



YAWURU



2022 ANNUAL REPORT



Darren Puertollano, MMY Chair, Benjamin Dolby, Yawuru PBC Chair, Clinton Benjamin, NBY Chair

We invite you to enjoy our Annual Report, a summary of the major projects and activities that the Yawuru Corporate Group (YCG) has undertaken in the past twelve months to ensure good, clear liyan on our country is maintained. We have a lot to be proud of this year.

History hasn't always been kind to Yawuru people, and we dedicate our current achievements to the resilience of our ancestors. We know that the decisions and actions made today have direct impact on future generations, so it's with that understanding and obligation that our motivation is fuelled.

The Yawuru Corporate Group's vision remains, to sustain a strong, proud and prosperous Yawuru community grounded in Bugarrigarra. Our vision has been developed from thousands of years of connection to country, community and culture.

This year we have achieved some major milestones, including Gumaranganyjal Yinyjarlin, [Roebuck Plains Station (RPS) Returns], the handover of RPS pastoral operations to Yawuru people.

Other milestones realised this year, the Yawuru community can be proud of include: Yinajalan Ngarrungunil, Broome's Health and Well-being Campus, re-launch of Jetty to Jetty, Opening the Common Gate Exhibition at Broome Senior High School and the Bugarrigarra Nyurdany (Because of the Dreaming) exhibition – sharing our culture to the public at our Liyan-ngan Nyirrwa centre.

NBY continues to improve its organisational structure to better position YCG to deliver for the social and economic benefit of the Yawuru community. In 2022, our boards and executive team at NBY have been consolidated through the appointment of a new NBY Board and a new management leadership team. Nini Mills (CEO), Taliah Payne (COO), Ellen Smith (CBDO), Scott Downsborough (CFO) and Tim Ognenis (GC) have made a positive difference to our organisation.

The Yawuru Corporate Group continues to ensure that mabu liyan is central to all that we do, as we work towards self-determination for our people, on our buru, in this ever-changing modern world.

Benjamin Dolby PBC Chair
Darren Puertollano MMY Chair
Clinton Benjamin NBY Chair





CONTENTS

INTRODUCTION FROM THE CHAIRS	2
HIGHLIGHTS 2022	4
GUMARANGANYJAL YINYJARLIN – ROEBUCK PLAINS STATION RETURNS	6
MABU BURU – HEALTHY COUNTRY	8
FUTURE ACTS AND HERITAGE	14
JIRRILNGANY NGARRUNGUNIL – COMMUNITY	16
MABU LIYAN – CULTURE	22
MANYJA NARLINGANY – PROSPERITY	28
MURRGURLANYINI NARLINGANY – GOVERNANCE	32
MONEY STORY	38
MOVING FORWARD	40



HIGHLIGHTS 2022

NOV 2021

- Yawuru AGM
- Michael Haji Ali, Debra Pigram and Nicholas Djiagween elected to Yawuru PBC Board
- Clinton Benjamin and Taliah Payne appointed to NBY Board
- PBC Board Meeting held

DEC 2021

- Nini Mills started as NBY CEO
- Yawuru Christmas Party
- Yawuru Elders Christmas lunch
- NBY Employment & Training Workshop
- Yawuru Ambassadorship Program launched
- Indigenous Saltwater Advisory Group Annual Forum
- NBY Board Meeting x 2
- PBC Board Meeting

JAN 2022

- Mabu Mayi Café opens with new menu
- Jetty to Jetty app updated
- COVID-19 vaccine mandates introduced
- MMY Board Meeting
- NBY Board Meeting
- Yawuru Holdings Company Board Meeting

FEB 2022

- Yawuru take over pastoral operations at Roebuck Plains Station (RPS) on Gumaranganyjal
- Yawuru Ngan-ga lessons start at NBY
- Warrmijala Murrurlayi agriculture students start at RPS
- COVID-19 restrictions
- Wetland monitoring on RPS
- PBC Board Meeting
- MMY Board Meeting
- NBY Board Meeting
- Yawuru Holdings Company Board Meeting

MAR 2022

- Tony Lee and Mark Munnich appointed to NBY Board
- Yawuru Cultural Reference Group Meeting
- Women in Fire Forum
- International Women's Day celebration at NBY
- Elders receive COVID packs
- Federal Court Conference Birriman-gan Native Title Holders
- NBY Board Meeting
- Yawuru Holdings Company Board Meeting

APR 2022

- Russell Barnett and Chris Newton appointed to the NBY Board as Independent Directors
- Minister Alannah MacTiernan announces expansion of the Aboriginal Pastoral Academy in collaboration with NBY
- Authorisation and Pre-incorporation Meeting for the Birriman-gan PBC
- Aboriginal Cultural Heritage Protection Co-Design Workshop
- PBC Board Meeting
- NBY Board Meeting
- Yawuru Holdings Company Board Meeting
- Yawuru Properties Board Meeting
- Ellen Smith commences as Chief Business Development Officer

MAY 2022

- Warrmijala Murrurlayi agriculture students graduate
- Taliah Payne starts as NBY Chief Operating Officer
- Yawuru Cultural Immersion for new directors
- WA Governor General visits NBY
- Reconciliation Week
- Yawuru Cultural Awareness for MercyCare Directors in Perth
- Yawuru Corporate Group (All Boards Forum) Governance Workshop
- PBC Board Meeting
- MMY Board Meeting
- NBY Board Meeting
- Yawuru representatives attend AIATSIS Summit
- Yawuru Law Ceremony commences
- NBY hosts CME Kimberley Regional Council
- ILSC appointed PBC for Birriman-gan

JUN 2022

- Minister David Kelly attends landmark agreement signed between Yawuru PBC and DWER to focus on monitoring of Groundwater Dependent Ecosystems (GDE) on Yawuru country
- Yawuru Country Managers undertake water monitoring
- Opening the Common Gate exhibition opens at Broome Senior High School
- NBY speaks at Commercial Growth and Investment Forum
- NAIDOC Week - Kullarri NAIDOC Reconciliation Walk and Opening Ceremony
- Broome Shire hosts Cable Beach redevelopment information sessions
- Burn on RPS led by Yawuru Country Managers
- NBY hosts and attends Thunderbird Social Impact Assessment Workshop
- NBY Audit Investment and Risk (AIR) Committee re-established
- NBY hosts Nagula Jarndu exhibition at Liyan-ngan Nyirrwa during NAIDOC week

JUN 2022 CONT...

- Regenerative Farming workshop hosted at RPS
- Development WA Board and Directors hosted at NBY
- Yawuru Corporate Group Strategic Planning Workshop
- NBY CEO and Chair attend ANU Symposium on Development of Australian First Nations Economics – Canberra
- Cable Beach Foreshore Redevelopment – Yawuru Community Information Session
- Yawuru Law - Guburra - Closing ceremony celebration
- NBY Board Meeting
- All Boards Meeting
- Yawuru Holdings Board meeting

JUL 2022

- Yagarrmabulanji Jarndunil (Women Coming Together)
- Yawuru Corporate Group Strategic Planning Workshop 2
- hosted ILSC National Land and Sea Strategy Workshop
- Rediscover Jetty to Jetty launches
- Yawuru Community Meeting, Elders Morning Tea
- Taliah Payne, Ellen Smith and Director Tony Lee attend First Nations Clean Energy Symposium in Melbourne
- Yinajalan Ngarrungunil - Broome Health and Well-being Campus announced by WA Premier Mark McGowan MLA
- NBY host WA Planning Commission Board
- Yawuru Community Meeting
- Kimberley Community Cabinet Reception
- All Boards Meeting
- PBC Board Meeting
- NBY Board Meeting
- NBY and MMY Chairs attend Kimberley Marine Support Base launch

AUG 2022

- HIPPY event for National Aboriginal and Torres Strait Islander Day
- Elders Morning Tea
- Oxfam's Straight Talk Conference attended by NBY COO Taliah Payne and Carol-Anne Bernard, NBY Senior Project Officer
- Mabu Yawuru Ngan-ga team participated in the Master Apprentice Language Revival Conference in Alice Springs
- Narli Walami Board Meeting
- PBC Board Meeting
- Yawuru Holdings Company Board Meeting & Strategic Planning Workshop
- Caring for Country – Streeters Jetty Clean up
- CEO address at Shinju Matsuri Opening Ceremony
- Studio Schools Australia Open Day – Yiramalay
- Jawun Executive visit, NBY Chair and MMY Chair attend Kimberley Mineral Sands Sundowner
- Yawuru Properties Board Meeting
- Indent Board meeting
- Hon Dr Tony Buti, Minister for Finance & Minister for Aboriginal Affairs and Hon Roger Cook MLA, Deputy Premier visit NBY office
- NBY hosts Healing Foundation executive team

SEP 2022

- Bugarrigarra Nyurdany Shinju Matsuri event and exhibition opens to public at Liyan-ngan Nyirrwa
- Gumaranganyjal Yinyjarlin - RPS Returns community celebration
- NBY Board Meeting and Risk Workshop
- Aboriginal Cultural Heritage Act Co-Design Workshops – Perth
- Deputy Premier Roger Cook attends NBY office
- NBY representatives attend Kimberley Aboriginal Women's Camp – Gumbanan
- NBY executive meeting wit Hon Bill Johnston, Minister for Corrective Services
- Yawuru Law Boss Meeting
- Meeting with Chief of Staff for Minister of Housing
- Indent Strategic Planning Session

OCT 2022

- Kimberley Pilbara Cattleman's Association (KPCA) Conference
- RPS visit by Minister Alannah MacTiernan and DPIRD to meet Warrmijala Murrgurlayi graduates
- Launch of Baby Ways book translated into Yawuru
- State and Local Culture Centre consultations
- Yawuru Community Meeting, Yawuru Cultural Reference Group Meeting
- PBC Board Meeting
- Yawuru Holdings Company Board Meeting
- NBY CEO attends Jawun Leadership Convention
- Narli Walami Board Meeting
- Lions Eye Institute partnership discussions
- Yawuru Corporate Group All Boards Forum
- NBY & ANU Research Workshop
- Mabu Mayi Café wins Broome Chamber of Commerce and Industry (BCCI) Indigenous Business Excellence Award
- Yinajalan Ngarrungunil Health and Wellbeing Campus civil construction commences
- MMY Board Meeting
- NBY office ITC upgrades and NBN network installed
- NBY and Department of Corrective Services communication planning session

NOV 2022

- NBY Board Meeting
- CEO presents at National Indigenous Empowerment Forum – Darwin
- BCCI Economic Development Forum
- PBC Board Meeting
- Execution of MOU with Department of Justice
- Yawuru Community Meeting – GPFS presentation
- Mangayin Encouraging Youth Excellence Awards re-launched
- NBY host OXFAM CEO and leadership team
- NBY executive attends Kimberley Mineral Sands (KMS) community update for industry
- Yawuru AGM
- NBY AGM
- MMY AGM

GUMARANGANYJAL YINYJARLIN ROEBUCK PLAINS STATION RETURNS

Gumaranganyjal holds a special place in the hearts and minds of Yawuru people.

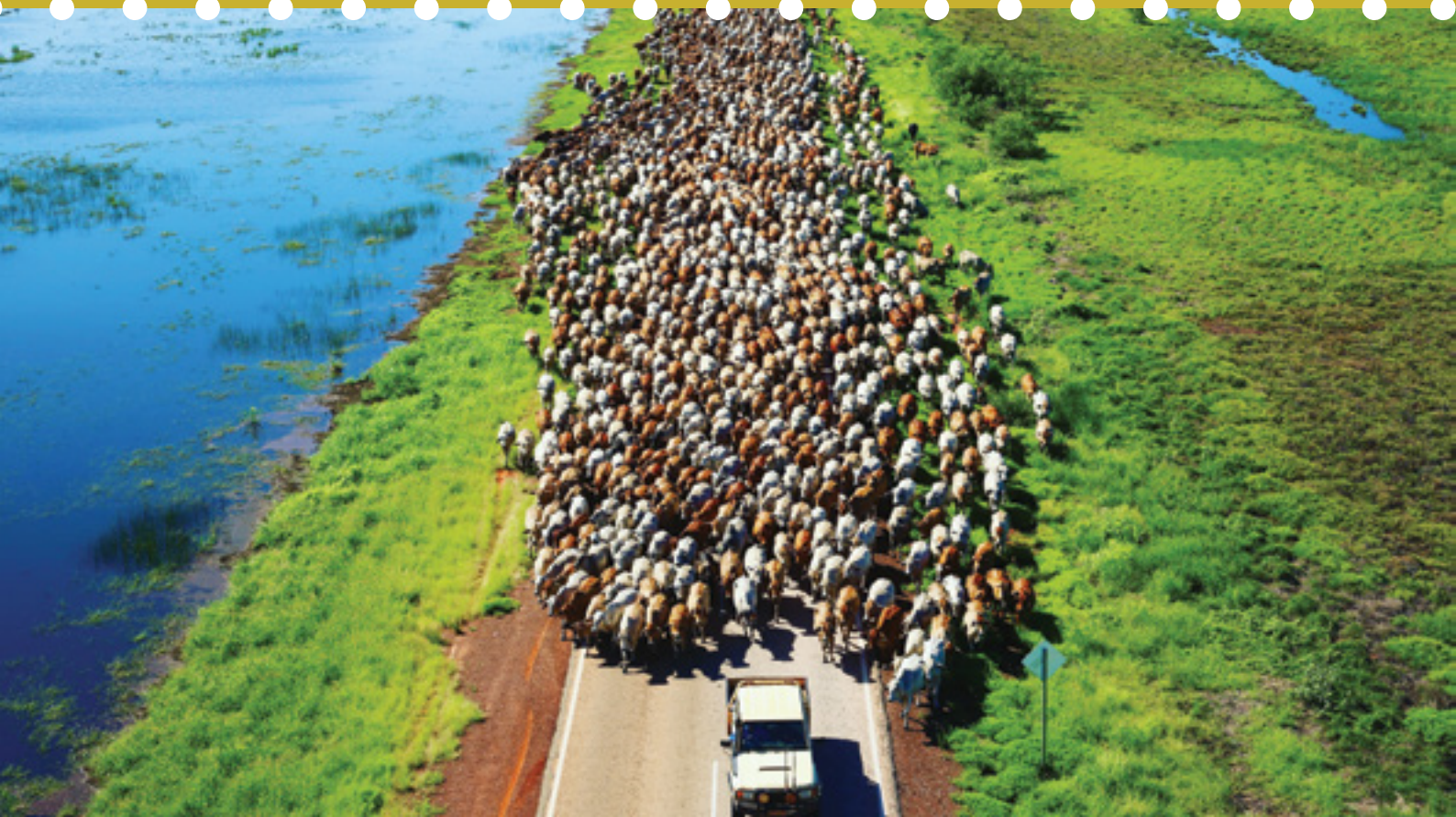
In February 2022 Yawuru took over the pastoral operations of RPS on Gumaranganyjal and in September celebrated this milestone with the community, building on our old people's legacy and the sacrifices they made.

The northern pastoral industry was built on our ancestors' blood, sweat and tears. Our old people's resilience, hope and vision for future generations is what enabled Yawuru to take rightful ownership and management of Gumaranganyjal.

In 2006, Yawuru were granted native title which includes RPS and the Roebuck Export Depot. The Indigenous Land and Sea Corporation (ILSC) divested ownership of the station and the depot back to Yawuru in 2014, with the ILSC managing the cattle operations under a sub-lease arrangement.

We are excited to see prosperity from Gumaranganyjal Yinyjarlin, as we operate the station in a sustainable way and continue the work we do to maintain culture, strengthen our people and protect country.

Mabu buru, mabu ngarrungunil for mabu liyan.





“

“Taking over the station means a new era for Yawuru participation in the cattle and pastoral industries in the Kimberley, which were built on the back of our old people’s blood, sweat and tears.”

Nini Mills, CEO NBY



MABU BURU HEALTHY COUNTRY

Yawuru people care for our Country by applying traditional ecological knowledge. Yawuru Country is alive and protected. We maintain Country for future generations.

ONGOING PROJECTS

NBY's Environmental Services Unit (ESU) team continue to work on country to ensure long-term sustainability and best practice land management. ESU have several ongoing projects including:

1. Threatened species and biodiversity work
2. Invasive species
3. Marine – flatback turtle surveys
4. Indigenous Saltwater Advisory Group (ISWAG)
5. Sustainable grazing
6. Jila (Wetlands) monitoring
7. Fire mitigation on RPS



Environmental Services Unit: Mandela Yu, Monica Edgar, Kianee D'Anna, Denise O'Neill, Julie Melbourne, Vaughn Lee, Desmond Billy, Tyson Dolby, Dean Mathews, Ronald Wade.



1. THREATENED SPECIES AND BIODIVERSITY WORK

Includes research and monitoring relating to flora and fauna such as camera trapping, population surveys and biodiversity surveys. By conducting these surveys and monitoring these sites we have a better understanding of what animals or plants are on the Yawuru IPA.

a. Ngalgumirdi, Bilby

Country Managers undertook bilby population monitoring with DBCA as part of the Cape Leveque Road project. Active populations were found in the Pios paddock which is north of the highway before the roadhouse. Bilby monitoring also took place with Main Roads WA as part of the Cape Leveque Road project, checking for bilby presence prior to the widening of the road. Five Yawuru Country Managers attended a bilby workshop in Fitzroy Crossing with West Kimberley and desert ranger groups. They presented with other ranger groups on the Yawuru bilby monitoring project. The bilby is a threatened species identified for the Predator Free Wildlife Project.

b. Manggaban, Spectacled Hare-Wallaby (SHW)

In conjunction with World Wide Fund for Nature (WWF), Country Managers placed forty camera traps at various locations on RPS to build on earlier survey findings and informed by previous sightings. It is thought the SHW is often found near recent fire scars. The cameras were placed in varied locations by helicopter and road near fire scars and other locations. The objective of these traps is to develop further knowledge of the SHW's habitat. The cameras are collected about 8 weeks after placement.

c. Jarndu Country Managers attended a wattle seed collecting workshop to explore the process of collection as well as discussing small business enterprise opportunities including identification and collection of seeds, propagation and use of seeds in cooking.

2. INVASIVE SPECIES

Country Managers and other ranger groups and land managers face hardships when dealing with invasive weed and animal species.

a. Weeds come in different forms of plants i.e. vines, shrubs, grasses and trees. The methods of controlling weeds are chemical weed control, drill and pill, fire management and cut and paste. This year Country Managers worked with Joint Management Yawuru Rangers to control a large patch of Weed of National Significance (WONS), bellyache bush in the Birragun Conservation Park /IPA area near the Waterbank homestead. A significant patch was removed, and numerous seed pods collected and deposited at DBCA. Because it is a WONS it is removed and will continue to be mapped and controlled. The Country Managers maintain a strong partnership with Environs Kimberley (EK) and DBCA Yawuru Rangers for weed control in Minyirr Park. This year working with EK, the focus was on vine weeds i.e. Siratro, blue pea, bellyache and merremia. A Weed Management Plan is being developed which will guide weed control work in Minyirr Park.

b. Animals can also be invasive like foxes, dingoes and cats. They have a negative impact on both native animals and native plants. The way to track these invasive species are either by camera trapping or using surveys to monitor their whereabouts. The Country Managers set camera traps at 24 sites to monitor the number of feral cats. After 6 weeks the cameras were collected, and photos downloaded. This year Country Managers reviewed 169,000 photos resulting in 99 cat observations at 10 sites which is 52.6 % of total sites. The highest sightings were of macropods followed by stock, birds, dingos then cats. This project is supported by NRM Rangelands funding.

Calytropis weeds are spreading fast on RPS. Country Managers have been trying different methods to control them but the extent of the weed patches are now extensive. If community see the plants with big seed pods, pick the pods and bring to DBCA to be disposed of.



3. MARINE PROJECTS

- a. **Flatback Turtle Survey** – Every year between November and December, Country Managers collaborate with DBCA to monitor turtles at Eco Beach, an important flatback turtle nesting site. They tag the turtles with the help of the Yawuru rangers and DBCA turtle scientists. The team is split into two groups; wamba and jarndu. One week the wamba team go turtle tagging and the next week the jarndu team. Each night and morning, based on the weather and when the tide is right or coming in, the team will patrol the beach for any signs of flat back turtle tracks. If spotted, after the turtles have nested, the team will quickly tag the turtles, take a DNA sample, measure and record the GPS location.
- b. **Indigenous Saltwater Advisory Group** – ISWAG annual forum took place in December 2021 and wamba Country Managers attended. The forum launched the ISWAG Turtle and Dugong Initiative aimed to attract investment to various aspects of turtle and dugong research and monitoring and to support the customary take framework in the longer term. NBY ESU in conjunction with DBCA joint management partners for the Nagulagun Marine Park held a Customary Hunting Workshop in June aimed at engaging with Yawuru hunters. Draft customary hunting protocols are being refined for further feedback from the community.



4. WETLANDS MONITORING are closely related to the SG project. Wetland monitoring measures the health of the wetlands and what impact cattle have on specific wetlands. There are six wetland sites, some are fenced and some are not. The monitoring is done bi-annually, by setting up transects at each site to check the vegetation and the ground surface water quality.

5. SUSTAINABLE GRAZING (SG)

Country Managers completed pre and post wet season monitoring, including drone monitoring. Assistance from Environs Kimberley was provided to undertake preliminary assessment of the SG data and to prepare a report for the IPA Technical Advisory Group (TAG) meeting with Yawuru community members and scientists. As a result of these discussions and the presentation of data at the TAG meeting, it has been decided to further review the objectives of this monitoring project and what the data is telling us.



Yawuru Country Managers undertake quarterly monitoring of the groundwater dependant ecosystems on Gumaranganyjal, in particular Mimiyagaman and Ram paddock. We are monitoring the change in vegetation and groundwater levels with the Department of Water, Environment and Regulation (DWER).



Hon Dave Kelly, Minister for Water attends signing of the collaborative water agreement between the Department of Water and Environmental Regulation (DWER) and Yawuru.

6. GROUND WATER MONITORING is also undertaken at sites across the IPA including some of the wetland sites that are groundwater dependent ecosystems. This helps our understanding of how our wetlands are linked to the ground water systems. We test our groundwater by checking conductivity, salinity, water temperature, measuring the dissolved oxygen levels and pH and KH testing.

“ At the same time, we’re maintaining and protecting those ecological and cultural assets on Country. We’re still maintaining and upholding those obligations that we do have under native title that have stemmed from Bugarrigarra, our dreaming. How we are going about it is through a collaborative co-management arrangement where we’re building new knowledge and it’s a two-way science.”

Dean Mathews, NBY Senior Project Officer

7. FIRE

Vaughn Lee, Senior Yawuru Country Manager led an early mitigation burn in conjunction with TAFE and trainee students on RPS. The bushfire risk assessment team were in attendance and provided positive feedback on the process and the burn. Yawuru Jarndu Country Managers attended the Women in Fire Workshop including presentations and training in QGIS mapping for fire planning.

It was a late start this year for on ground burns due to late wet and slow curing. The main mitigation burn undertaken in June and July resulted in good fire scar on the southern boundaries of RPS. Information exchange sessions were held with DFES to understand the fire mapping apps and how to assess the status of a fire using technology. The Wamba Country Managers attended the Regional Fire Forum hosted by DFES.

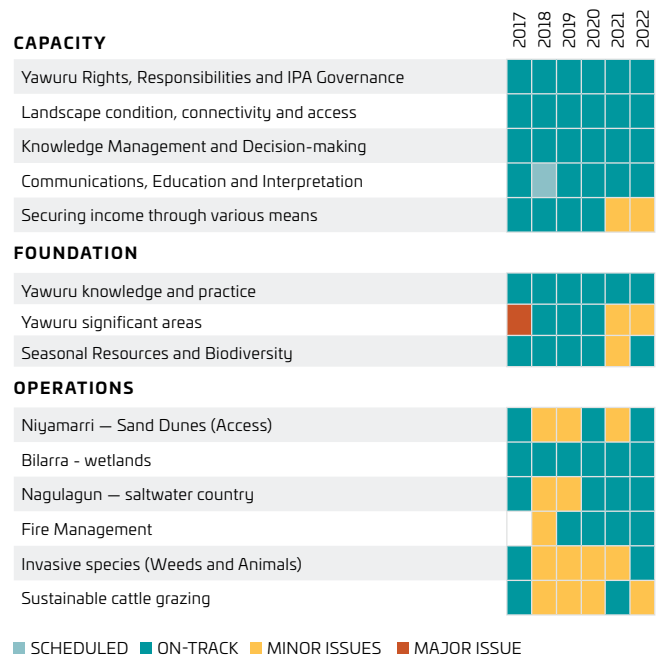


MONITORING & EVALUATING OUR WORK

We report annually against our strategies as set out in the Yawuru IPA Monitoring, Evaluation, Reporting and Improvement (MERI) Plan.

Our annual IPA MERI Technical Advisory Group (TAG) meeting was held in Mingirr Park in June 2022 in conjunction with Land and Sea (LAS) subcommittee. Country Managers and scientists reported on the key monitoring projects being wetlands, sustainable grazing and DWER ground water monitoring. They presented the data to date and led discussions with Yawuru members about what the data is telling us and whether we need to make adjustments to our land management.

TAG members include Yawuru people and western scientists who work together to develop monitoring programs that will provide valuable data which will help inform management.



Here's how we are tracking, implementing our strategies across our whole plan for 2022 and the previous 6 years.

COUNTRY MANAGERS

There are seven Yawuru Country Managers employed at NBY in the Environmental Services Unit.

Country Managers (CM) are working on their Cert II or Cert III in Conservation and Land Management to increase their skill in a range of areas including: fencing, GIS mapping, research and engaging with community, coxswain Cert I, fire management, first aid, machinery operation, seed collecting and chemical handling. Two Jarndu CMS have now commenced Cert III while one Wamba CM completed Cert III and started CertIV

In December 2021, Lead Jarndu Country Manager, Monica Edgar took up the role of Training Coordinator for the Yawuru Country Managers team. This is a great step up for Monica. She also completed a Women and the Environment Leadership Course. Well done Mon!



Monica Edgar, Yawuru Country Manager Training Coordinator

In July 2022, Country Managers presented to Notre Dame University students about the role and activities of the Country Managers and why the program is important for the Yawuru community. In the same month, they hosted the Yinggarda Ranger Group from the Shark Bay District, in conjunction with the Yawuru Rangers. They showcased some of the projects happening on Yawuru buru and explained the collaboration between management of the Yawuru IPA through the joint management program and the intersection of joint management and IPA areas.

In August 2021, two Jarndu Country Managers, Monica Edgar and Sharee Dolby attended a Biodiversity Conference with partners Environs Kimberley (EK) and other Dampier Peninsular Jarndu Rangers. They delivered a joint presentation to scientists and other ranger groups, on the work ranger groups are doing on the Monsoon Vine Thickets on Yawuru Country.

“ Being a Country Manager requires a lot of training. It involves a lot of hands on work. We are learning the way and finding a pathway as a Country Manager.”

Yawuru Country Manager

YAWURU JOINT MANAGEMENT

Yawuru Rangers and Country Managers continue to support one another on shared projects and together they have been kicking goals!

A new Marine Research Coordinator and an Indigenous Marine Research Coordinator for Roebuck Bay have been appointed and will be working with Yawuru Rangers, Country Managers and the Yawuru community to prioritise marine research projects for the coming year in the Nagulagun Marine Park.

All photos - Credit Julia Rau Photography



“ The joint management Yawuru Rangers are busy across all the jointly managed Yawuru Marine and Conservation Parks, from Willie Creek to Yardugarra / Yardoogarra.

From customary hunting and updated park signs to gurlibil research and planning for new walking paths and sign shelters. We're working on lots of great projects. Help us out where you can!”

Jasmyn Cook,
Yawuru Joint Management Ranger



FEE FOR SERVICE

- *Nearshore GDE Field trip with DWER and water monitoring - Pursuant to the DWER-Yawuru Collaboration Agreement.
- *Biosecurity Contract work
- *Gurlibil genetics sampling field trip to Thangoo- under contract with Parks Australia in collaboration with DBCA.
- *Feral Cat camera trapping under NRM Rangeland grant
- *Bilby surveys with DBCA
- *Golder water quality testing on behalf of Water Corp.
- *Turtle monitoring at Eco Beach
- *DBCA snubfin dolphin survey

FUTURE ACTS AND HERITAGE

All matters that affect native title rights, Yawuru Country and Yawuru cultural rights must be referred to the Yawuru Prescribed Body Corporate (PBC) for consideration and decision. NBY's Future Acts and Heritage Unit (FAH) coordinates this work and provides information to the PBC Board to assist its decision making.

The past year has seen a large number of proponents contacting Yawuru regarding various activities and projects on Yawuru country. This has kept the FAH team busy facilitating heritage surveys, cultural monitoring and site visits with Law Bosses to ensure Yawuru country and cultural heritage is cared for and protected.

The FAH team continued to work with the Shire of Broome in relation to its Cable Beach redevelopment project, with concept designs expected to be finalised in late 2022. Discussions are also ongoing with the Department of Biodiversity Conservation & Attractions regarding culturally appropriate revamps to the Reddell Beach and Minyirr areas, providing opportunities for Yawuru including cultural interpretation, signage and developments to educate, showcase and protect this important area.

NBY is also in the late stages of developing a new mapping database with Environmental Systems Solutions (ESS), which together with in-house expertise will help the FAH team ensure Yawuru country and culture is protected, maintained and celebrated.



Thomas Unda Edgar on RPS at archaeological site.



RPS heritage survey

2022 ON COUNTRY HERITAGE SURVEYS AND CULTURAL MONITORING ACTIVITIES

JAN, FEB, MAR	Cable Beach – site visits and discussions with Law Bosses about coastal protection measures, drainage designs and concept designs for redevelopment (following on from heritage survey over the whole area with Law Bosses in late 2021)	Shire of Broome
FEB	Cultural monitoring for TAFE works	TAFE/ Engawa Architects
FEB	Cultural monitoring for Global Location System - Port	Geoscience Australia
MAR	Heritage survey with Law Bosses on Gumaranganyjal over Kimberley Mineral Sands (KMS) exploration drilling areas	Kimberley Mineral Sands (KMS)
MAR	Site visit with Law Bosses and DBCA around Minyirr (Gantheaume)	Department of Biodiversity Conservation & Attractions (DBCA)
MAR	Cultural monitoring for Main Roads WA - Cape Leveque Road	Main Roads WA
MAY	Cultural monitoring – Lawrence Road – widening and surfacing	Shire of Broome
MAY	Cultural monitoring – Water Corporation piping	Water Corporation
MAY	Heritage survey with Law Bosses around Minyirr (Gantheaume)	DBCA
JUL, AUG, SEP	Cultural monitoring – Deep Creek Bridge works	Main Roads WA
AUG	Cultural monitoring for TAFE works	TAFE/ Engawa Architects
AUG	Cultural monitoring and environmental survey	KMS
AUG	Law Boss walk-through at Yinijalan Ngarrugunil, Health and Wellbeing Campus, Clementson Street	Development WA
AUG, SEP, OCT	Cultural monitoring – Water Corporation piping	Water Corporation
SEP	Cultural monitoring for KMS exploration drilling access and holes	KMS
OCT	Cultural monitoring for highway re-shouldering road works over Gumaranganyjal	Main Roads

JIRRILNGANY NGARRUNGUNIL COMMUNITY

Yawuru people are proud, cohesive and connected. Yawuru families are engaged and empowered. Our connection to our community and culture is strong and we maintain Yawuru values and customs.

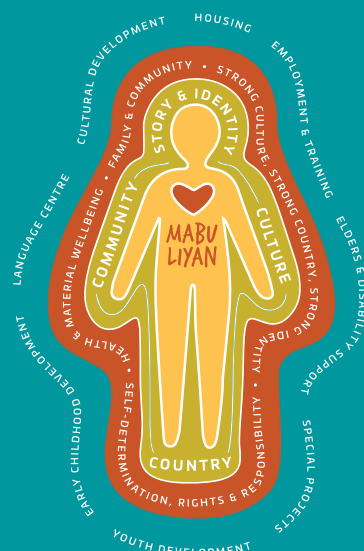
Community Development Unit



NBY's Community Development Unit (CDU) develops and implements innovative programs that enhance cultural connection and improve Yawuru social, economic and educational opportunities.

At the core of the work is an evaluation framework based on understanding Yawuru's concept of community wellbeing. The Mabu Liyan (good wellbeing) Framework establishes the value of mabu liyan delivered from community programs and measures the social impact of NBY's investment into the community.

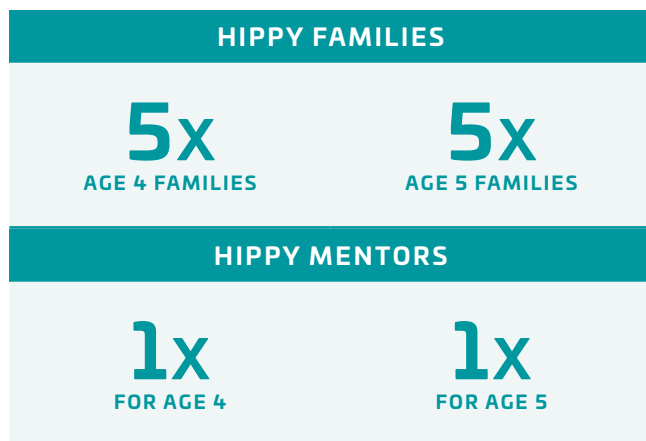
Programs in housing, youth, employment and training, language, early childhood and member support use mabu liyan as central to measuring the influencing outcomes and embraces both the heritage and future of Yawuru people.



HIPPY (HOME INTERACTION PROGRAM FOR PARENTS AND YOUNGSTERS)

NBY recognises that the first five years of a child's life are critical for healthy development which shapes the adults of the future.

HIPPY is a two-year home-based learning and parenting program to empower parents and carers with children aged 4 and 5, to support their development. The program is delivered by NBY's Community Development Unit. Parents are supported with culturally integrated and safe educational activities, resource packs, role modelling and regular meetings with other parents and a trained HIPPY tutor.



HIPPY team: Telitah Pearson, Vanessa Gregory, Jade Howard

“ I am looking at the program from a different perspective. I used to be a parent involved in HIPPY, now I am a mentor to families enrolled in HIPPY.”

Telitah Pearson, HIPPY Tutor

HIPPY ACHIEVEMENTS 2022

- **Language Lessons** – NBY's HIPPY team continue to have language lessons and have introduced some language into the HIPPY packs such as using Yawuru words for colour, numbers, family members, animals and plan to introduce Yawuru ngan-ga lessons to the families on a regular basis.
- **National Aboriginal and Torres Strait Islander Children's Day (NATSIC)** – an event was held at NBY by the HIPPY team, 'Picnic in the Garden' to recognise and celebrate the meaning of the day. This day was an 'introductory day' and welcoming back of face-to-face contact after COVID restrictions. It provided an opportunity to re-establish connections with the families and HIPPY partners in a relaxed garden setting at NBY.

AGE 3 HIPPY

HIPPY Broome will commence for 3-year old children in 2023 as a fortnightly program with play-based activities for families.



YOUTH ENGAGEMENT

Youth are the future of Yawuru and NBY's programs foster inclusion and personal development and promote the individual aspirations of youth to realise their full potential and become valued members of the community.

NBY delivers the Warrmijala Murrgurlayi (WM) pre-employment training program in agriculture and hospitality industries and next year, will broaden this out into other industries such as building and construction.



Lexie Mourambine, Amy Andison and Zarita Taylor

TRANSITION TO WORK (TTW)

In June 2022 NBY ceased delivery of the Transition to Work service, and completed a successful handover to Kullarri, who will continue to deliver the TtW program.

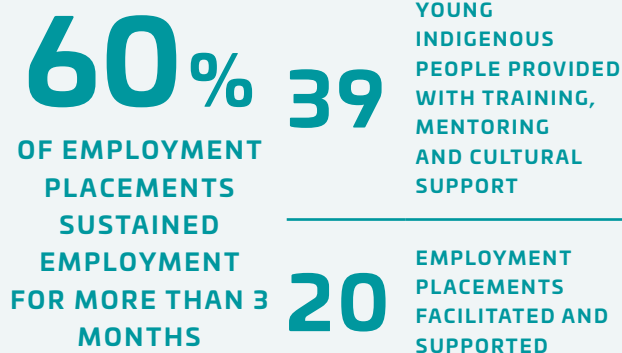
NBY has delivered the TtW Program since 2016. Through the program, NBY supported 443 young people over 5 years, of which 90% identified as Aboriginal. NBY has employed incredible staff through TtW, who have nurtured young people, sharing their hopes, dreams and fears – Gala mabu! The successful delivery of TtW assisted NBY to obtain Shell funding to create the WM program. NBY will continue to deliver and work with young people through the WM program, however, will no longer deliver TtW.

WARRMIJALA MURRGURLAYI (RISE UP TO WORK)

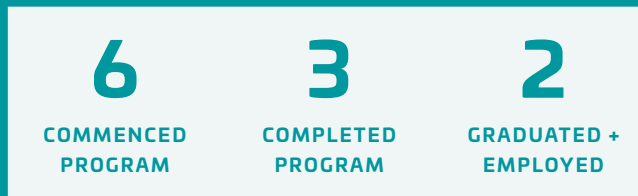
Warrmijala Murrgurlayi (WM) supports Yawuru and other Aboriginal and Torres Strait Islander young people (15-30 years old) in the Broome and Kimberley region to secure sustainable jobs. Warrmijala Murrgurlayi is a culturally integrated pre-employment program that incorporates the transmission of Yawuru cultural knowledge, employability skills, industry training and the 3rd Space Connections Program to mentor individuals against the 25 indicators that collectively contribute to the Mabu Liyan Framework. Incorporating First Nation values within a modern framework, WM fosters a participant centered learning methodology, combining social, cultural, spiritual, emotional, behavioral, political, economic and historical factors.

This year NBY delivered 4 x WM training programs:

- Gaining Access to Training and Employment
- Agriculture Pre-Employment
- Hospitality Pre-Employment
- Cert I Leadership



HOSPITALITY (FEBRUARY - APRIL 2022)



AGRICULTURE (FEBRUARY 2022-APRIL 2022)



The successful agriculture program continues at Roebuck Plains Station with **seven Warrmijala Murrgulayi (WM) participants employed** as trainee station hands. Building on the success of the agriculture pre-employment program, NBY continues to partner with Department of Primary Industries and Regional Development (DPIRD) and Kimberley Pilbara Cattleman's Association (KPCA) to create employment opportunities through the Aboriginal Pastoral Academy. This partnership enabled employment placements this year for **two (WM) trainees at Myroodah Station**. Other participants in the agriculture program secured employment at the local meat processing facility, Kimberley Meat Company.

This year, NBY partnered with Broome's Cable Beach Club to provide work experience placements for participants in the hospitality program. Participants completed shifts over the busy breakfast and lunch periods at three of the resort's restaurants, giving them a variety of experiences.

Jawan Madden has a new goal, to become a head stockman on a cattle station after completing the Warrmijala Murrgulayi program, something he hadn't considered prior to completing the program.



“ Hopefully, I will get more knowledge and skills in the cattle industry and learn more ... and make my way to head stockman someday.

With the boys motivating us every day at the station, hopefully I can achieve my goal one day in the future.”

Jawan Madden, WM participant.



Warrmijala Murrgulayi graduates being recognised at RPS event by Minister MacTiernan



Warrmijala Murrgulayi graduates



Warrmijala Murrgulayi agriculture graduates



YAWURU MEMBER SUPPORT

Elders in the Yawuru community are key to maintaining language, law and culture.

NBY invests in ensuring Elders and vulnerable members can live in comfort and dignity consistent with Yawuru principles of mabu liyan through administration of the Yawuru Members Senior's and Disability Fund and Funeral Fund. NBY delivers practical services such as home maintenance, advocacy and emergency relief assistance. Social and cultural engagement including Elders morning teas and trips on Country are regularly undertaken.

NBY has recently obtained funding to revitalise the Mangayin Yawuru Youth Encouraging Excellence Fund which provides support for Yawuru youth who demonstrate leadership potential. This program will be open for applications early 2023.



Yawuru member support



Yagarrmabulanji Jarndunil (Women Coming Together)



Yawuru member support



YAWURU CULTURAL DEVELOPMENT	# Welcome to Country	66
	# Smoking Ceremonies	27
	# Cultural Immersions (in-house)	6
	# Cultural Immersion attendees	80
	# Cultural Awareness (on-country)	5
	# Cultural Awareness attendees	60
	# YCRG Advisory Requests	7
# YCRG/Working Group Meetings	16	
MABU YAWURU NGAN-GA	# Language requests received	49
	# Language requests processed	40
	# Mentoring sessions delivered to Yawuru Ngan-ga Teachers	75
	# Language Lessons Delivered - Community	10
	# Language Lessons Attendees - Community	25
	# Language Lessons Delivered - Internal	38
	# Language Lesson Attendees - Internal	139
# NBY Cultural Tours & Community Engagement Activities	13	
HIPPY PROGRAM	# Families engaged in Age-4 HIPPIY Program	52
	# Families engaged in Age-5 HIPPIY Program	48
	# Home visits conducted	155
	# Group session facilitated (Parents)	5
	# Community Consultations (Service Providers)	25
	# Home deliveries for tutors	155
WARRMIJALA MURRGURLAYI SUSTAINABLE EMPLOYMENT PROGRAM	# Participants recruited in the Program	42
	# Training, mentoring and cultural support provided to participants	116
	# Job placements provided per annum	18
	# Participants maintaining sustainable employment (3 months)	12
	# Participants Pre-Employment Programs	50
	# Participants working for Shell's supply chain or open economy	73
YAWURU MEMBER SUPPORT FUNDS	# Senior and Disability Support Fund applications received	91
	# Supported through Seniors and Disability Support Fund	89
	# Supported through referral and advocacy	5
	# Senior and Disability home visits	35
	# Senior and Disability events	11
	# Supported through Garden & Maintenance services	53
	# Funeral Support Fund applications received	9
	# Supported through Funeral Support Fund	8

MABU LIYAN CULTURE

Yawuru customary and traditional practice is essential to maintaining our Yawuru culture and creating mabu liyan for Yawuru society



The Cultural Development Unit facilitates Nurlu, Welcome to Country and Smoking Ceremonies, Cultural Immersion training and on-country Cultural Awareness programs.

Nurlu incorporates ceremony, song and dance and involves the Yawuru community in all aspects of traditional customary practices including language, artefact creation, stories, songs and dance. Traditional Nurlu activity binds the Yawuru community together and is shared with the wider community to promote awareness and appreciation of Yawuru culture and customary practices.



Neil McKenzie doing Welcome to Country



Welcome to Country and Smoking Ceremony at Broome Senior High School for Opening the Common Gate Exhibition



Today Yawuru culture is becoming more prominent in the daily lives of people living in Broome, with an increasing awareness amongst visitors to Broome. Through NBY's growing relationships with many sectors (local, state and national government departments, tourism bodies, media, non-government support services and private sector businesses), we are sharing our country, language and stories, enabling greater familiarity of Yawuru culture and enhancing Broome's unique identity.

This year, with the community opening back up and COVID-19 restrictions safely lifting, the Cultural Unit coordinated many cultural activities including welcome

to countries and smoking ceremonies and public acknowledgment of Yawuru at events.

Some key events to highlight are; the Ministerial visits i.e. welcoming WA Premier Mark McGowan at our NBY offices to launch the health and wellbeing campus; Shinju Matsuri festival, NAIDOC Week and Reconciliation Australia events, TV and film shoots, Opening the Common Gate exhibition, Rediscover the Jetty to Jetty walking tour and the opening of Streeter's Jetty.

MABU YAWURU NGAN-GA (MYN)

Yawuru is an endangered language and is a major focus of NBY's revitalisation and practice of Yawuru culture.

Language resources produced by NBY include teaching resources, children's books, language dictionaries and the Yawuru Ngan-ga mobile app. Weekly Ngan-ga lessons are provided to NBY staff, Yawuru Country Managers and Yawuru Rangers, Directors, community members and external stakeholders.

The MYN digital database is continually maintained to support the preservation, integrity and access of Yawuru Ngan-ga.

MYN received confirmation of Indigenous Languages Australia funding for a further three years to not only support existing projects but the establishment of building relationships with neighbouring language groups to implement a West Kimberley Language Forum in 2023.

Yawuru ngan-ga classes are delivered in both primary and secondary schools in Broome with over 1500 children accessing the program. Yawuru education staff engaged in the Aboriginal Language Teacher Program are mentored and supported by MYN staff to deliver the program.

Through the facilitation of language requests, utilisation of Yawuru Ngan-ga has expanded, and is valued and accepted as the first language of the Yawuru nation with increased use within community and corporate sectors. In the past 12 months, the MYN team have received an average of 5 requests per week and delivered over 15 engagement activities. One request we are particularly proud of is the translation provided to the State Library of Western Australia to publish a Yawuru ngan-ga edition of the Baby Ways book, Nyamangarru Jalygurr.

In August 2022 the Yawuru Ngan-ga team attended the Language Revitalisation and Immersion Program in Alice Springs, which was beneficial in providing the team with fresh ideas to immerse the teaching of ngan-ga using different methods.



“ We are proud of the work we do and the support our team provides to local schools immersing Yawuru ngan-ga across all school environments.”

Yawuru Ngan-ga Specialist Teacher



Launching the Nyamangarru Jalygurr, Baby Ways book at Liyan-ngan Nyirrwa

CULTURAL REFERENCE GROUP

The Yawuru Cultural Reference Group (YCRG) meets bi-monthly to discuss, workshop and advise on cultural projects that are developed by NBY and other external stakeholders. The YCRG meetings are facilitated by the Mangara Unit and CDU Manager and are an advisory board to the Yawuru PBC on Yawuru cultural heritage matters.

The YCRG have made valuable contributions on various projects including:

- Wanggajarli Burugun and its multi-faceted components in relation to the repatriation of Yawuru ancestral remains.
- Mangara exhibitions and projects including Jetty to Jetty, Lustre: Pearling & Australia, Bugarrigarra Nyurdany and the Opening the Common Gate exhibition.
- Stakeholder engagement projects, including Town Beach and Chinatown's revitalisation and public art and interpretation.
- Horizon Power's new customer centre.
- Broome Airport public art and interpretation.
- Co-design of the Yinajalan Ngarrungunil (Care for People), Health and Wellbeing Campus.

Current YCRG projects include the Wanggajarli Burugun Exhibition and the public art and interpretation for the Cable Beach Foreshore Redevelopment Project.

MANGARA, FOREVER

Mangara is a community-based digital and physical database which captures, protects and develops Yawuru's tangible and intangible cultural heritage.

Mangara conserves stories from culturally based oral traditions to promote truth and reconciliation and share Yawuru cultural heritage with future generations. Yawuru people and volunteers are trained in data-entry, collection management and curation.

BURRGUGUN PROJECT

We have completed the first stage of the Burrugugun project which is aimed at preserving the last remaining pearling cottage. We produced the Conservation Management plan for Morgans camp at Burrugugun, with the generous support from Element Heritage architects. The next stage is to seek funding to do the restoration. We are working closely with the Hunter family to complete this work.

For the Wanggajarli Burugun exhibition we have received two further grants:

- Regional Arts WA – to undertake all the publicity for the exhibition.
 - Lotterywest - to purchase audio visual and digital equipment and programs, and the services of Mixed Medial, to deliver the AV content of the exhibition.
-



NBY hosted consultations with Directors and Yawuru community members

STATE AND BROOME CULTURAL CENTRE

Consultation has commenced on the Aboriginal Cultural Centre for Western Australia and the local Broome Cultural Centre.

WANGGARLI BURUGUN WORKING GROUP

This year we have established the Wanggarli Burugun Working Group to co-curate the exhibition. This group, which includes Karajarri representatives, has met almost weekly to develop text, scripts and to design and set the direction, for all aspects of the exhibition. It is an emotional and sometimes stressful process as the group comes face to face with the often-hidden realities of the impacts of colonialism on Yawuru people and country. It is an emotional journey that we are planning to share with our audience.

OPENING THE COMMON GATE EXHIBITION

Our Opening the Common Gate exhibition is no longer sitting in storage. It has found a permanent home at the Broome Senior High School. It has been set up in the upstairs common room of the school's newest building and is open to the public on request. It is amazing to see an exhibition have such a long life. It was originally curated under the auspices of the Lingjari Foundation to honour the 40-year anniversary of the 1967 Referendum, that recognised Aboriginal people as citizens of the country, and we originally launched in 2007 NAIDOC Week.



JETTY TO JETTY SELF-GUIDED WALKING TRAIL

Yawuru's Jetty to Jetty self-guided walking trail was resurrected when we got the App up and running and the Shire of Broome launched their Rediscover Jetty to Jetty walkway. Colleen Masuda, Kevin Puertollano, William Peters and Bart Pigram presented our stories and thoroughly entertained the crowds.



BUGARRIGARRA NYURDANY EXHIBITION

During the Shinju Matsuri Festival we relaunched the Bugarrigarra Nyurdany exhibition in the Liyan-ngan Nyirrwa centre for one week and engaged Yawuru women, Natalie and Anita Dean to guide the audience through the exhibition.



ANU'S NEW RESEARCH CENTRE FOR DEEP HISTORY

We are continuing to work with our partners from ANU's new Research Centre for Deep History. We have interviewed many of our Elders and are using their stories to populate an interactive map of Yawuru Country, with the focus on Thangoo. The map will become part of the interactive atlas that the centre is developing and will be accessible to the Yawuru community and the general public.

It is with a heavy heart that NBY saw the departure of emerging curator Naomi Appleby and Project Officer Lloyd Pigram. However, we continue to work with them on our projects and we wish them the best in their future endeavours.



MANYJA NARLINGANY PROSPERITY

As we continue to strive for financial sustainability so that Yawuru can thrive culturally, socially and economically, we have this year pursued several commercial developments to diversify our investments and provide long-term sustainable income streams into the future.

Yawuru invests time and energy into developing strategic partnerships and relationships with the Shire of Broome, the Broome Chamber of Commerce and Industry, the State Government, Kimberley Pilbara Cattlemen's Association (KPCA), Development WA, Kimberley Mineral Sands and several community organisations. This will entrench Yawuru's place within the community as an active and participatory player in a range of areas including economic and social development.

NBY is working on commercial enterprises to build Yawuru's assets for the future sustainability of our people, country and culture and provide long term sustainable income streams from these activities.



GUMARANGANYJAL YINIJARLIN

Perhaps our biggest achievement this year, which holds true to our vision and the future sustainability of our country, people and culture. Yawuru took on the pastoral operations for RPS and will continue our healthy country work on our Indigenous Protected Area (IPA) and our training programs to bring forward the next generation of Yawuru people. We are continuing our work toward taking over the operations of the Roebuck Export Depot.

BIRRAGUN BURU ESTATE

There are significant accommodation shortages across Broome and the broader Kimberley region which is impacting on the ability to engage new employees. NBY is capitalising on the current market pressures and progressing with Stage 2 of Birragun Buru Estate (Palmer Road, Cable Beach). This development includes multi-dwelling sites of 6-8 units and their development will be underpinned by long-term rental agreements with organisations who wish to secure accommodation for their employees.

YINAJALAN NGARRUNGUNIL, BROOME HEALTH AND WELLBEING CAMPUS

On 31 July 2022, Premier Mark McGowan MLA announced the award of the civil construction tender for Yinajalan Ngarrungunil, Broome's Health and Wellbeing Campus to Roadline Civil Contractors with an allocation of \$8 million to the project's civil works and project management.

Roadline have commenced works with involvement from Yawuru's Cultural Advisors who identified trees which need to be retained and continue to monitor ground-disturbing works.

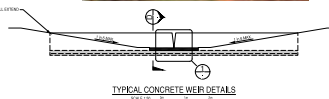
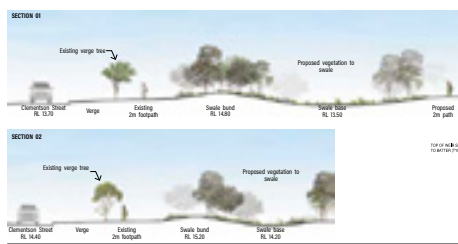
NBY is working with the Mental Health Commission to finalise lease arrangements for their 6-bed Step-up Step-down facility, and the WA Country Health Service for their 20-bed Renal Hostel facility. There remains significant space within the Campus which could accommodate appropriate businesses and services, such as youth accommodation, over 55's independent living and childcare.



HEALTH & WELLBEING CAMPUS, BROOME CLEARING, DRAINAGE & REVEGETATION STRATEGY



FIGURE 1. CLEARING EXTENTS



THE APPROACH

Nyamba Buru Yawuru are developing a unique, Australian-first Health and Wellbeing Campus that will focus on culturally appropriate care for the Broome community.

The team have drawn on many years of experience of successful development in Broome. The best practice approach to clearing, drainage mitigation of pindan run-off and revegetation has been informed by projects such as:

- Jamburu Six Seasons
- Waranyjarri Estate (Broome North)
- Broome Road Industrial Estate
- Chinatown Revitalisation

The principle is "To maintain downstream run-off water at a similar quality, volume and flow rates to that of pre-development."

PLANNING AND DEVELOPMENT

- This development is on privately owned land
- All statutory planning approvals have been received for this project
- A botanist has provided a detailed site investigation and confirmed there is no existence of threatened ecological species within the project area

THE CLEARING INCLUDES:

- The new road
- Swales and basins for drainage; and
- Future development lots
- Significant trees will be retained
- NBY will collaborate with the contractor to identify and transplant suitable plants to Farrel Park
- NBY cultural monitors will be on site for the duration of clearing
- Drainage Swales will have floors hydro mulched
- The Shire of Broome requires the area shown as Future Development Lots to be cleared to allow the whole site to drain
- All areas to be cleared will have site topsoil respread with site mulch over top to promote regrowth using local seed bank

BEST PRACTICE PINDAN RUNOFF MANAGEMENT

- The design intent is to slowdown and filter the urban water, minimising the amount of pindan and sedimentation leaving the site and reducing the transportation of contaminants such as weed and pollutants

DRAINAGE & DUST TREATMENTS

- A series of Weirs are proposed along the swales to slow overland water flow
- Detention basins further slow the water discharge from site
- Pindan will be stabilised with revegetation and hydro mulch
- The site will be fenced with mesh as a dust mitigation measure

EXPECTED VEGETATION GROWTH

- The drainage areas will have over 11,000 additional local native shrubs, ground covers and 724 new trees planted
- 35 new street trees will be installed according to Shire of Broome guidelines

FAUNA MANAGEMENT

- To allow safe fauna movement from the site during construction, the contractor will retain existing environmental corridors to assist wallabies and other animals to move onto adjacent sites

“It was very emotional. We knew we didn’t have all the savings we needed so the ‘rent until you buy’ option was an amazing opportunity to live in our forever home as our finances were being settled.

“It gave us a sense of our home and neighbourhood before making a life decision and we love where we live.”

Participant in Jalbi Jiya program

JALBI JIYA (YOUR HOME)

The Jalbi Jiya program provides an opportunity for Aboriginal people in Broome to realise home ownership in a supported and culturally based program. It supports participants as they move through different housing options, from renting to home ownership.

The program is funded by the North West Aboriginal Housing Fund (NWAHF) through the State Government and supported by Royalties for Regions and the Commonwealth Government.

Jalbi Jiya continues to be well received by the community and maintains 100% occupancy across the properties. Home ownership is now at 29%. This year, 3 families became proud homeowners.

BROOME HOMEMAKER CENTRE

Unfortunately progress on the Broome Homemaker Centre has formally ceased. Bunnings as the anchor tenant withdrew from negotiations in early 2022 and this meant the project was not viable to proceed. Funding which had been allocated by the State Government to progress this project will be held and reallocated to a new project associated with land development under Yawuru’s Indigenous Land Use Agreements, once identified.

MABU MAYI CAFÉ AND LIYAN-NGAN NYIRRWA

Mabu Mayi Café, like many local hospitality businesses face staffing challenges. Mabu Mayi continues to bring on local Indigenous young people through the Warrmijala Murrgurlayi hospitality pre-employment program and other local service providers. Mabu Mayi has had several young people come through who have shown a commitment and willingness to learn from Chef, Lenny Tang Wei. This commitment to Indigenous employment was recognised through the BCCI’s Business Awards 2022, with the Café being presented the Indigenous Excellence Award.

Mabu Mayi sources local, native and Indigenous ingredients and products to enhance the overall experience at the cafe. “We try to use Aboriginal suppliers where and when we can.” Mabu Mayi Chef, Lenny Tang Wei

This year, Mabu Mayi introduced tea and coffee products from Six Seasons Australia, an Indigenous West Australian business. All products are influenced by the local Wadjuk Noongar culture they originate from. The café now stocks ETCH Sparkling, an all-natural alcohol-free drink with no sugar or preservatives that features native fruits and herbs. It is 100% Australian owned, from Wurrung/Bunurong Country, Mornington Peninsular, Victoria.

In its third consecutive year, Mabu Mayi has hosted the Bugarrigarra Nyurdany (Because of the Dreaming) event as part of the Shinju Matsuri Festival. The evening, set in the Liyan-ngan Nyirrwa grounds, provides the Broome community and visitors an opportunity to embrace Yawuru culture through a guided tour of the artworks and installations and storytelling while enjoying the culinary fusion of Asian and native ingredients. In September, the entire Bugarrigarra Nyurdany exhibition was opened to the public at the Liyan-ngan Nyirrwa centre, for the first time since 2018.

60

EVENTS HOSTED
AT LIYAN-NGAN
NYIRRWA

25

CATERING EVENTS BY
MABU MAYI CAFE

“ *Mabu Mayi Cafe in the grounds of the Liyan-ngan Nyirrwa centre offers a unique taste of Broome. Chef Lenny Tang Wei channels a cultural mix entwined with the region’s pearling heritage.*”

Delicious magazine food writer, Max Brearley labelled Mabu Mayi café one of the best places to eat and drink in Broome.

Quentin Turner, Carol-Anne Bernard, Lenny Tang Wei and Bart Greddon



Mabu Mayi Cafe events: Shinju Matsuri



MURRGURLANYINI NARLINGANY GOVERNANCE

Yawuru people operate and manage our affairs with strong due diligence and good governance to meet compliance both within a cultural and western framework.

The Yawuru Corporate Group (YCG) aspires to create long term economic, social, cultural and environmental outcomes for the Yawuru Nation. Our operations are focused on acting in the best the interests of Yawuru people at all times to achieve a connected and empowered community that is invested in the future.

In May, NBY hosted a Joint Board Governance Workshop for our 3 boards, Yawuru PBC, MMY and NBY. Priority areas highlighted during the workshop were; communications and transparency between the boards and cultural advice and engagement - when and how this process works.

We have defined four strategic pillars in our recent Yawuru Strategic Plan 2022-2025:

Mabu Buru, Jirrilngany Ngarrungunil, Manyja Narlingnay, Murrngurlanyini Narlingany to fulfil our mission, Mabu Liyan (wellbeing).



All Boards; Clinton Benjamin, Michael Haji Ali, Tony Lee, Maxine Charlie, Russell Barnett, Natasha Matsumoto, Dean Mathews, Benjamin Dolby, Jasmyn Cook, Neil McKenzie, Jason Richardson, Thomas Edgar

Mabu Buru Country	Jirrilngany Ngarrungunil Community	Manyja Narlingany Prosperity	Murrngurlanyini Narlingany Governance
<p>Yawuru people care for our country by applying traditional ecological knowledge. Yawuru Country is alive and protected. We maintain Country for future generations.</p>	<p>Yawuru people are proud, cohesive, and connected. Yawuru families are engaged and empowered. Our connection to you community and culture is strong and we maintain Yawuru values and customs.</p>	<p>Yawuru people are prosperous and are actively engaged in the economic growth of the region. We create opportunities to drive a strong and financially sustainable Yawuru Nation.</p>	<p>Yawuru people operate and manage our affairs with strong due diligence and good governance to meet compliance both within a cultural and western framework.</p>

YAWURU BOARD STRUCTURE

YAWURU PBC

The Yawuru PBC represents the Yawuru community and holds their native title in trust and makes decisions about native title, country, culture and community. The PBC consults the Yawuru community to get their free, prior and informed consent about important decisions. The PBC is the only member of MMY and appoints its directors.

Benjamin Dolby – Chair | Jason Richardson – Deputy Chair | Wayne Edgar
Thomas Edgar (Unda) | Neil McKenzie | Ronald Wade | Debra Pigram | Dean Mathews
Nicholas Djiagween | Jasmyn Cook | Michael Haji Ali | Natasha Matsumoto

MURRA MALA YAWURU PTY LTD (MMY)

MMY is a holding company and is the only member of NBY. MMY appoints the Directors of NBY.

Darren Puertollano – Chair | Dianne Appleby

NYAMBA BURU YAWURU LTD (NBY)

NBY is a not-for-profit organisation and the operating arm that delivers programs and services to Yawuru people. NBY employs staff to support the Yawuru Corporate Group.

Clinton Benjamin – Chair | Maxine Charlie – Deputy Chair | Tony Lee
Mark Munnich | Russell Barnett - Independent Director | Chris Newton - Independent Director

BOARD MEETING DATES FOR (2021 – 2022 FINANCIAL YEAR)

PBC	1/7/21	3/11/21	14/12/21	9/2/22	6/4/22	25/5/22				
MMY	25/1/22	24/2/22	3/5/22							
NBY	19/7/21	23/7/21	28/7/21	5/8/21	12/8/21	19/8/21	26/8/21	2/9/21	23/9/21	7/10/21
	11/11/21	9/12/21	15/12/21	27/01/22	10/02/22	10/03/22	14/04/22	17/05/22	9/6/22	
ALL BOARDS	18/5/22	10/6/22	19/7/22							

In the past financial year (2021-2022), the PBC Board met 6 times, MMY Board 3 times, NBY Board 19 times, and 3 YCG All Boards Forums were held. Three community meetings were held, one in July, one in October and one in November at NBY. Yawuru community meetings are in place to improve community engagement and ongoing communication with Yawuru members.

HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT

In January 2022, NBY re-established a permanent in-house human resource (HR) function to strengthen Yawuru’s organisational capability and ensure consistency in aligning NBY’s HR strategy with Yawuru’s Strategic and Operational Plans.

For the first part of the year, HR focused on keeping staff, visitors and members safe due to the COVID-19 outbreak in the Kimberley. NBY’s Pandemic Emergency Response Management Plan was updated, ensuring compliance with Government mandates, workforce contingency for staff working from home and/or from the office, with minimum disruption to client services. Since then NBY shifted focus to recruitment for key roles including Chief Operating Officer, Chief Business Development Officer and General Counsel to help ensure the Yawuru Corporate Group is better positioned to manage sustainable growth.

77.5%
Indigenous employment
at NBY

The ongoing challenge is to ensure a stable workforce and employee satisfaction. NBY have several efficiencies in place to deliver on this:

- Workplace Culture and Innovation Working Group, led by NBY CEO, which monitors ongoing performance improvement and employee recognition.
- Marrgi Murrngurlangurru (Deadly Team Member), a new employee award introduced.
- Janyba (Sharing) Time, NBY’s performance management system has been reviewed to closer align with NBY’s Operational Plan and include involvement from HR.
- Commitment to continuous learning for NBY staff. Apart from support for professional certification and certified trainings, NBY now have access to the Go! content hub which is Australia’s largest eLearning platform allowing staff to embed learning and development modules into daily work schedules.

Yawuru’s Workplace Health & Safety framework covering NBY and Gumaranganyjal, another focus of the HR function, reflects the introduction of WA’s new Work Health and Safety laws. Policies and procedures in place have been successfully tested and will remain an area for ongoing improvement.

The overall theme of ‘change to workplaces’ did not fall short of a review of our IR framework including contractual arrangements, policies and procedures ensuring a pro-active approach to the many changes anticipated in this area. Following the annual review of award changes we are now well prepared for further legislative and regulatory alterations to the Fairwork framework.

NBY STAFF SNAPSHOT	2022	2021	2020
FTE	28	32	41
PTE	18	15	17
CASUAL	34	29	38
TOTAL	80	76	96
% YAWURU	70%	67%	NO DATA
% INDIGENOUS	7.5%	4%	70% (includes Yawuru)
% NON-INDIGENOUS	22.5%	29%	30%
FEMALE	55%		
MALE	45%		



Henrik Loos, HR Manager with Amy Andison, NBY Warrimjala Murgurlayi Coordinator at a jobs fair.



NBY employees of the month: Scott Downsborough, Dean Mathews, Carol-Anne Bernard and Lenny Tang Wei

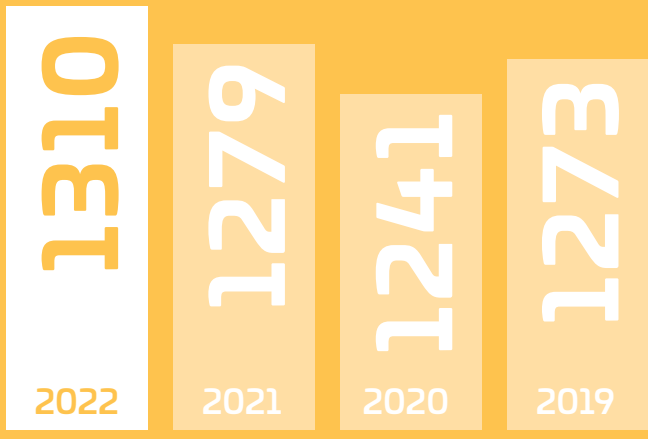


YAWURU MEMBERSHIP

Membership has grown significantly in the last 12 months, with 1,310 active and founding members to September 2022.

BECOME A MEMBER:

yawuru@yawuru.org.au or sign up on the website: yawuru.org.au/about/become-a-yawuru-member



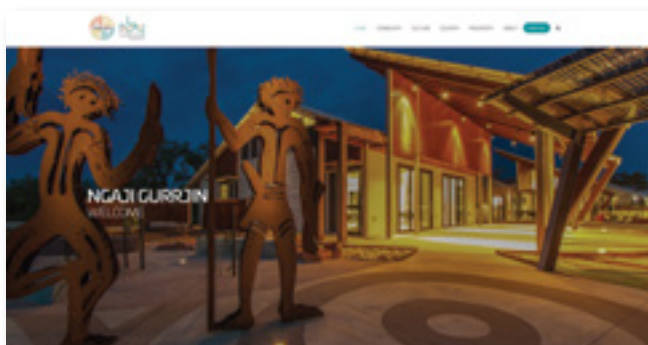
COMMUNICATIONS & MEDIA

Yawuru maintains its high-profile reputation within the local Kimberley community and further afield.

NBY’s high level of engagement with audiences through newsletters, social media and positive media coverage has promoted Yawuru’s projects and activities, including major coverage of Gumaranganyjal Yinyjarlin – pastoral operations returned to Yawuru people and Yinijalan Ngarrungunil – Broome Health and Wellbeing Campus.

Connecting with the Yawuru Community

- Yawuru newsletters
- Emails to Yawuru member database
- Flyers promoting events and meetings
- Community events and meetings
- Elders morning teas
- Home visits
- Facebook, Instagram, LinkedIn, Twitter updated regularly
- Local, national and international media stories
- Weekly Coolarri Radio slot Thursdays at 10:30am with Sandy Dann
- Yawuru.org.au website
- Yawuru ngang-ga lessons



Yawuru website: www.yawuru.org.au



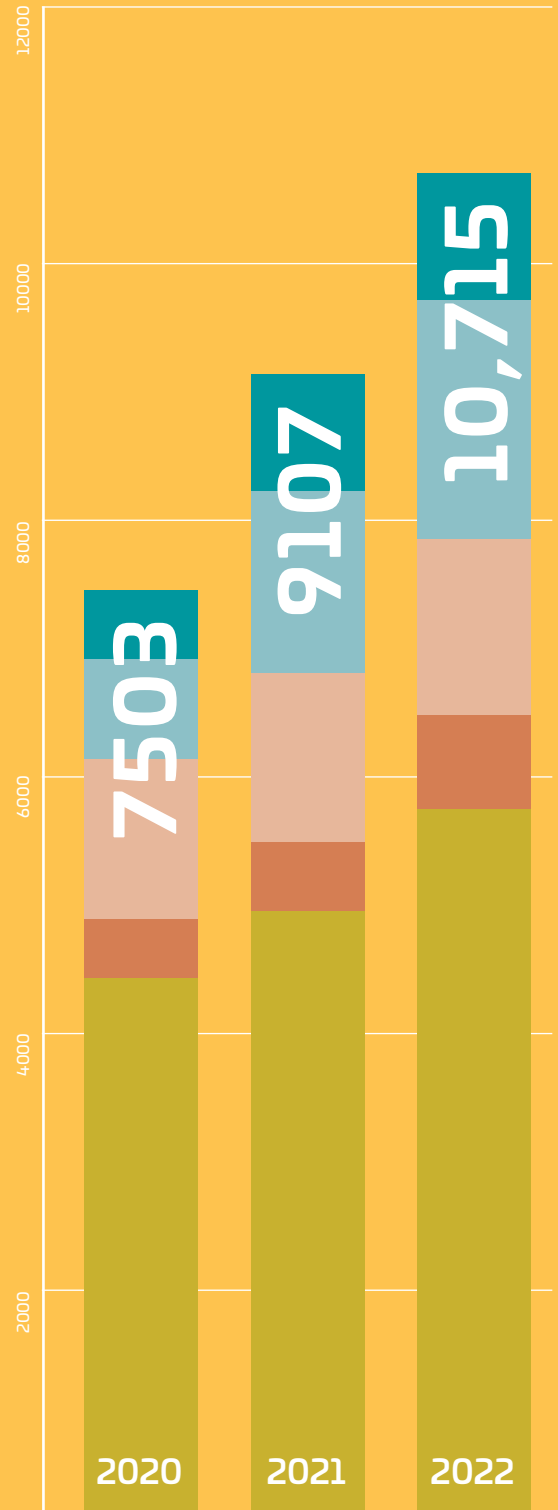
Yawuru Facebook page



Yawuru mirlimiri (newsletter)

SOCIAL MEDIA FOLLOWERS

- FACEBOOK/YAWURU
- LINKEDIN/NBY
- TWITTER/YAWURU AU
- FACEBOOK/MABU MAYI GLNN
- INSTAGRAM/MABU MAYI CAFE



Followers / subscribers as at 30 June each year

YAWURU IN THE MEDIA



MONEY STORY

Yawuru Corporate Group continues to have a robust Balance Sheet, with net assets of \$95.0m as at 30 June 2022, nevertheless the group remains in a precarious financial position with working capital (cash and investments) continuing to decrease year on year.

A history of continued operating deficits signifies that Yawuru is now at a critical point in time to achieve long term financial sustainability. Yawuru's forward focus remains on financial sustainability through commercial diversification and activation of its substantial property assets.

OPERATING RESULTS

In 2022 the operating income for the financial year totalled \$9.1m (2021: \$8.7m). The major sources of income are cattle sales, grants, rental income, administrative fees and investments. Operating expenses for the year totalled \$9.2m (2021: \$9.4m) with the major expense continuing to be staff costs. The net operating deficit (before non-cash items) was \$0.1m (2021: \$1.3m operating deficit). This lower than expected operating deficit was attributable to both the sale of cattle on RPS at record cattle prices during 2022 and lower than expected staff costs during the year as the organisation went through a significant restructure.

During the year Yawuru completed the acquisition of the cattle and equipment on RPS at a heavily discounted price, Yawuru recognise a non-cash gain on this acquisition of \$16.8m as the cattle were revalued to current market price at acquisition date. RPS has been profit generating however it requires significant ongoing capital investment and remains heavily exposed to volatile cattle prices as a result of the biosecurity issues faced by the live export market.

The Groups financial investments portfolio, which is managed by Escala, decreased in value by \$2.7m during the year due to a significant correction in financial markets caused by high inflation and rising interest rates. In addition, Yawuru was required to write-down the value of some commercial property by \$1.3m as a result of a review of its commercial property portfolio. After recognising all non-cash adjustments, the overall surplus for 2022 was \$11.0m (2021: 1.2m Operating deficit).

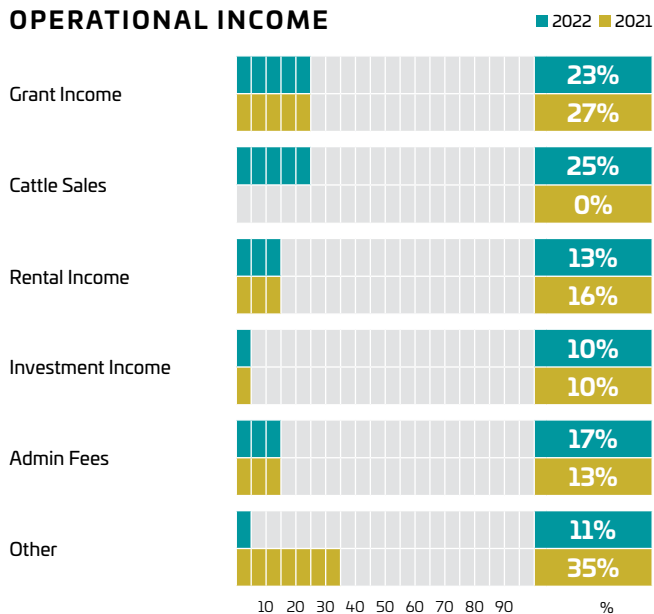
INVESTMENT STRATEGY

The investment strategy put in place will continue to focus on making Yawuru financially sustainable in the long term through commercial diversification and activation of its substantial property assets. Subsequent to 30 June 2022 Yawuru expects to receive \$4.1m from the delayed settlement of Marphil Holdings for the part-sale of the Crab Creek Road property. This cash-inflow together with cash and investments at 30 June 2022 of \$19.8m provides Yawuru with \$23.9m in working capital. With development progress being made on the Health and Wellbeing Campus and the next stage of Birragun Buru Estate, and by maximising operational efficiencies on RPS, Yawuru will be well positioned to benefit from commercial income streams flowing from these projects and others to help move towards financial self-sustainability in the long term.

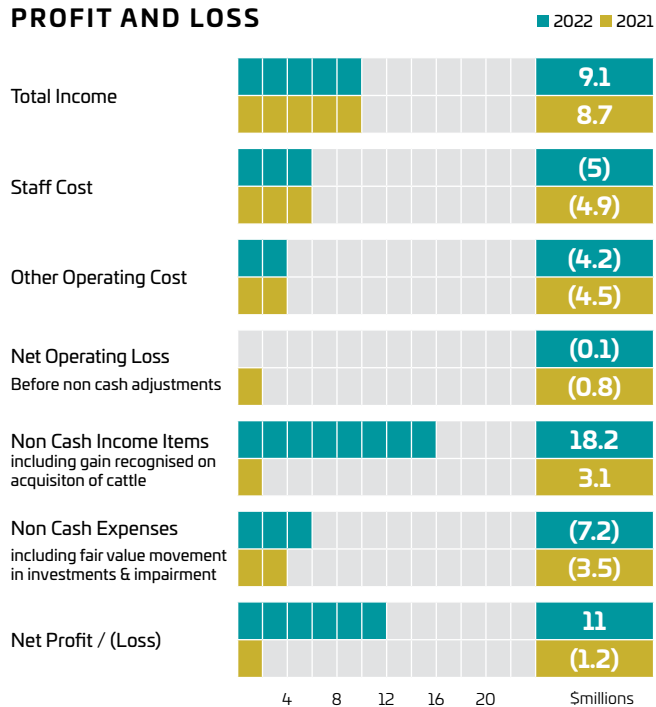
LONG-TERM OUTLOOK

Yawuru's new 3-year strategic plan is focused on ensuring that the Yawuru Corporate Group (YCG) moves towards financial sustainability with a commitment for the group to be making an operating surplus by 2025. It is expected that the YCG will continue to make operating deficits in 2023 and 2024 as the strategic plan is implemented and plans are put in place to execute key investment and business development opportunities. The vision remains to drive financial sustainability, while maintaining community support for the Yawuru people.

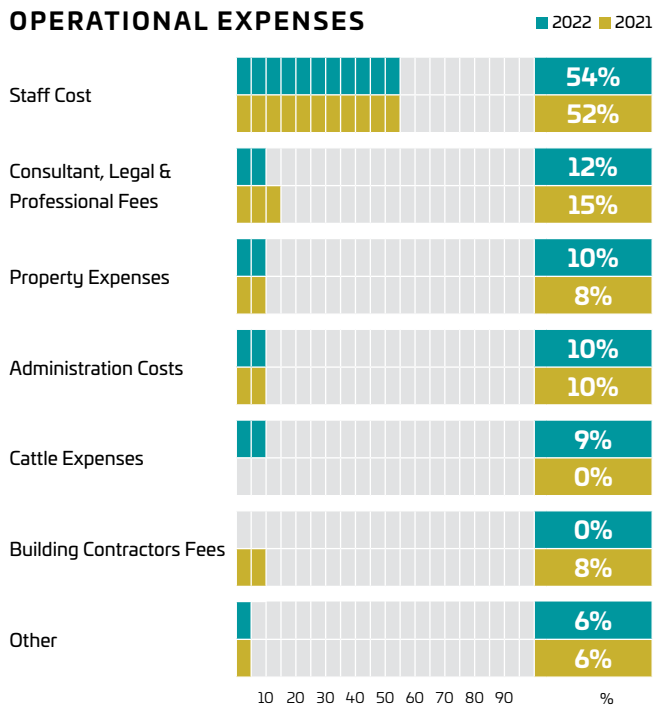
OPERATIONAL INCOME



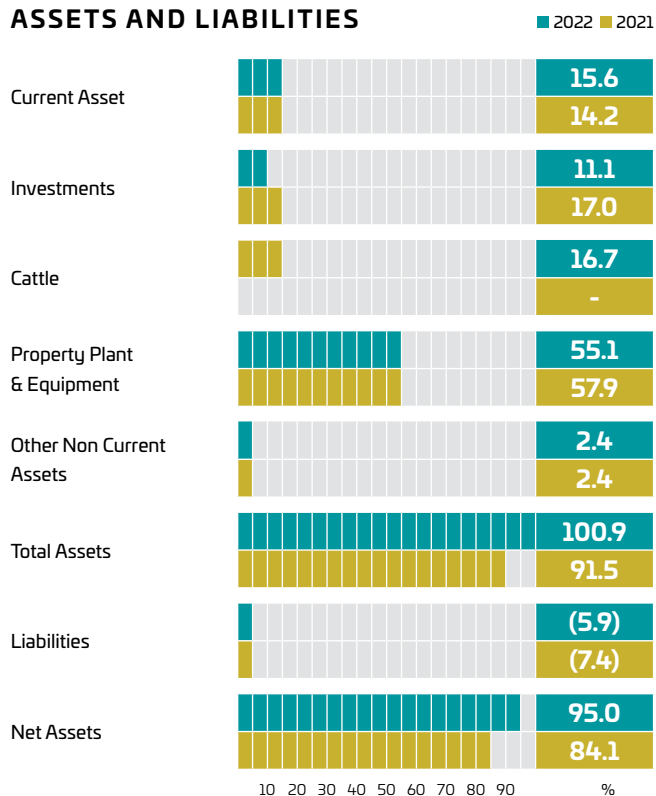
PROFIT AND LOSS



OPERATIONAL EXPENSES



ASSETS AND LIABILITIES



NBY Finance

MOVING FORWARD

Yawuru people have come a long way as we navigate living in an ever-changing world, with different partners, pandemics and modern science, coupled with the knowledge of our old people, maintaining our culture and ensuring it is passed on to the next generation on our - buru. NBY staff, our Directors and partners work hard to ensure our vision for mabu buru, mabu ngarrunguil and mabu liyan is maintained and brought forward into the future. I would like to thank and express my gratitude and appreciation to all our board members and NBY staff who perform their duties for and on behalf of the Yawuru community. Gala mabu!

The handover of the pastoral operations this year on Gumaranganyjal to our people, is a major milestone and something we are all proud of. This will help sustain us financially, culturally and environmentally. We look forward to growing our training programs at RPS as we bring on the next generation of Yawuru stockmen and our Yawuru Country Managers who will continue their work on the IPA to protect our buru and ensure the future sustainability of the country.

Some key projects will transpire in the next 12 months which we have set the groundwork for including Yinijalan Ngarrunguil, Roebuck Export Depot, Aboriginal Pastoral Academy and we look forward to developing these projects within our Mabu Liyan Framework.

We will continue to work with our Yawuru Boards to ensure open and inclusive communication as we implement our Yawuru Strategic and Operational Plans. As our reputation grows, we will continue to manage strategic partnerships with local, national and international organisations and governments to enable the Yawuru nation to continue the vision our old people set out for us.

Galiya,
Nini Mills, NBY CEO

