far the largest employer of Aboriginal people in the region with most of our staff identifying as Aboriginal. We do so through Tjaltjraak owned and operated business particularly within the land enterprises sector. We support other Aboriginal businesses deliver their services in Esperance and by up-skilling individuals to run their own businesses.

By people not for people

If our families are not generating their own wealth then they cannot live fulfilled and prosperous lives. To create generational change, this has to be led by Aboriginal people, for Aboriginal people. Positive change also happens by Tjaltjraak providing local Aboriginal people with access to clear pathways for meaningful careers elsewhere. We maintain a database of

Aboriginal job-seekers to match with the needs of employers in the region. Our unique links into the Aboriginal community, including the ability to communicate via a members-only mobile phone application, enables us to support other businesses to satisfy their workforce needs.



4. Cultural & community engagement

Our Boodja

Boodja sustains Aboriginal lives spiritually, physically, socially and culturally and it is this connection that provides our identity and a sense of belonging. This reaffirmation of connection to our Boodja is vital to achieving our objective to reduce the gap in social, emotional, financial and cultural wellbeing to our Nyungar population particularly to our younger, vulnerable generation.

Our community

ETNTAC also have a commitment to the wider Esperance community and it is here that we also play our part in strengthening community connections to the benefit of all. Our position as a PBC places us in a unique position as the recognised representatives of the traditional owners of the land in Esperance as custodians of our culture and law. This allows us to ensure that

cultural knowledge is respected, protected and communicated appropriately.

Our knowledge

One of the many impacts of the disruption to Aboriginal social structure created during colonisation was the fragmentation of vital cultural knowledge and the destruction of the social interactions essential for its passage through subsequent generations.

ETNTAC are supporting not only the identification, collation and culturally appropriate archival of this knowledge but are helping to restore the cultural structures necessary for its appropriate passage to emergent Nyungar leaders in our younger generations.

Our engagement

The benefits of improved cultural and community engagement are seen and felt across the wider

community in a range of areas. From our promotion of healthy living messages to youth in Hip Hop workshops and cultural camps to historical murals in the town promoting Esperance's rich cultural history our engagement adds a new layer of richness to our whole community.

ONE KEY OUTCOME



5. Sustainable development

Planning for the future

"Culture eats strategy for breakfast", is a phrase coined by Peter Drucker and made famous by Mark Fields, President at Ford Motor Company. It states that any organisation that fails to consider the intrinsic relationship between both will itself ultimately fail.

Building legacy

At ETNTAC, sustainability is crucial for us to build an organisation which will form a legacy to empower future generations of

Nyungars.

We are mindful that our organisation operates across two cultures each with different beliefs and value sets and also that our members, staff and families are subject to the very issues we seek to address. Our approach toward sustainable development lies within capacity building based upon proven capabilities to create organisational growth. To ensure balanced performance across both our commercial and cultural objectives

we operate a range of programs which deliver long term cultural, social and economic wellbeing to not only our staff and families but also the wider community. At a commercial level we strive constantly to embed industry standard practice across all aspects of our operation.

Future focused

Results are achieved by ensuring that our culture is always clearly articulated through our six guiding principles: *Inclusivity,*

Integrity, Custodianship, Leadership, Credibility and Accountability.

These are evidenced through standards, practice and appropriate behaviours in all of our work. From a cultural perspective this is always supported through goal setting and objectives designed to support and empower everyone in our organisation.

“ So I got a couple of kids. I teach my kids about what I do at work and how I do it and the important things that go on in the work we do out there as a Ranger. My kids always ask me questions like; “what I do?”, “how I do it?” and “when do I do it?” I teach them about what’s out there in the bush. I’m teaching them a few things about what they can and can’t do and growing them up in a good environment.

KENNY / RANGER

WORK



L launched in April 2018 with WA Government support, the Tjaltjraak Ranger program provides employment for Aboriginal men and woman of all ages. Our Rangers’ work benefits the entire community through a diverse skill set applied to protecting sites of enormous cultural and historical significance, invasive species management and environmental rehabilitation.

In the midst of this they also find time to assist with all of our cultural camps, NAIDOC week and always have time to share knowledge and influence environmentally sustainable practices through community education sessions and events at local schools.

In September 2019, the WA Government announced that Tjaltjraak had been successful in its application under the second round of the Aboriginal Ranger Program. For the next two years, the Tjaltjraak Rangers will be working partnership with several different groups to deliver integrated services in the areas of fire management, Phytophthora Dieback management, weed and feral animal control, monitoring threatened species and communities, visitor and tourism management, bush food demonstrations, cultural awareness and immersion experiences, cultural site management, transfer of knowledge to younger generations, and implementing an education program for the Kepwari Ramsar wetlands.

COUNTRY

From preventative burning, re-vegetation, track maintenance, seed gathering for carbon offset projects and the management of invasive flora and fauna there’s clearly a lot more to rangers than first meets the eye.

Challenges and Opportunities

The performance of our Ranger program has provided objective evidence of the success of our approach to the creation of cross-cultural employment pathways. There have been many challenges to face and opportunities to learn on our journey. Together we have integrated the effective management of Sorry business into workplace scheduling and client expectation management alongside GPS tracking and data logging equipment training whilst incorporated smoking ceremonies into our preparation to allow Rangers to work safely

of professionalism but the value they offer the community does not end when they return from work. By working to support their family through such important work, our Rangers are visible leaders in the community. Tjaltjraak Rangers actively demonstrate to the next Nyungar generation and wider community how, when provided with opportunity and support, our Nyungars can lead healthy, fulfilling lives, contributing to society through renewed connection to country.



Clients include: South Coast NRM, DPIRD, Southern Ports, Shire of Esperance.

Projects include: Skilled labour, maintenance, conservation, coxwain & dogging services, planting and invasive species management.



even when work takes them off-country. Our rangers have now adopted the highest standards in the execution of their work and are willing to learn new skills to advance their careers. Every day they embed their cultural values into their work undertaking both State sponsored and private contracts with commensurate levels

SEA COUNTRY



Some will care and rejuvenate country by using their old peoples' knowledge. In this future, our custodial obligations as the Traditional Owners of Kepa Kurl are respected and integrated in all parts of the community. For this to happen, our community will have acknowledged the truth of the past 220 years and atoned for its impact. Others will recognise the value that Esperance Tjalitjiraak creates by being strong both in culture and enterprise; and will come to Tjalitjiraak when solutions are needed.

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WE HAVE A **BOLD VISION FOR THE FUTURE** where young persons are finding paths to prosperous and purposeful lives through Esperance Tjalitjiraak and elsewhere. But all will be strong in their culture, connected to each other, and earning meaningful income for their families. As this happens, our culture will come to be celebrated and treasured by all who come here. Our lore will be regarded as asset helping the community overcome the social, environmental, and economic challenges that we will face.



For Aboriginal people, country is much more than a place. Rock, tree, river, hill, animal, human – all were formed of the same substance by the Ancestors who continue to live in land, water, sky. Country is filled with relations speaking language and following Law, no matter whether the shape of that relation is human, rock, crow, wattle. Country is loved, needed, and cared for, and country loves, needs, and cares for her peoples in turn. Country is family, culture, identity. Country is self.

Palyku woman Ambelin Kwaymullina.

Many routes - one destination

We take a holistic approach to reaffirming our members connection to country whilst empowering participation in culturally secure commercial enterprise. All our Services, Partnerships and Projects deliver outcomes in pursuit of our strategic objectives rather than being delivered in isolation from each other.

This allows us to deliver value-adding, social and economic outcomes, across both cultural and commercial domains, without compromise.

Our approach is to provide the foundation points from which to drive cultural engagement within the Esperance Nyungar community and drive these connections into the wider Esperance community

to deliver a wide range of outcomes and benefits to all who live here in Keppa Kurl.

Reconnecting youth

50% of our Esperance Nyungar population are under the age of 19 and only 20% of which will have completed year 12 compared to 43% of the wider population. Our duty lies with this vulnerable cohort to provide an alternative pathway to drugs, alcohol, unemployment, higher than average suicide rates and a terrifyingly high over representation in the criminal justice service. Our youth outreach programs are designed to re-establish connection to our future generation and unite them with a peer support network of extended family and Elders. Our Elders, Rangers and partners deliver education, skills and

Connecting culture

model pro-social behaviours whilst providing inspiration to our future generation across a range of school outreach programs, art and cultural events and cultural camps. These connections can then be used as conduits to further engagement delivering much needed health and

Extinguishment compensation to ensure that all involved are supported during this process. Through our wider network we also form partnerships with other Aboriginal organisations such as our membership of the Nyungar Land Enterprise Group and our

affected by past removal policies, through work with Aboriginal families and individuals. Partnership programs such as this are examples of how we can increase the range of social and healthcare services delivered effectively in Esperance.

culture locally through events such as NAIDOC events but also expresses in ways designed to add extra colour to our Shire as a global tourist destination.

The Wanju Nyungar Boodja Mural Project was funded through the Australian Government's Regional Arts Fund and through the Indigenous Languages and Arts Program. The project involves three murals and was delivered in partnership with Esperance Community Arts, Seawater Families and Escare Incorporated with the support of Esperance Tjaltjraak Native Title Aboriginal Corporation.

The Wanju Kupa Kurl mural (left) was designed in consultation with the Nyungar community. It was painted by Matt Adnate and Jennell Reynolds and incorporates designs reproduced by from an original painting by Julie Dabb.

With Australia's International borders expected to be closed until 2021 we continue to commit to the appropriate sharing of our rich cultural heritage to add to Esperance's portfolio as a premier regional tourist destination.

The benefits felt by all

We have a great pride that comes from upholding the legacy of past generations of Esperance Nyungars who lived sustainably in this Boodja for thousands of years. Through fulfilling employment and business participation, we use this pride to power a range of services and programs designed to share our knowledge in the wider community. In doing so we raise awareness not only of the issues faced by First Nation Australians but the steps we can take to address and reduce this gap making Esperance a better community for all.



builds opportunity

education supports. Delivered in combination with assistance from local partners and agencies this is designed to empower and enable this cohort to lead healthier lives as active contributing members of our multicultural society.

Connecting with our Esperance Nyungar community

ETNTAC work in liaison between our local Police and the Nyungar community to help resolve issues that occur within our community and offer culturally appropriate support during times of loss and need.

Our Circle of Elders comprising of individuals nominated by each family, guide our board and the organisation to ensure that our heritage is protected, wherever possible, at all times.

We will also be providing guidance and assistance during the ongoing process of Native Title

developing relationship with Badgeup Aboriginal Corporation. These relationships ensure that we are able to both share and assimilate best practice, adding value to all of our wider family across Western Australia. All of the connections we form, both within Esperance and across the State, are vital in ensuring that the needs of our people are represented in State and Federal politics. Centrecare and ETNTAC have partnered to deliver an Indigenous Advancement Strategy (Commonwealth) project. This project recognises the impact of past trauma, dispossession, separation of families, ongoing social disadvantage, racism and other historical, social and cultural issues that impact on the social and emotional wellbeing of Aboriginal and Torres Strait Islander individuals, families and communities. The IAS project is assisting in the process of healing for people

Connecting with our wider Esperance Community

Our strong connection to country manifests in a wide range of benefits to the wider community. The Tjaltjraak Ranger program recently implemented our Healthy Country Plan (HCP) which is designed to preserve our environment and precious biodiversity. Esperance is one of only 25 areas in the world designated a Global Hotspot for Plants and Wildlife and a key objective for ETNTAC is care for Country whilst achieving educational, employment and social health goals for the next Nyungar generation. This will ensure that one of the jewels in Australia's tourist crown is preserved and provide great benefits for our people.

Our work with the Shire of Esperance in helping inform and shape the Shire's first Reconciliation Action Plan helps not only raise awareness of our



Esperance Tjaltjraak

We are immensely grateful to all of the families, friends, supplier and partners that have supported us to this point in our journey and would like to recognise the impact they all play.

Building a sustainable organisation and increasing capacity through partnerships which deliver benefits to all involved.

Our focus on sustainable development across capability and capacity is designed to drive our key outcome; to reduce the gap in social, emotional, financial and cultural wellbeing within our local Nyungar community. Our objective is to maintain our status as a leading innovative and proactive Prescribed Body Corporate (PBC), capable of delivering economic development outcomes for the community. Indicators of this can be seen in quantitative measures such as revenue, head count, training hours

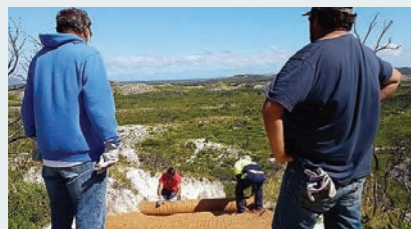
and contractual KPI's but it is in qualitative terms where the true benefits are felt. Our rangers act as ambassadors within our community demonstrating our values both in and out of work. Education, engagement and employment opportunities bring not only economic benefit to the community but provide a source of aspiration from which to engage other family and community members. Our objective is to inspire other stakeholders to engage with us in the creation of opportunities designed to

break the cycle of intergenerational impoverishment. We will inspire a new generation of proud Aboriginal Australians, re-engaged with culture and empowered to develop into positive social leaders and role models.

Below are just a selection of our partners, for the latest updates and information please visit our website: www.etntac.com.au.

We are also immensely grateful to our funding partners:

- The Western Australia Government and the Department of Premier and Cabinet
- The Department of Biodiversity, Conservation and Attractions' Aboriginal Ranger Program
- The Department of Planning, Lands & Heritage
- The Department of Primary Industries and Regional Development
- The Department of Local Government, Sport and Cultural Industries
- The WA Police
- Act-Belong-Commit
- The Government of Australia
- The National Aboriginal Australians Agency.



By providing solutions for a healthy and productive environment across the region South Coast NRM promotes resilient communities and natural assets.

South Coast NRM has partnered with ETNTAC in the delivery of projects under the Australian Government's Regional Land Partnerships program. Over the next 5 years, we will work together to:

- Rehabilitate, restore and reduce threats to the Lake Warden and Lake Gore Ramsar wetlands
- Explore new opportunities for improving the status of priority listed threatened species
- Protect coastal corridors and improve the condition of Proteaceae dominated Kwongan Shrubland
- Take climate action by supporting the region to adapt, innovate and meet sustainable food demand.



Southern Ports is the custodian of the three 'gateway' ports of Albany, Bunbury and Esperance which has 11 million tonnes of trade passing through each year.

Located within the Port itself is the final resting place of the respected Aboriginal tracker and guide for the Forrest brothers – Windiitj (Tommy Windich) a registered site under the Aboriginal Heritage Act (WA). Southern Ports and ETNTAC collaborated on the rehabilitation of large area within the precinct. Previously infested with invasive species and posing a danger to the Port's operations due to erosion of the steeply sloping site, ETNTAC worked with other local contractors to stabilise the area and planted approximately 30,000 native seedlings, which has significantly improved the biodiversity of the area.



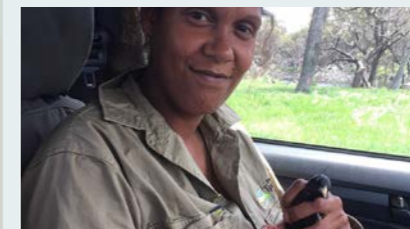
Centrecare is a Catholic not-for-profit, community services organisation who strengthen people and communities through the provision of professional social services, inspired by compassion and dignity.

The IAS project is intended to assist in the process of healing for people affected by past removal policies, working with a minimum of thirty (30) Aboriginal families and 120 individuals per financial year in the towns of Esperance, Gibson and Norseman with children in the age groups of 0-4 years, 5-11 years, and 12-18 years. Activities and engagement with the priority group will recognise the importance of extended families and the wider community in the lives of Aboriginal children. adapt, innovate and meet sustainable food demand.



Part of the Department of Biodiversity, Conservation and Attractions (WA), the Parks and Wildlife services manage WA parks, forests and reserves for wildlife conservation, sustainable recreation and tourism, while protecting communities from bushfires.

During bushfire emergencies in 2019, we worked at the fire-front with Parks and Wildlife to ensure that fire mitigation measures took into account cultural values in the landscape – a first collaboration of this kind in WA



ETNTAC and DPIRD collaborate on a growing range of activities that protect Western Australia's primary industries and environment from invasive species. For example, for the past two years, ETNTAC has assisted DPIRD with its startling control and eradication program, and the removal of invasive weeds.

In 2020, ETNTAC and DPIRD are developing a bush foods trial to support the re-emergence of traditional Aboriginal agricultural systems that offer regenerative possibilities for degraded land and the opportunity for Aboriginal people to participate in the agricultural sector.



The Department of Industry, Innovation and Science drive growth and job creation for a more prosperous Australia, by facilitating economic transformation and boosting business competitiveness.

With the support of the Australian Government's Heritage Grants Program, Tjaltjraak will deliver a cultural management plan for the National Heritage listed place known as Cheetup; a large granite dome with a cave system located in Cape Le Grand National Park. Archaeological investigations in the 1970's proved human occupation of the place extending back 13,000 years before present. The plan will detail the aspirations of Traditional Owners for culturally appropriate access, management and use of this place.

Esperance Tjaltjraak Native Title Aboriginal Corporation (ETNTAC) was registered by the Federal Court of Australia as the Native Title Body Corporate for the Esperance Nyungars on 6 September 2016. We are the first point of contact for government and other parties who want to conduct business with traditional owners in Esperance. Esperance Nyungars occupy a unique cultural and geographic frontier between the southwestern Nyungar cultural bloc and the Western Desert bloc to our north and east, sharing some history with both groups but maintaining our own distinct identity.

We are an organisation of colleagues and family all serving our community right here in Esperance.

Our Board & Executive



Andrew Beck
Director



Annie Dabb
Director



Donna Beach
Director



Dwayne Reynolds
Director



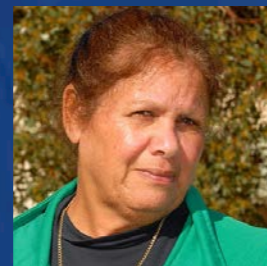
Henry Dabb
Director



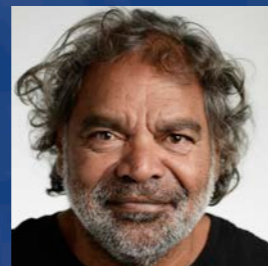
Johnine Graham
Director



Murray Bullen
Director



Pauline Graham
Director



Terry Yorkshire
Director



Kelly Flugge
Independent Director



Gail Reynolds-Adamson
Chair Person



Peter Bednall
CEO

Nyungar describes people whose ancestors first occupied and continue to occupy the South West region. Kepa Kurl is the Nyungar name for what we now know as Esperance and it means 'where the water lies like a boomerang'.

Structure

We are a community controlled organisation governed by a board of 12 inter-generational traditional owners elected by our membership. Inclusivity and gender-balance enables our development as our board comprises a male and female representative from each family

In addition, the board may appoint two non-member directors to help the board fulfill its function. The board mandates ETNTAC's Chief Executive Officer (CEO) to pursue our strategic objectives through an annually approved operational plan that details our goals and priorities for each year. Progress in achieving our goals is considered at each Board meeting – at least 6 times per year.

Lore and wisdom

We respect the lore and wisdom of our old people. A Circle of Elders comprising individuals nominated

by each family, guide the board and the organisation in culture and heritage matters. Our Elders meet with our CEO and staff generally each month.

It took eighteen long and difficult years of negotiation and legal process to resolve the Esperance Nyungar native title claim. Our inclusive and culturally secure governance structures and processes have united families and provide the foundation for positive change in the Esperance region.

Our structure

Prescribed Body Corporate (PBC)

Only Esperance Nyungar Native Title holders entitled to membership.

Companies

PBC is sole shareholder of all 3 companies: Charity, Operation and Land Bank.

Discretionary Trusts

Assets held in Trust with Native Title holders as beneficiaries.

Purpose / Assets



Tijuk Foundation

Esperance Tjaltjraak Services

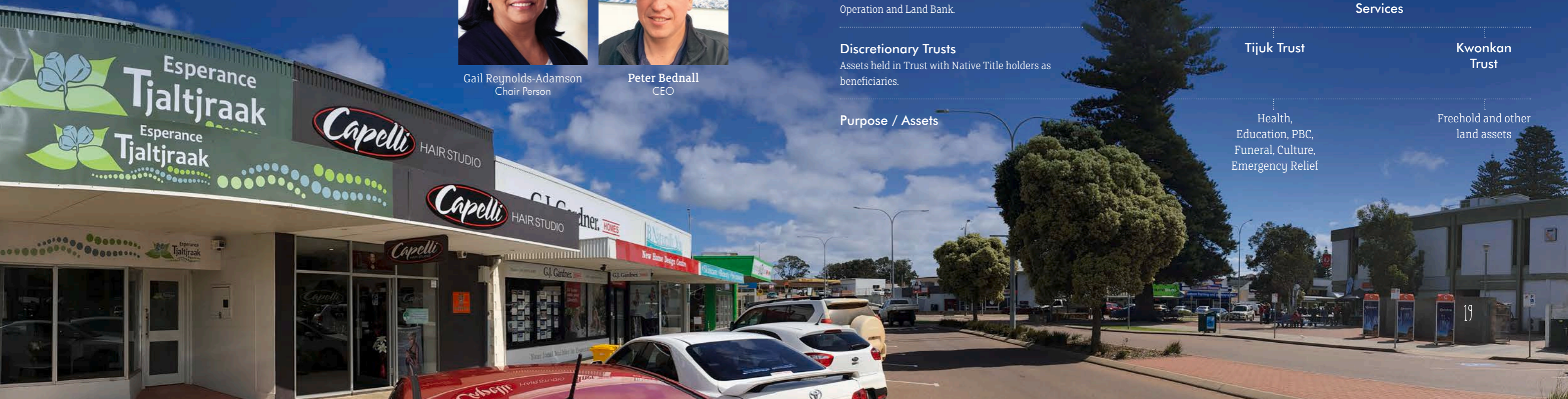
Kwonkan Holdings

Tijuk Trust

Kwonkan Trust

Health, Education, PBC, Funeral, Culture, Emergency Relief

Freehold and other land assets



Our financial performance 2018 - 2019



Peter Bednall
CEO

During the 2018-19 financial year, we recorded a total consolidated comprehensive income surplus of \$293,676, revenue was \$2,008,695 and expenditure \$1,715,018. Total profit increased by \$339,560 compared to 2017-18.

While income from the Aboriginal Land Use Agreement with the WA State Government decreased during 2018-19, substantial growth came from grant & project income and contract income. In total, income grew by \$1,068,055 or 214% compared to the previous year.

This growth enabled Tjaltjaark to achieve one of its fundamental objectives – providing opportunities for Aboriginal persons to increase their personal income so that they may lead more prosperous and fulfilling lives, and thereby increasing general wellbeing across the entire community.

This was achieved by, firstly, increasing Aboriginal employment outcomes within Tjaltjaark as we saw Aboriginal staff numbers peak at 28 during 2019 out of a total staffing of 30. This was reflected in our payroll increasing by 150% during 2019 compared to 2018.

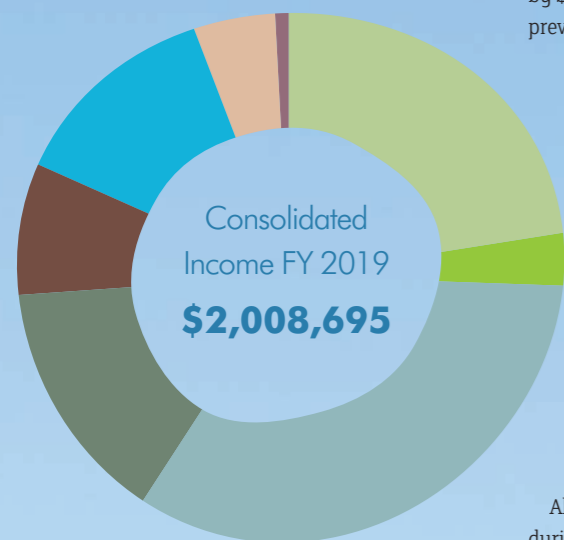
And secondly, we supported more Aboriginal suppliers and businesses through Tjaltjaark's operations, with total payments to Aboriginal suppliers increasing from \$169,855 in 2018 to \$275,128 in 2019.

Most of these staff and suppliers provided services connected with the Tjaltjaark Ranger, Cultural Heritage and Land Enterprises programs. The activities undertaken by these programs have community wide benefits, particularly in caring for the country that sustains the Esperance region. This illustrates the dual public interests that Tjaltjaark serves; Aboriginal economic development through sustainable relationships with country and culture.

As a registered charity, Tjaltjaark members do not receive a distribution of surplus funds but are entitled to receive services from programs and projects run by Tjaltjaark in line with its objectives. Consequently, another important measure of Tjaltjaark's financial performance is the tight control of general non-payroll expenses, so that as much income as possible can be reinvested back into our programs.

In 2019, our general expenses increased at only approximately half the rate of the income growth compared to 2018 (excluding a one-off donation expense). We think this reflects our hardworking team's constant efforts to do more with less, and to find improvements and efficiencies in our operations.

Overall, Tjaltjaark's operations directly contributed approximately \$1.7million to the Esperance economy through our support for local businesses and buy local practices. Growth within Tjaltjaark is good for Esperance as a whole.

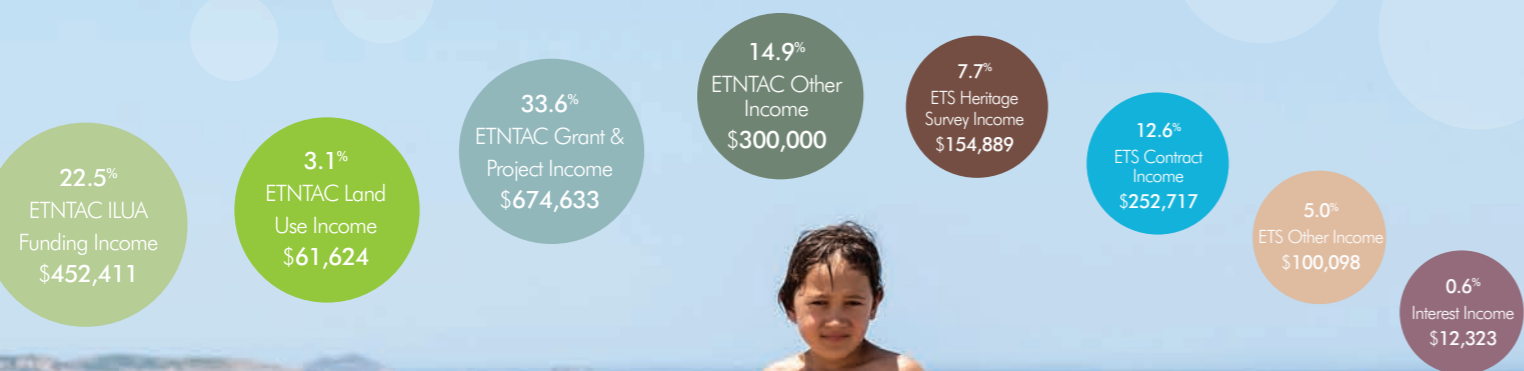


Esperance Tjaltjaark Native Title Aboriginal Corporation RNTBC and controlled entities

ICN 8212

Statement of Profit or Loss and other Comprehensive Income For the year ended 30 June 2019

	Consolidated 2019 \$	Consolidated 2018 Restated \$	Parent 2019 \$	Parent 2018 Restated \$
Income				
Revenue	2,008,695	940,640	1,488,713	323,696
Expenditure				
Accountancy expenses	(13,216)	(20,108)	–	–
Advertising expenses	(721)	(2,120)	–	–
Auditors' remuneration	(10,500)	(10,000)	–	–
Consultants' fees	(24,010)	(100,398)	–	–
Depreciation and amortisation expenses	(29,289)	(21,214)	–	–
Directors' fees	(19,615)	(28,154)	–	–
Donation	(150,000)	–	–	–
Employee benefits expenses	(909,877)	(338,684)	–	–
Heritage survey expenses	(119,488)	(153,009)	–	–
Impairment expense	–	–	(172,415)	(369,579)
Legal costs	(21,516)	(34,364)	–	–
Project expenses	(130,325)	(109,692)	–	–
Ranger project	(87,288)	(2,412)	–	–
Service fee expense	–	–	(1,022,622)	–
Other expenses	(199,174)	(166,368)	–	–
	<u>293,676</u>	<u>(45,883)</u>	<u>293,676</u>	<u>(45,883)</u>
Surplus (Deficit) for the year	<u>293,676</u>	<u>(45,883)</u>	<u>293,676</u>	<u>(45,883)</u>
Other comprehensive income net of income tax	–	–	–	–
Surplus (Deficit) for the year	<u>293,676</u>	<u>(45,883)</u>	<u>293,676</u>	<u>(45,883)</u>



**Esperance Tjaltjaark Native Title Aboriginal Corporation RNTBC
and controlled entities**

ICN 8212

**Statement of Financial Position
For the year ended 30 June 2019**

	Consolidated 2019 \$	Consolidated 2018 Restated \$	Parent 2019 \$	Parent 2018 Restated \$
Assets				
Current Assets				
Cash and cash equivalents	1,062,182	875,044	32,188	–
Trade and other receivables	120,915	16,162	2,139,976	974,382
Loans and advances	6,624	1,006	–	–
Total Current Assets	<u>1,189,721</u>	<u>892,212</u>	<u>2,172,164</u>	<u>974,382</u>
Non-Current Assets				
Property, plant and equipment	193,794	194,124	–	–
Total Non-Current Assets	<u>193,794</u>	<u>194,124</u>	<u>–</u>	<u>–</u>
Total Assets	<u>1,383,515</u>	<u>1,086,336</u>	<u>2,172,164</u>	<u>974,382</u>
Liabilities				
Current Liabilities				
Trade and other payables	74,875	72,252	1,124,885	–
Provisions	287,122	289,702	29,221	250,000
Total Current Liabilities	<u>361,997</u>	<u>361,954</u>	<u>1,154,106</u>	<u>250,000</u>
Non-Current Liabilities				
Provisions	3,460	–	–	–
Total Non-Current Liabilities	<u>3,460</u>	<u>–</u>	<u>–</u>	<u>–</u>
Total Liabilities	<u>365,457</u>	<u>361,954</u>	<u>1,154,106</u>	<u>250,000</u>
Net Assets (Liabilities)	<u>1,018,058</u>	<u>724,382</u>	<u>1,018,058</u>	<u>724,382</u>
Equity				
Retained surplus	1,018,058	724,382	1,018,058	724,382
Total Equity	<u>1,018,058</u>	<u>724,382</u>	<u>1,018,058</u>	<u>724,382</u>

**Esperance Tjaltjaark Native Title Aboriginal Corporation RNTBC
and controlled entities**

ICN 8212

**Statement of Changes in Equity
For the year ended 30 June 2019**

	Share Capital \$	Retained surplus \$	Total \$
Consolidated Group			
Balance at 01 July 2017	12	770,253	770,265
Deficit attributable to members of the Corporation (restated)	–	(45,883)	(45,883)
Balance at 30 June (restated)	<u>12</u>	<u>724,370</u>	<u>724,382</u>
Surplus attributable to members of the Corporation	–	293,676	293,676
Balance at 30 June 2019	<u>12</u>	<u>1,018,046</u>	<u>1,018,058</u>
Parent Entity			
Balance at 01 July 2017	–	770,265	770,265
Deficit attributable to members of the Corporation (restated)	–	(45,883)	(45,883)
Balance at 30 June (restated)	<u>–</u>	<u>724,382</u>	<u>724,382</u>
Surplus attributable to members of the Corporation	–	293,676	293,676
Balance at 30 June 2019	<u>–</u>	<u>1,018,058</u>	<u>1,018,058</u>

**Statement of Cash Flows
For the year ended 30 June 2019**

	Consolidated 2019 \$	Consolidated 2018 \$	Parent 2019 \$	Parent 2018 \$
Cash Flows from Operating Expenses				
Receipts from customers	1,865,921	1,283,441	1,270,813	573,696
Payments to suppliers and employees	(1,656,529)	(957,141)	–	–
Interest received	12,323	5,324	45	–
Net cash provided by operating activities	<u>221,715</u>	<u>331,623</u>	<u>1,270,858</u>	<u>573,696</u>
Cash flows from investing activities				
Payments for property, plant and equipment	(28,959)	(89,043)	–	–
Impairment of loans to subsidiaries	–	–	(172,415)	(369,579)
Advances and loans made	(5,618)	(508)	(1,066,255)	(204,117)
Net cash used in investing activities	<u>(34,577)</u>	<u>(89,551)</u>	<u>(1,238,670)</u>	<u>(573,696)</u>
Net increase in cash held	187,138	242,072	32,188	–
Cash at beginning of financial year	875,044	632,972	–	–
Cash at end of financial year	<u>1,062,182</u>	<u>875,044</u>	<u>32,188</u>	<u>–</u>



PCET0007/06/20 www.pushconsult.com.au



Esperance Tjalijaark Native Title Aboriginal Corporation

Learn more at www.etntac.com.au call us on 08 9072 0094 or drop in to see us at 11A Shelden Road, Esperance WA 6450