



RRKAC Newsletter

December 2023

A word from our CEO

This is the last newsletter for the year, and it is worth reflecting on our achievements. We wrapped up with a successful round of family meetings and AGM. This formula will stay given the great feedback we have received. We have improved the online presence for members not able to travel and will keep looking at ways to make that work better, including how to extend it to community meetings and AGMs.

RRKAC has grown, stabilised and the team is now getting down to the business of doing many of the projects and initiatives that members have spoken about for some time. We have set up the Jajiwurra Ranger Team; commenced looking at land access options; and progressing the dismissed areas that were not recognised as part of the native title determinations.

The Agreement Modernisation process with Rio Tinto has been a major focus, I can't stress how important it is for the Corporation. This is about getting a fair and just deal for RRK members. It is about accepting the past and paying redress. It is about protecting the Bungaroo. It is about creating impacts that positively benefit RRK members, now and into the future. Now that that community has endorsed our position that we push for a fair deal, we will now start to prepare the next steps in the process.

We have seen some staff leave the team and have been busy finalising some new appointments which will mean we will have a full team in place in 2024. It is amazing the difference that having a full team makes to being able to deliver initiatives and programs.

It is worth reconfirming that the role of RRKAC is to represent Robe River Kuruma people. To do this, it is the Federal Court's decisions in the Part A and Part B Determinations that set out the rules for who is recognised as a Robe River Kuruma person. RRKAC and its Rule Book must respect the Court's decision. The Court decision says: "The Robe River Kuruma People are those Aboriginal persons who:

- (a) Are the cognatic descendants of one or more of the following apical ancestors:
 - I. Tumbler;
 - II. Minnie;
 - III. Rosie;
 - IV. Bobby Marawarru;
 - V. Ruby Woolhouse;
 - VI. Johnson Alec; or
 - VII. Algy Patterson"

Personal views about who is and who isn't a Robe River Kuruma person are not helpful. Please respect

members rights to become a member of RRKAC if they meet the above definition.

RRKAC's membership list is a publicly listed document, and is therefore available for everyone to view via the ORIC website. [ORIC - Office of the Registrar of Indigenous Corporations - Documents](#)

I need to explain why we are maintaining high standards in relation to member behaviour. The Occupational Safety and Health Act (1984) is designed to prevent work-related injuries and diseases and is supported by Regulations and a Code of Practice. The Code provides practical guidance for organisations where people may be exposed to psychological hazards such as stress, fatigue and burnout, as well as bullying harassment, violence and aggression, discrimination and misconduct. It is important that we provide a safe workplace and to do that I will maintain the highest standards of member behaviour. I will not tolerate abuse and aggression towards my team; so please remember that when dealing with them.

Finally, the team is looking forward to a well-earned break before we get set for a big 2024. We will be working on some big projects such as: increasing employment opportunities; supporting RRK member businesses; progressing reforms to the Benefits Management Structure; protection options for the Bungaroo; Agreement Modernisation; the dismissed areas; camping infrastructure options; community programs and more!

I want to thank the team for their hard work and wish all members and their families a safe and happy festive season.

Anthony Galante
Chief Executive Officer

RRKAC Office Closure



Member Support Program Key Dates

Our Member Support Program closes the 4th December 2023 - 8th January 2024. Applications will not be accepted or processed between these dates. This includes School Education applications, which can be submitted after the 8th January 2024.

Only Emergency Medical will be supported through the office closure. In the event of any member requiring emergency medical assistance, please contact the MSU phone on **0475 174 882**. Please note that the MSU phone will only be checked sporadically during the closure.

Those members who receive the Senior 60+ and Disability fortnightly vouchers will receive two sets of cards in the week of the 11th December 2023. This will be to cover the next month.

RRKAC MEMBER SERVICES PROGRAM

Key Dates for 2023 End of Year



4th Dec - Applications Close
Last day to submit your 2023
MSP applications



11th December 2023
MSU Team phone lines closed
except medical emergencies



20th Dec 2023 - 2nd January 2024
The RRKAC Office will be closed
during this time for the Christmas
and NY break.



8th January 2024
MSP applications reopen and
members can submit applications

People, to create an impact on social, economic, environmental, and cultural outcomes within our community. Welcome Nicholas!

We have also welcomed our new Country and Culture Manager, Gavin Mc Devitt.



Originally from Ireland, Gavin has worked as an Archaeologist for 20 years in a range of different roles, mostly in Australia, starting out as a consultant, then working for YMAC whilst living in Tom Price and working with a range of traditional owner groups. Gavin has spent the last five years working for Parks Victoria with a focus on Joint Management and heritage compliance. Gavin will be joining the Karratha office in January 2024. Welcome Gavin!

Staff Movements

In the last month we have welcomed Nicholas Haney to the team in the role of Chief Operating Officer.



Nicholas has an extensive background working in the not-for-profit sector with the last 8 years in Aboriginal corporations. Nicholas has relocated to join RRKAC in Karratha from Newman, where he has spent the last three years as Chief Operations Officer at Puntukurnu Aboriginal Medical Service. We look forward to Nicholas helping to drive and support our team as we focus on initiatives, projects and programs that provide measurable benefit to RRK

Sanna Nalder has also joined the RRKAC team in the role of Senior Heritage Officer.



Some people may remember Sanna from her time working on the original KM native title claim in her role as Senior Anthropologist at YMAC. Sanna has most recently been working in QLD for Queensland South Native Title Services, and for the Department of Aboriginal and Torres Strait Islander Partnerships. Welcome Sanna!

John Dodd has joined the Communities team in the role of Transition Coach, Homestretch WA.



John has extensive community development experience working with youth and families throughout the NT and WA, most recently working for Mission Australia in Geraldton and for Bawinanga Aboriginal Corporation in Maningrida in the NT. Welcome John!

Finally, this month we have welcomed Dan Evans to the team in the role of Wabamagu Mia-ngarli Senior Program Coordinator.



The Wabamagu Mia-ngarli Program was piloted during 2022/23 to provide general garden maintenance and landscaping, external house cleans and cyclone preparation for Robe River Kuruma seniors.

The key driver of this Program is to channel employment pathway opportunities for RRK people.

Dan has joined us to further develop the Program in 2024, which will seek to provide casual employment opportunities for members with an interest in hand on maintenance work. The Program is set to expand to include a fee-for-service model, providing more permanent job opportunities for our members. Welcome Dan!

AGM Outcomes

We held our Annual General Meeting on the 17th of November with 79 participants, and 106 members attending family meetings in the week leading up to the AGM.



The Official Business of the day is captured below.

1. Annual Renewal of RRKAC's Related Party Benefits Policy

Background: The RRKAC members acknowledge that: From time to time, RRKAC or one of its subsidiary companies is required to engage RRK People or businesses directly for employment or contracting



opportunities to support their business (Opportunities).

All RRK People should be given an equal chance to apply for and be considered for the Opportunities. Where a RRKAC director or other related party of RRKAC applies for an Opportunity then the rules in the CATSI Act regarding related party benefits may apply.

Resolution: The RRKAC members **resolve that** where a related party of RRKAC applies for an Opportunity, then for the purposes of section 284-1 of the CATSI Act and for all other purposes, the RRKAC members give approval for RRKAC or one of its subsidiary companies to give a financial benefit to that related party, **PROVIDED THAT** the procedures set out in the Related Party Benefits Policy are followed.

Moved: Sara Slattery

Seconded: Leanne Evans

Carried.

2. Traditional Owner Director Appointment

Background: In 2023 Alma Tumbler resigned and appointed Deanna McGowan for the Tumbler apical representative on the RRKAC board.

In 2023 Adrianna Irvine Stanes resigned and appointed Jordan Alec for the Alec apical representative on the RRKAC board.

Resolution: The RRKAC Members resolve to appoint Deanna McGowan as a director to the RRKAC Board in accordance with Rule 8.4.2(a) of the RRKAC Rule Book for a period of two (2) years pursuant to Rule 8.5(a).

Moved: Jason Masters

Seconded: Sonya Keyser

Carried.

Resolution: The RRKAC Members resolve to appoint Jordan Alec as a director to the RRKAC Board in accordance with Rule 8.4.2(a) of the RRKAC Rule Book for a period of two (2) years pursuant to Rule 8.5(a).

Moved: Jason Masters

Seconded: Sara Slattery

Carried.

3. Rule Book Changes – Directors Indemnity Insurance

Background: RRKAC maintains directors and officers insurance and pays all premiums.

Whilst directors and officers are covered, there is no obligation under the RRKAC Rule Book to indemnify directors and officers.

Directors and Officers Indemnity clause has been added to the RRKAC Rule Book and requires community approval.

Resolution: The RRKAC Members resolve to approve the following addition to the RRKAC Rule Book:

“Directors and Officer’s Indemnity and Insurance

- To the extent permitted by law, the Corporation must indemnify each Relevant Officer against:
 - a Liability of that person; and
 - Legal Costs of that person.
- To the extent permitted by law, the Corporation may make a payment (whether by way of advance, loan or otherwise) to a Relevant Officer in respect of Legal Costs of that person.
- To the extent permitted by law, the Corporation may enter into an agreement or deed with:
 - a Relevant Officer; or
 - a person who is, or has been an officer of the Corporation or a subsidiary of the Corporation, under which the Corporation must do all or any of the following:
 - keep books of the Corporation and allow either or both that person and that person's advisers access to those books on the terms agreed;
 - indemnify that person against any Liability of that person;
 - make a payment (whether by way of advance, loan or otherwise) to that person in respect of Legal Costs of that person; and
 - keep that person insured in respect of any act or omission by that person while a Relevant Officer or an officer of the Corporation or a subsidiary of the Corporation, on the terms agreed (including as to payment of all or part

of the premium for the contract of insurance).”

Moved: Sonya Keyser

Seconded: Glenys Sampi

Carried.

4. Director’s Remuneration

Background: The RRKAC Board has not had any increase in salary for five years. In a benchmarking exercise against other Pilbara PBC’s RRKAC was paying its directors on the bottom of the peer group. It was proposed to increase the director’s salaries which would benchmark us in the middle of all the groups. We want to reflect the time and effort required to undertake the roles and support the community in their endeavors.

	Current	RRKAC	RRKAC & RRS
Chair	\$45,000	\$60,000	\$75,600
Director	\$30,000	\$45,000	\$57,200
Days per year	48	44	56

Resolution: The RRKAC Members resolve to approve the increase in Directors Remuneration for RRKAC & RRS Board Directors.

Moved: Joan Evans

Seconded: Howard Lockyer

Carried.

5. Heritage Advisory Committee

Background: In 2023 the HAC did not have enough senior men involved, not all apicals were represented, and not all HAC members had proxies.

We are looking for:

- A good balance between men and women
- All apical representation
- Knowledge holders and emerging cultural leaders.

Resolution: The RRKAC Members resolve to approve the appointment of the following members to the Heritage Advisory Committee:

Bobby

HAC Member: Leanne Whiting

Proxy: Rodney Alexander

HAC Member: Marshall Bobby

Proxy: Jaden Bobby

Ruby

HAC Member: Elaine James

Proxy: Claudine James

HAC Member: Leon Adams

Proxy: Bowen Larry

Minnie

HAC Member: Leanne Evans

Proxy: Sonya Keyser

HAC Member: Eugene Evans

Proxy: Natasha Evans

Rosie

HAC Member: Gloria Lockyer

Proxy: Sara Slattery

HAC Member: Jaylarni Larry

Proxy: Gee-Ella Bropho

Alec

HAC Member: Kevin George

Proxy: Josie Alec

HAC Member: Aiden Irvine

Proxy: Jordan Maher

Tumbler

HAC Member: Alma Tumbler

Proxy: Deanna McGowan

HAC Member: Clinton Tumbler

Proxy: Kayla Tumbler

Moved: Jason Masters

Seconded: Anthony Evans

Carried.

Rio Tinto Agreement Modernisation Update

You, our members, have voted overwhelmingly in support of ramping up our negotiations with Rio Tinto to reach a settlement for wrongful and unfair land access and a mining agreement that fails to address compensation for old mines.

A key part of this is the non-payment of compensation in the current Participation Agreement for Mesa J because Rio Tinto did not want to talk about the past in 2006. This has greatly disadvantaged Robe River Kuruma People socially, economically, environmentally, and culturally.

As you are aware, we have been focussing on building a new relationship with Rio Tinto and renegotiating a modernised mining agreement to replace the previous agreements which effectively dispossessed the RRK people from parts of their Country.

These efforts have been necessary to effectively manage mining activities on your Country, to prevent another incident like the Juukan Gorge disaster.

To date, RRKAC has presented Rio Tinto with a reasonable compensation package designed to redress the significant underpayment for resources that have earned the company billions of dollars in revenue over five decades, and also includes proposals for non-financial commitments.

This is happening as Rio Tinto is trying to regain its social license to operate on Traditionally Owned lands, and we want to make sure that the new generation of leaders within the company demonstrates a strong commitment to fairness and righting the wrongs of its past.

But that commitment has so far been sadly lacking and the Corporation is now taking the campaign on your behalf beyond the meeting rooms.

We are writing to Rio Tinto's Board of Directors, and their joint venture partners, to update them on the company's lack of progress with the negotiations, ahead of a meeting of our Negotiation Team with Jakob Stausholm, the CEO of Rio Tinto, in late January or early February 2024.

This has been designed to add more pressure on the company to do the right thing and repair the damage they created through unfair and misleading agreements.

Rio Tinto needs to live its values. Care, Curiosity, and Courage: To care for and respect the RRK People and our cultural places. We are the owners and custodians of the Country on which they are our guest. To listen with curiosity to our perspective and to understand the importance of Country and our culture. To have the courage to face its past and be better and do better as an organisation that has profited greatly from borrowed lands, air, and waterways.

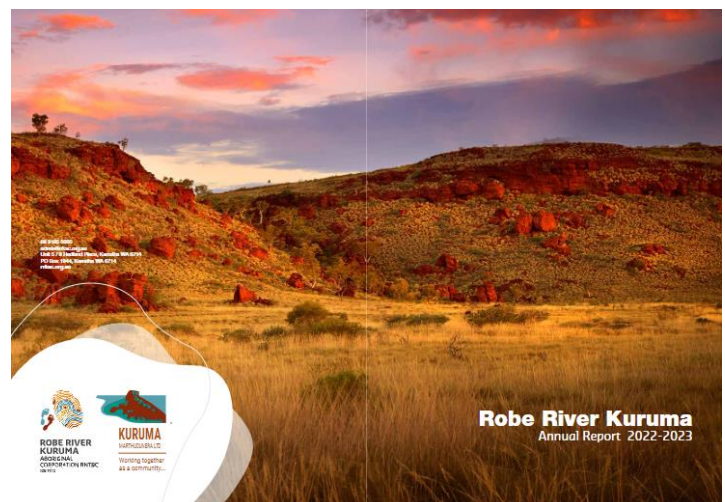
We have a plan to escalate our public awareness campaign if Rio Tinto does not agree to adequate compensation in a timely manner and we will keep you updated on our efforts and progress.

Annual Report 2022/2023

At the AGM we were proud to present the [Robe River Kuruma 2022/2023 Annual Report](#).

It has been a big year for the Robe River Kuruma community and the Corporation as we go from strength to strength – we have made solid inroads to deliver the priorities captured in our 2021-2024 Strategic Plan, and the Corporation has experienced a time of rapid growth in direct response to fulfilling the aspirations of the Robe River Kuruma People.

Please take a read to find out more about the fantastic work our team has been doing at www.rrkac.org.au/robe-river-kuruma-2022-2023-annual-report/ or we will have copies available in the RRKAC office.



Member Support Program Update

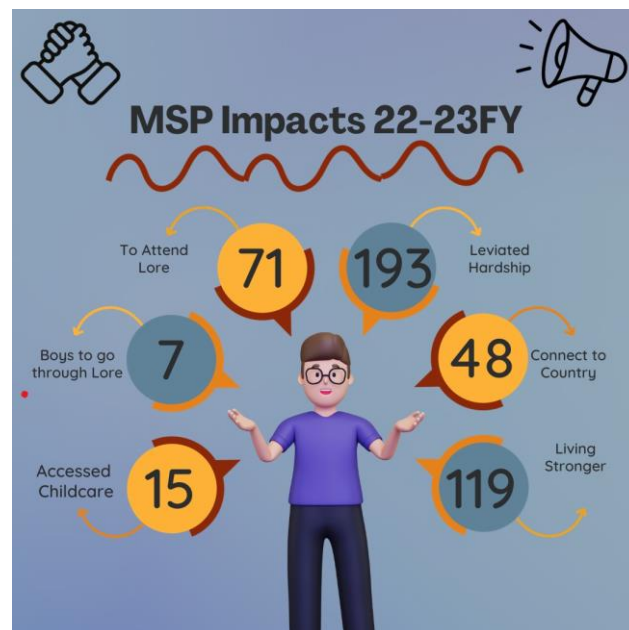
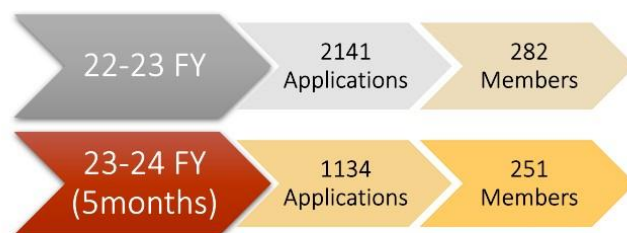
It has been an extremely busy year for the Member Support Program (MSP) and we have seen a record number of applications and an increase in support for members required. We continue to take on members frustrations and notes and we use them for our review, and improvements of the MSP funding and policies. After an incredibly busy year we'd like to highlight how MSP has supported and had a positive impact on our members lives. We have supported;

- Bikes for kids to improve school attendance.
- Bikes and gym equipment and gym memberships to keep community healthy.
- Supported members to enrol and complete training and study
- Art and craft supplies to promote health and wellbeing
- Private Health insurance for members and their families
- Support RRK kids and members to participate in local sports as well as representative sporting carnivals
- Camping equipment to be connected to Country
- Support for boys and their families going through lore.

These are just a few of the positive ways in which we've been able to support RRK members. We look to 2024 with excitement as we prepare for a community review of MSP as part of our Strategic Plan consultation and review of RRK's Benefit Management Structure, and ATMS program upgrades including the roll out of the new Member Portals where you will be able to lodge applications, check your funding, see where your process is at etc. as we move towards a paperless process for applications.

We will also be developing MSP education resources to help members understand the MSP funds process.

Check out the following slides that we shared at the AGM with some stats:



Ngurrah-rah (T120) Youth Program

Lakota and Hayley are doing amazing work with young people through programming and support.

Currently supporting 30 people (young people and families) through case management support, positive engagement, and programming. Clients are achieving goals they have set in their support plans and making great progress.

Youth programs are running well, with great engagement for Breakfast Club and Primal MMA. The last day for Breaky Club for the year was Tuesday 5th December with 14 attendees. Each attendee received a personalised certificate for their achievements, designed by Lakota. Congratulations to the staff and attendees for a great year.



Keep an eye out for the school holiday program!

Girls Group has now commenced. This group creates a safe environment for girls and young women to discuss issue that are important to them and learn new skills in dealing with these challenges, the best part is they will also have fun doing it!

We are hoping to have some positive male role models to help with the running of a boys/young

men's group. This group is about creating a safe environment for young fellas to talk about issues affecting them and learn how to deal with life's challenges.

Home Stretch WA

We have received 11 referrals to the program to date and are in the processing of engaging with young people to offer them support services. So far three young people have signed up for the program to work with the awesome Transition Coaches John and Di.

Dave is in discussions with multiple agencies about the possibility of securing a transitional home to enable young people to learn the skills they need to move into living independently, giving them the best possible chance of success.

T120 & Home Stretch staff work together across both programs to offer and help and support, also linking in with HPSP and MSP to get best outcomes for young people and families we are supporting.

Employment Update

Rio Tinto Robe Valley New to Industry Intake



We are excited to announce that 10 RRK members have successfully gained employment out at Robe Valley Operations (RVO) through our first on Country Intake Program. We had some great engagement and overall response from the community. We have learnt a lot through this pilot, and we are working closely with the Robe Valley team and RRK candidates to gain feedback on how we can all improve ready for our 2024 Robe Valley Intake.

RRKAC RVO Intake Statistics

- 33 - Members provided an EOI
- 12 - Attended Rio Tinto Robe Valley Site visit
- 22 - Booked for Engagement Centre
- 15 - Attended Engagement Centre
- 20 – Member supported to update resumes
- 9 – Members supported with transport by RRKAC to attend Engagement Centre
- 6 – Members supported through MSP to attend (did not live locally so funding provided for travel and accommodation)
- 2 - Members supported through MSP for clothing
- 10 - Members Offered Roles!

RRK Successful Candidates Progress

- 1 - successfully started
- 5 - start inductions in early December
- 2 - planned to start by end of December
- 2 - completing onboarding paperwork expected to start in the new year.

RRKAC Employment stats with Rio Tinto

RRK People working for Rio	28
RRK People working on Country at Robe Valley	Use to be 2 now 14!
RRK People living on Country	3

Heritage Updates

GCX Metals Monitoring

Arnold Bobby, Emily Bobby and Alex Walter completed a short monitoring trip on Yarraloola station with GCX Metals in early November, as a follow up to recommendations from the ethnographic survey in October. By walking the 1km long drill line and relocating some isolated artefacts to just off the centreline, they were able to guide the machinery operator along a route that avoided all mature trees and all artefacts. This was a successful example of working with a small proponent right from the start to achieve the least impact to Country as possible.



Aboriginal Water and Environment Advisory Group

Leanne Evans attended an AWEAG (Aboriginal Water and Environment Advisory Group) meeting on 21/11/23 with the Department of Water and Environmental Regulation. The purpose of the Advisory Group is to ensure that Aboriginal knowledge, values, and needs are considered and appropriately addressed across the department's strategies, policies, programs and planning for the management and regulation of the state's environment and water resources. We're thrilled to have Leanne Evans as part of this important advisory group to government. Committee members have expertise in Indigenous land and sea management, biodiversity and cultural heritage, and it's wonderful to have Leanne recognised in this group.

Christmas Raffle

Check out our RRK Christmas Raffle! We have some great prizes to give away to some lucky winners ready for Christmas. So, enter NOW! Opens 29th November 2023 and drawn on Friday 15th December 2023.

1st prize - Nintendo Switch console inc. Minecraft & Super Mario Kart games and 2 Gaming Bean bag Chairs

2nd prize – Appliance Pack inc. 5.7L Air Fryer, Sunbeam matching digital kettle & 4 slice toaster, Bellini Hand blender set, Instant Pot Duo Plus Multicooker, 2 cookbooks, bamboo utensils set.

3rd prize – Family Games Night Pack inc. 4 in a row, Rummy-o, Super Mario Monopoly, Pop up Pirate, Uno, Snakes n Ladder, Tumbling Tower and Pictionary Air.

Kids Colour in Comp – Art Pack inc. multi size canvases, 3x acrylic paint sets, 2x paint brush sets, 2x sketch pads, painting activity kit, craft kit, 3 colouring books, lead pencil sketch set, coloured pencil set, and texta pack.



Letter to Santa

Santa has sent us a message! He is so excited to see how many RRK kids will send him a letter this year. He is getting his list ready to see if you have been **Naughty** or **Nice**!

You can fill out our Santa letters and pop it in the special Santa Letter Box at the RRKAC office or email it to memberservices@rrkac.org.au.

Please ensure you have these back to us by the 13th of December to ensure Santa has enough time to read them and send a reply.



Letter to Santa,

Ho Ho Ho, it's almost Christmas,

And we want to help Santa work out who has been naughty or nice.

Santa has stopped in to the RRKAC office and has set us up to be the location for Kuruma Kids to drop off thier letters to Santa.

So fill out our Letter to Santa and pop it in the Special Santa Letter box in the RRKAC office, or email it through to memberservices.org.au

Letters need to be in by the 13th December 2023 for a response to be sent back.

Any questions please call the RRKAC office on 91855005.



Dear Santa,

My name is _____ and I am _____ years old. I am so excited for Christmas this year!

This year I have been:

☐ VERY Nice
☐ Naughty
☐ Naughty + Nice

A few things I did that were nice are:

This year for Christmas I would like:

I can't wait for you to visit me this year! I will leave out a snack for you and the reindeer!

LOVE,

If you would like a copy of the letter template, please call the RRRKAC office on 9185 5005 or you can find it on the back page!

Christmas Colouring Competition



All RRRK youth can enter our Christmas Bluey colouring competition! **Come to the office to grab a copy of the colouring sheet** or to get sent to you call the RRRKAC office on 9185 5005 or email memberservices@rrkac.org.au

The comp closes **13th December** and the winner announced 14th December 2023, so make sure you have it in! There is an awesome art pack prize to be won!



Name: _____

Age: _____ Phone: _____

Parent: _____





Dear Santa,



My name is _____ and I am ____ years
old. I am so excited for Christmas this year!

This year I have been:



- ☐ VERY Nice
☐ Naughty
☐ Naughty + Nice

A few things I did that were nice are:

This year for Christmas I would like:



I can't wait for you to visit me this year! I
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reindeer!



LOVE,