

BANJIMA

native title
ABORIGINAL CO RNTBC
ICN 7971

ANNUAL PLAN
REPORT

2018 - 2019



We are Banjima's Prescribed Body Corporate

Banjima Native Title Aboriginal Corporation RNTBC (BNTAC) was incorporated in 2013 and is the Registered Native Title Body Corporate for the Banjima People.

As Banjima's Prescribed Body Corporate (PBC), BNTAC's key responsibilities include the protection and maintenance of Banjima People's Native Title rights and interests, ensuring good governance practices are maintained, and that traditional decision-making and Banjima Lore and Culture are at the core of our Corporation. Banjima Country Management (BCM) along with the Banjima Ranger program undertakes conservation projects based on the Banjima Yurlubajagu Strategic Plan – Banjima's vision for Country and culture.

BNTAC also carries out specific Executive Office functions under a Benefits Management Structure (BMS). To do this, BNTAC works closely with Banjima's decision-making bodies to deliver targeted programs that support Banjima culture, build the capacity of Banjima People, and promote strong and healthy families.

TABLE OF CONTENTS

INTRODUCTION

BNTAC's vision for our community	4
Message from the BNTAC Chair	6

OUR CORPORATION

BNTAC Board of Directors	8
BNTAC Structure 2018 - 2019	9
Banjima Elders Council	10
BNTAC Membership & Banjima Country	11
Objects of our Corporation	12
Strategic Priorities	13

OUR PROJECTS AND WORK

Our work as Banjima's PBC	16
Our work as Banjima Country Management	20
Our work as Member Services	26
Planned Future Projects	30

ANNUAL FINANCE REPORT

32

BNTAC's vision for our community

Banjima People are united through their shared cultural identity, language, and goals to manage and protect their lore, culture, and Native Title rights and interests. Through BNTAC, Banjima People utilise these strengths to provide long-term, sustainable social, economic and cultural benefits for the community now, and into the future.

The foundation of BNTAC is a proud identity centred on strong culture, community unity, and effective governance.

BNTAC's strategic priorities encompass three core areas:

1. Creating strong and healthy families.
2. The maintenance of strong culture and connection to Country for future generations.
3. Ensuring Banjima People have a strong voice and access to opportunities that provide them with the capacity to shape and lead their own destinies.





Message from the BNTAC Chair



Thanharu,
I am proud to share with you BNTAC's 2018-2019 Annual Report.

Over the past 12 months, BNTAC has made important strides as the Prescribed Body Corporate of the Banjima People.

Starting from a small dedicated team last year, BNTAC's focus was initially on establishing and cementing the administrative functions of the Prescribed Body Corporate.

Now, the Corporation is able to widen its focus to support the Banjima community not only through our distribution policies, but also through securing opportunities for employment, cultural, educational, and on-country projects that are there to strengthen the Banjima community as a whole.

BNTAC has been increasing its engagement activities with government, mining companies, other Aboriginal corporations and non-government organisations over the past year. This means that a number of core issues affecting Banjima People both in the Pilbara and in centres like Perth are now being heard.

Matters of importance include the winding down of the Yandi mine and looking to new mines coming online in the not too distant future including Koodaideri (Rio Tinto) and South Flank (BHP).

We continue to work with mining companies to ensure that opportunities for Banjima People are identified and communicated to Members, and Banjima Country interests are protected.

Other matters include the Wittenoom clean-up. This is an issue that has long been delayed and dragged out by successive governments and its resolution is not something that will occur overnight. The hard work by both the Corporation and members of the Banjima community over the past year has finally given us a strong voice and a seat at the table with the government that we must now build on.

Wittenoom, just like much of the surrounding Country, remains an important place for our community. This ongoing connection to the Country by our people was highlighted during this year's Karijini Experience, a week-long festival held on our traditional lands within the Karijini National Park – special Country which also includes Eastern Guruma and Yinhawangka language groups.

Banjima community's growing participation in this festival over the years has meant that non-indigenous people are becoming more and more aware of the deep, age-old and ongoing cultural connection to the Country that Banjima and Aboriginal people in Australia have.

Through government data collection, we know that many visitors to Australia and our regions have a strong appetite to learn more about Aboriginal people, culture, language, tradition and history. Karijini Experience is a vehicle for Banjima to continue to show people who we are.

BNTAC recognises the importance of sharing this knowledge and raising awareness, which is why we chose to be the Principal Sponsor of the Karijini Experience in 2019. This also meant we were able to organise a number of cultural events hosted by many in the Banjima community, who with BNTAC's support had the opportunity to come together on-country and share their stories. Although festivals like these are quickly becoming important platforms for us and other communities in Australia to have our voice heard, there is still a long way to go.

The issues that continue to plague Indigenous Australians have a very real impact on our own community. Current support services for health and mental wellbeing, and employment and educational opportunities have much room for improvement.

Our Corporation and community leaders have always looked to build the prosperity of the Banjima People through self-determination. BNTAC will continue to work on influencing outcomes in these areas both directly with government and through the various forums that we participate in, including the Local and Regional Implementation Committees.

That is why I am excited to see that our planned projects will not only benefit the Corporation and ensure we maintain Native Title, but that they also aim to have a real impact on the Banjima community as we look to provide more opportunities to our future generations, make sure our culture and language remains strong, and focus on our Elders and the knowledge they pass on.

I want to recognise and pay my respects to the Elders Council, who have helped guide BNTAC over the past year and who continue to give our community invaluable knowledge and strength.

I would like to thank my fellow Directors for all your hard work and commitment over the past year as we look to develop our Corporation for the benefit of all Banjima People.

Lastly, I would like to close this message by thanking all of the BNTAC staff that have worked so hard in the past year and ensured that our Corporation met all its legal and social responsibilities.



Slim Parker, BNTAC Chair

BNTAC Board of Directors



Slim Parker (Chair)



Jarrod Black (Vice-Chair)



Archie Tucker



Maitland Parker



Kelvistan Parker



Zoey Lethbridge

BNTAC Board composition as of 30 June 2019:

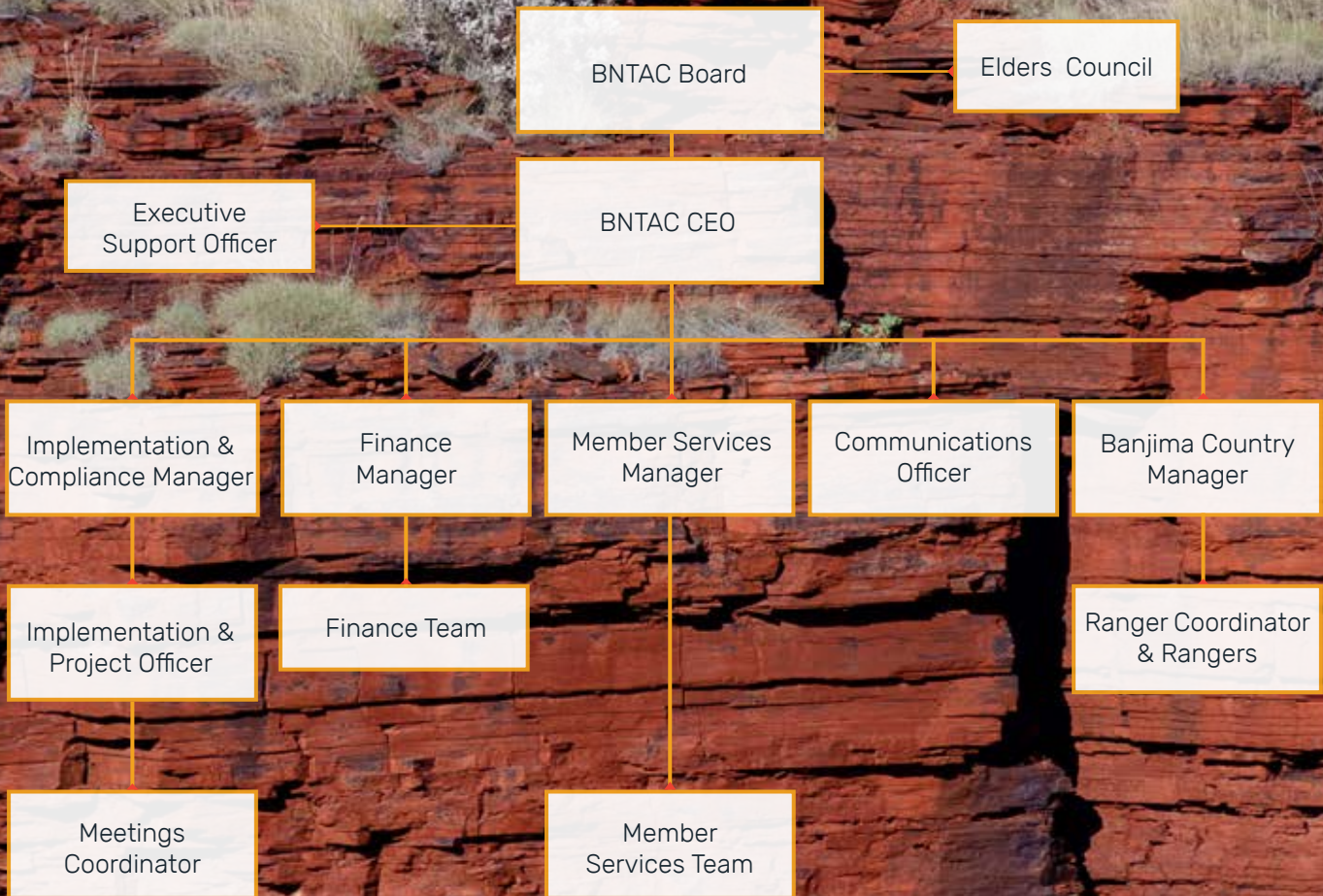
Director Name	Expiry of term
Slim Parker (Chair)	November 2019
Jarrod Black (Vice-Chair)	November 2020
Archie Tucker	November 2019
Maitland Parker	November 2021
Kelvistan Parker	November 2020
Zoey Lethbridge	November 2019

Directors attendance at Board meetings

The number of Director Board meetings held during the year and the number of meetings attended by each director were as follows:

Director Name	Number Entitled to Attend	Number Attended
Slim Parker (Chair)	11	7
Jarrod Black (Vice-Chair)	11	10
Archie Tucker	11	9
Maitland Parker	11	10
Kelvistan Parker	11	8
Zoey Lethbridge	11	9
Caroline Lee	5	5
Steven Smith	3	1

BNTAC Structure 2018-2019



Banjima Elders Council



Back (left to right)
Charles Smith, Alec Tucker, Marshall Smith, Archie Tucker, Guy Parker (Chair), Maitland Parker.

Front (left to right)
Margaret Laphorne, Naydene Robinson Snr, Eva Black, Timothy Parker, Trevor Parker.

Absent: Brian Tucker, Margaret Parker, Marnmu Smyth.

BNTAC’s governance structure includes an Elders Council, which is made up of 14 Banjima Elders.

Banjima traditional decision-making is at the core of our Corporation. The Elders Council provides BNTAC with cultural guidance and recommendations on our focus as Banjima’s PBC.

Elders guidance to BNTAC can include:

- Lore and Custom
- Native Title
- Country and Heritage
- Environmental issues
- Language
- Identification of Banjima People

Banjima Elders Council composition

Guy Parker (Chair)	Margaret Laphorne
Alec Tucker	Margaret Parker
Archie Tucker	Marnmu Smyth
Brian Tucker	Marshall Smith
Charles Smith	Naydene Robinson Snr
Eva Black	Timothy Parker
Maitland Parker	Trevor Parker

BNTAC Membership

497

Number of BNTAC Members

The majority reside in these five areas:

33% *Perth Metropolitan Area*

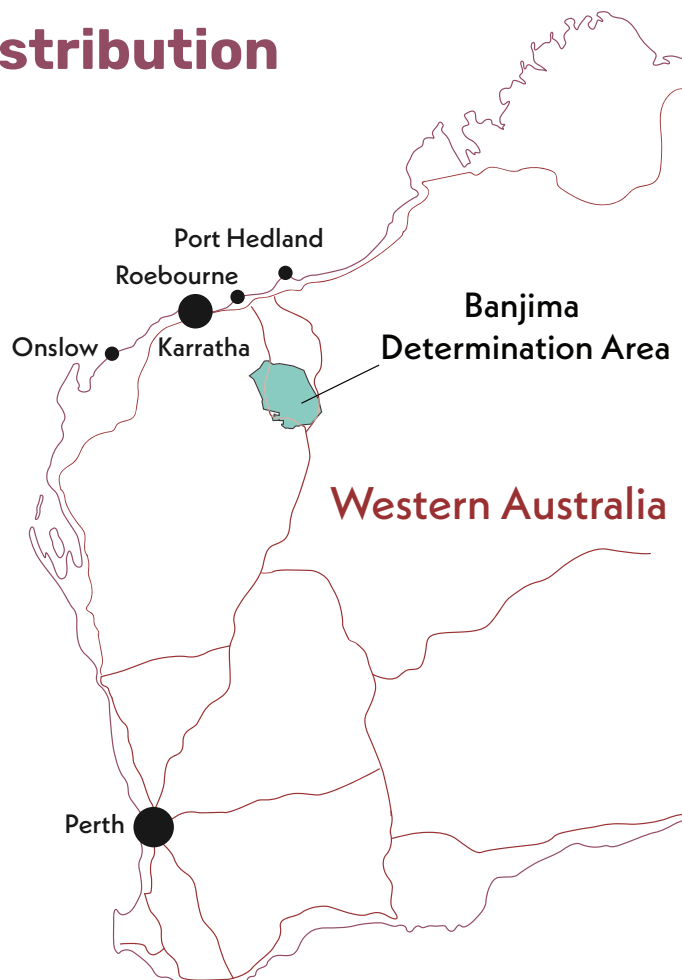
29% *Karratha*

13% *Roebourne / Wickam*

9% *Onslow*

8% *Port Hedland*

BNTAC Member distribution & Banjima Country



Objects of our Corporation

The objects of BNTAC as outlined in our Rule Book are:

- i. Provide direct relief from poverty, sickness, suffering, misfortune, disability, destitution, helplessness and disadvantage among Aboriginal people, especially the Banjima People;
- ii. Maintain, protect, promote and support the traditions, laws, languages, culture, Native Title traditions and customs, development, interests and social progress of Aboriginal people, especially the Banjima People;
- iii. Provide environmental, social, economic and cultural benefits to Aboriginal people, especially the Banjima People;
- iv. Support and provide education, training and employment for Aboriginal people, especially the Banjima People;
- v. Support and provide housing for the Banjima People;
- vi. Advance and promote the Banjima People and act in the best interests of the Banjima People as directed by the Banjima People from time to time; and
- vii. Hold title to any Vested Land;
- viii. To accept appointments made by the Banjima People in accordance with an Approved Process for the Corporation to act perform functions on behalf of or otherwise as agent of the Banjima People pursuant to and for the purposes of Native Title agreements, indigenous land use agreements and other contractual arrangements;
- ix. To accept appointments made by the Banjima People in accordance with an Approved Process for the Corporation to be a Banjima Registrar and to maintain a Register of Banjima People;
- ix. To do all such things may be incidental or necessary to attain all of the above Objectives, including but not limited to, apply for funding from a Benefit Management Structure to fulfil these objectives.
- x. To be and perform the functions of a Prescribed Body Corporate, for the purpose of being the subject of a determination under section 56 and 57 of the Native Title Act;
- xi. To be and perform the functions of a Registered Native Title Body Corporate for the purpose of being the subject of a determination under section 57 of the Native Title Act;
- xii. To hold the Native Title Rights and Interests in trust for the Common Law Holders or act as agent or representative of the Common Law Holders in matters relating to the Native Title Rights and Interests;
- xiii. To manage the Native Title Rights and Interests of the Common Law Holders;
- xiv. To represent the interests of the Banjima People in matters relating to the Determination Area:
 - i. As a Registered Native Title Body Corporate under the Native Title Act where there is a Native Title Determination; or\
 - ii. As otherwise authorised by the Banjima People in accordance with an Approved Process.

Strategic Priorities

These three priorities are based on the Banjima community's common view of the future:

1. Strong and Healthy Families

- a) Improved attendance of Banjima children in early school years
- b) Increase in Banjima People accessing health services for chronic conditions and earlier risk factors
- c) Increase in Banjima families accessing family and community support services
- d) Planning underway for housing options in the area of greatest priority

2. Country and Culture

- a) Cultural heritage activities are established under the Healthy Country Plan
- b) Ranger Program is in place alongside the foundations of the Country Management Unit
- c) Keeping Place and Living Area projects to maintain connection to Country are underway

3. Capacity Building

- a) Incoming and established leaders have the support needed to function in their leadership roles
- b) Banjima/BNTAC has established relationships to discuss Banjima priorities with government, service providers and mining companies
- c) Training pathways and support for Banjima People into employment opportunities are established

Using these strategic priorities as a guide, BNTAC can ensure that the governance of our Corporation stays strong, and our responsibilities to Banjima People remain clear.



Our Projects and Progress

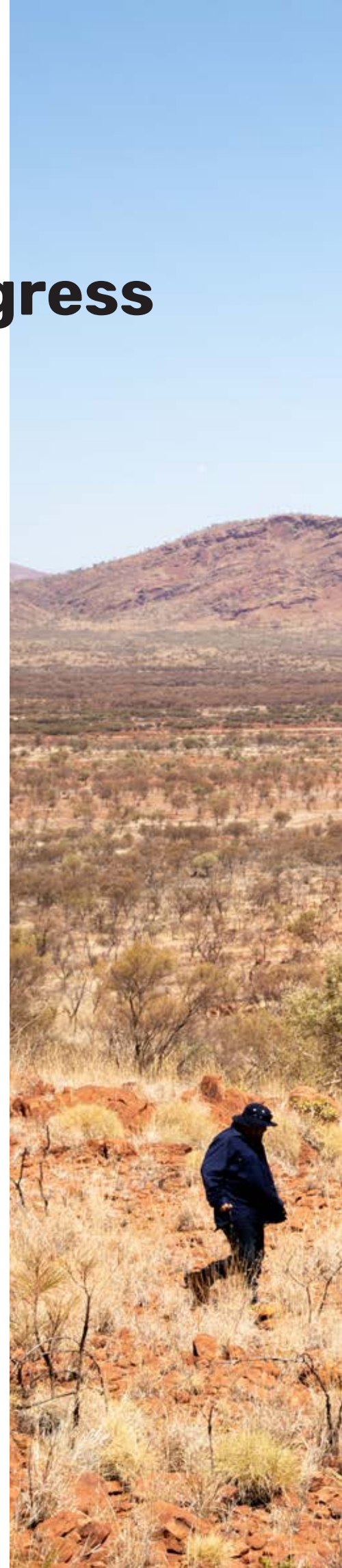
FY18/19

As the Prescribed Body Corporate (PBC) for the Banjima People, BNTAC's key responsibilities include the protection and maintenance of Banjima's Native Title rights and interests, and ensuring that traditional decision-making and Banjima Lore and Culture are at the core of our Corporation's work.

We also undertake a number of cultural projects, help the community look after country through Banjima Country Management (BCM) and our Ranger program, and administer charitable distributions through our Member Services.

The projects and progress in the following section are based on seven Anticipated Major Outcomes from last year (FY17/18):

1. Basic requirements of a functioning organisation established
2. Executive Office established and functioning
3. Native Title maintained
4. Banjima Country managed
5. Good governance is evident
6. Strategic oversight developed and maintained
7. Evidence of good financial management practice





Our work as Banjima's Prescribed Body Corporate (PBC)

One of BNTAC's most important responsibilities is ensuring that Banjima People maintain Native Title over their traditional lands.

Our PBC team does this in a number of ways: making sure we comply with government legislation and stakeholder agreements, ensure good governance within our Corporation, and undertake projects that show Banjima's ongoing connection to Country.

Wittenoom

The asbestos contamination of Wittenoom and its surrounding gorges is an ongoing issue for Banjima People's health, culture and Country.

During FY18/19, BNTAC facilitated direct conversations between nominated Banjima community members and the WA government, including a breakthrough meeting in May 2019 with Minister Ben Wyatt (WA Treasurer and Minister for Finance, Aboriginal Affairs, and Lands). Minister Wyatt committed to ongoing dialogue with BNTAC and the Banjima community to find a collaborative solution to the issue and improve access to the area for Banjima People.

BNTAC has worked closely with Banjima Elders and broadcast media to highlight Wittenoom's contamination and inform the public of the resulting health issues faced by indigenous people in the Pilbara.

BNTAC and the Wittenoom committee will continue efforts to map out a solution to this serious issue on behalf of the Banjima community.

Trustee Appointment

In FY18/19, the successful appointment of a long-term Trustee for the Banjima People was a key goal for our corporation.

The appointment of a Trustee for a period of three years will assist our community in managing, distributing and investing funds from the Banjima Charitable Trust (BCT) and Direct Benefits Trusts (DBT).

BNTAC and the Trustee Appointment Subcommittee (made up of the BNTAC Board, BCT DMC, and B1/ B2 DBT DMC members) undertook a thorough selection process. Three potential Trustees were shortlisted and are scheduled to present at the July 2019 BCT Community Meeting, prior to the vote.

Update: At the Banjima community meeting, the Banjima People successfully voted in a new Trustee, and new members of the Decision-Making Committee (DMC) and Council. Australian Executor Trustees (AET) received 90% of the vote and was elected Banjima's Trustee for the next three years.



Rule Book Consultation

BNTAC is required to review the Rule Book every six years to ensure it remains relevant and meets the needs of our Members.

Since April 2019, BNTAC staff have been consulting with Banjima People, in the Pilbara and in Perth, as part of our Rule Book Review. Our Compliance team held consultation meetings in Tom Price, Wakathuni, Bindi Bindi, Karratha, Roebourne, and Perth. These important discussions allowed us to sit down with 10% of our Members and speak about a number of Rule Book topics, including Membership of BNTAC, BNTAC Director eligibility, the role of the Elders Council, BNTAC's decision-making structure and involving young Banjima People in BNTAC.

BNTAC staff also answered general questions about our Corporation, our role as a PBC, and gave Members the opportunity to provide general feedback.

This project will continue into next year and proposed Rule Book changes will be presented at BNTAC's 2020 Annual General Meeting.

Established Elders Council Meetings

BNTAC's governance structure includes an Elders Council that is made up of 14 Banjima Elders. As our focus is to maintain Banjima traditional decision-making at the core of our Corporation, BNTAC's continual consultation with the Elders Council provides us with cultural guidance and recommendations for our work focus.

As part of our PBC responsibilities, BNTAC has organised quarterly meetings with Elders. BNTAC's support of these meetings includes organising accommodation, food, and logistics for the Elders and their carers.

In FY18/19, BNTAC organised a total of three Elders meetings where a large number of topics relevant to the Banjima community were discussed, including BNTAC memberships, Country, culture and heritage.

Banjima Meetings

69

Total number of Banjima meetings organised by BNTAC in FY18/19

As part of the Banjima Benefits Management Structure (BMS), BNTAC ensures the facilitation of all meetings related to the Banjima community.

This year, BNTAC organised 69 meetings, ensured that all travel payments to Banjima attendees were done correctly and efficiently, booked accommodation, and arranged all necessary catering.

Meeting types:

- BNTAC Board Meetings
- DMC Meetings
- Community Meetings
- Council Meetings
- Annual General Meetings
- Elders Council Meetings
- Implementation Committees
- Mining Negotiations
- Wittenoom Meetings

Development of Membership Policy

BNTAC has been developing policies and procedures in FY18/19 that allow our Corporation to operate more efficiently and ensure proper financial control.

A Membership Policy and accompanying Membership Application procedure was developed and endorsed by the BNTAC Board in June 2019. This procedure, in conjunction with the BNTAC Rule Book, will ensure that applications are processed and considered in a consistent manner. It also clearly outlines the role of the BNTAC Board, Elders Council and BNTAC administration in managing Membership applications.



The Karijini Experience 2019

113

Banjima participants supported by BNTAC during the festival.

9

Banjima-hosted cultural events during the festival



Held on Banjima traditional lands in Karijini National Park, the Karijini Experience is a six-day culturally immersive festival that attracts local and international visitors. This unique festival puts Banjima People and Country in the spotlight and raises awareness of indigenous culture in the Pilbara.

This year, BNTAC proudly partnered with the Karijini Experience as the festival's Principal Sponsor and supported 113 members of the Banjima community to attend the festival. Many Banjima attendees shared their stories and knowledge of Country with visitors through nine cultural events. Alongside BCM's Rangers, BNTAC staff helped participants from the Banjima community with their travel, accommodation, food, logistics, and more.

BCM's Rangers also helped set up and manage a Banjima camp. This was located away from the main festival and provided a rest and eating area for Banjima participants, Elders and their families.

The BNTAC-supported Banjima events included an incredible Welcome to Country, a Corroboree on the opening and closing nights, cultural awareness workshops, a traditional bush tucker cook up, weapon-making demonstrations, a cultural bushwalk, and an indigenous ecology presentation. BNTAC sees the Karijini Experience as a Banjima community event, where families can come together, experience the Country, share stories with others, and pass on knowledge.

Initially held in 2013, this year's Karijini Experience took place from the 16th to the 21st of April.



Our work as Banjima Country Management (BCM)

In 2017 BNTAC commissioned the Banjima Yurlubajagu Strategic Plan which outlines Banjima People's vision for a healthy country and connection to traditional lore. That same year, a three-year implementation budget was approved by the BNTAC Board which is scheduled to culminate in FY19/20.

Banjima Country Management (BCM) is the BNTAC program established to lead and manage the Yurlubajagu Strategic Plan in consultation with the Banjima Elders, as well as support Ranger employment initiatives and other on-country implementation activities. Located in Tom Price, BCM's field office is led by a Ranger Coordinator and, as of June 2019, employs two full-time Rangers, a part-time Ranger, and a team of casual Ranger staff. In April 2019 a new BCM Manager was employed.

Caring for Country

BCM has had another successful year in carrying out conservation projects across Banjima Country!



Nine Banjima Rangers are currently employed by BCM (two full-time, one part-time, and six casual).



2019 Fire Season Work

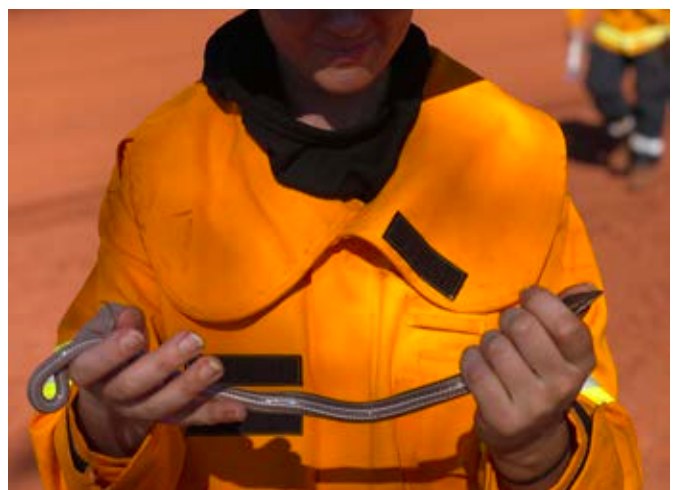
BCM worked together with Parks and Wildlife WA (PAWS), Solomon Mine, Fortescue Metals Group, Sandalwest Forest Management and the Tom Price Fire Brigade to burn areas around Hamersley Gorge and the external perimeter of the Solomon mine, which borders Banjima's Native Title area.

During the second prescribed burn of the year, Banjima Rangers and PAWS treated around 800 hectares in the ecologically important Manggurdu (Fortescue Marsh).

This controlled burning is a key part of BCM's healthy country plan and helps protect fire-intolerant species like snakewood and mulga from wildfires that start in the Hamersley Range and nearby mining developments.

Through this ongoing collaborative work the Banjima Rangers have been able to build on their fire management capacity, improving their offensive and defensive fire suppression strategies, traffic management, communications, and drip torch use.

BCM aims to have Banjima Elders and Rangers leading this fire management work in the future.



Fence Removal & Unmanaged Cattle

This project sees Rangers working with PAWS to remove old fence posts across the Manggurdu. These fences can be very damaging to birds, emus and vulnerable species like the Pilbara ghost bat, which become entangled in the barbed wire.

BCM is looking to work with PAWS and other partners to install wildlife-friendly fencing on the Manggurdu. The new fences would have less barbed wire and have thin metal squares or circles to make it easier for birds to see and for bats to detect.

New wildlife friendly fences can also help with the management of problematic cattle roaming across much of Banjima Country, especially on the Manggurdu. Aerial surveys of the Manggurdu estimate around 5,000 unmanaged cows in the area, which are known to greatly reduce native plant diversity and degrade natural habitats. These issues, together with other impacts such as plant diseases, drought, weeds, and fire, can be hugely damaging to Country.



Rabbit Management

Rabbits are considered to be Australia's most damaging vertebrate pest as they can have negative impacts on everything from agriculture to native fauna and flora. On Banjima Country, as with much of the Pilbara, rabbit populations remain problematic.

In June Banjima Rangers and PAWS supported the National release of RHD K5, which reduces populations through a targeted virus only affecting rabbits. Our Rangers received specialised training by the Department of Biodiversity, Conservation and Attractions (DBCA) to legally handle and release the virus.

It is hoped that the release will reduce rabbit numbers across Manggurdu. The Rangers will work with Elders in 2020 to assess how to manage rabbits in other areas, like Juna Downs station.

Feral Cat Monitoring

Feral cats are a major issue as they are one of the top killers of vulnerable native species across Australia. In FY18/19, BCM spent an average of 50 days deploying and monitoring cameras on Banjima Country and analysing the data to learn where feral cats live.

In collaboration with PAWS, Banjima Rangers prepared and deployed 77,000 feral cat baits across 154,000 km². The poison within these baits kill cats but does not harm native animals, who have an inbuilt tolerance to it.

As some cats won't take baits, a trapping program is planned for the next six months that will enable us to further investigate their diet.

"Trap install and check" training for Banjima Rangers is scheduled for September 2019.

Project Highlights



Approximately **20,000** photos were generated this year and are being analysed.



Baseline samples of **18** sites completed.



Our Targets for Banjima Country



COUNTRY

Conservation of Banjima Country



MANGGURDU

Improve habitat quality & abundance of fauna on the Fortescue Marsh



HERITAGE

Management of cultural places & objects



BUSH PLANTS

Conserve & Increase plant abundance and health



YINDA

Maintenance of water and springs



MANDU

Maintaining the abundance of bush food for Banjima People



KNOWLEDGE

Support continuation of lore and cultural business



BANJIMA WELLBEING

Supporting the passing on of bush knowledge to younger generations

On Country Elders Training

Elders are the keepers of cultural knowledge and hold vast amounts of social, cultural, spiritual and environmental expertise. Opportunities to pass this knowledge onto Rangers and non-Banjima staff is a high priority for BCM.

Four unique on-country trips for Elders to pass on this knowledge are planned for FY19/20. These upcoming trips focus on maintaining Banjima language as an important link to ancestors and Country. This will also allow our Rangers to carry out environmental assessments and develop future workplan activities.

To ensure program transparency and proper cultural guidance for our projects, the BCM team attends and presents at each quarterly Elders Council meeting. This allows us to update Elders on our projects, answer questions, and develop workplan priorities. In between Elders Council meetings, BCM engages with an Elders Advisory group to guide our day to day operation and activities.

Karjini Experience 2019

BNTAC's support during the Karjini Experience ensured that nine cultural events hosted by the Banjima community could take place.

BCM's Rangers played a key role in contacting and supporting the 113 Banjima community attendees and participants in their cultural events, travel, accommodation, and food. During the festival the Rangers organised and managed the Banjima community campground, setting up rest and food areas for Elders and their families.

Banjima Rangers also took part in traffic management duties during the festival and made sure visitors were aware of cultural and conservation protocols in the park.

Ranger Partnerships

BCM has continued to work with a wide range of partners in FY18/19, including the WA State Government, Rangelands Natural Resource Management (Rangelands NRM), Conservation Management, Pew Charitable Trust, the Pilbara Regiment, Gumala Aboriginal Corporation, Nintirri and the Western Australian Museum.

Our Tom Price-based Ranger team has also been working to build networks with other Ranger groups, including the neighbouring Yinhawangka Rangers from Paraburdoo.

Banjima Rangers and Yinhawangka Rangers are currently undertaking Conservation and Land management training together at TAFE.

Plan for Our Parks

In February 2019, the state Government announced the "Plan for Our Parks" initiative. The initiative aims to establish Aboriginal Ranger jobs and joint management opportunities through the creation of 5 million hectares of new national parks, marine parks, and other conservation reserves over the next five years.

One of these proposed areas includes the Manggurdu, some of which is on Banjima Country. BCM and BNTAC have been in contact with the DBCA to support the protection of the Marsh and work together with them to manage it in the future.

Lotterywest Grant

A four-wheel drive Landcruiser was purchased by BCM in FY18/19 through a Lotterywest Grant. This grant supports critical on-country Ranger field work, which is key to delivering BCM's cultural and conservation projects.

A second Lotterywest grant has been applied for to assist with larger Ranger deployments and to cater for visiting staff. By utilising BCM's own vehicles, costs for hire cars can be reduced significantly.



Remote Ranger Program

An opportunity for Banjima People to care for Country, no matter where they live in WA.

When Rangers work on-country they experience personal benefits including increased skills and confidence, and better health and wellbeing. Community members benefit directly from Ranger activities as culture is passed on and preserved, and the Country is cared for and managed.

However, one of BCM's main issues in FY18/19 has been finding accommodation near our Tom Price field base for new and existing Rangers.

The lack of available and affordable housing in Tom Price has prevented a number of full-time Banjima Rangers from being employed. For this reason, BCM is implementing a "Swag-In Swag-Out" Remote Ranger Program, which gives Banjima community members living outside of Tom Price an opportunity to take part in project-based deployments and look after Banjima's traditional Country.

A call has been put out to the Banjima community for interest in these new Ranger roles with the first deployment scheduled to take place in October 2019.

Government engagement

This year, BCM has met with the state government to advocate on issues important to Banjima People. Following a meeting with the BNTAC CEO and the BNTAC Board Chair, Ben Wyatt (WA Treasurer and Minister for Finance, Aboriginal Affairs, and Lands) called for increased support for Ranger Programs, proper recognition and respect of Native Title, and protection of the Manggurdu.

There is still considerable work to be done with the WA Government as we look to jointly manage Karijini National Park and surrounding natural reserves. The aim is to enable the knowledge and culture of the Traditional Owners to be recognised and incorporated in the management of these important ecological areas.

BCM has taken a strong stance on the need for Traditional Owner decision-making in Karijini National Park from the Banjima, Eastern Guruma, and Yinhawangka communities.

Our work as BNTAC Member Services

BNTAC's Member Services Team was open for business on Wednesday 1 August 2018. Since then, our team has been a point of contact for the Banjima community and successfully administered a number of support policies developed by the Banjima Charitable Trust Decision Making Committee.

In the FY18/19 period, our team built its capacity in terms of staff experience, knowledge, and systems and processes required to efficiently deliver **nine** Banjima Charitable Trust (**BCT**) distribution policies and **five** distribution policies relating to the MIB subfund.

Even though our role continues to change, Member Services and BNTAC remains the first point of contact for queries from the Banjima community. Both BNTAC Members and the wider community call us to find out information about community meetings, events, support programs, and more.

Our team's changing responsibilities saw BNTAC's Member Services grow considerably in FY18/19. Our corporation remains committed to providing sustainable employment and career development opportunities for Aboriginal people with a focus on Banjima People.

5,407

**Number of policy
applications processed
by BNTAC Member
Services in FY18/19**



BCT Member Programs FY18/19

Banjima Education

430

Applications

Supporting educational costs for Banjima families, at all stages in their lives. Childcare, primary and secondary education for young families, and tertiary or vocational support for Banjima adults in further education.

Banjima Funeral

824

Applications

Assisting Banjima People with the cost of funeral arrangements and travel for funeral attendance.

Elderly, Disabled & Infirm

101

Applications

Supporting the unique health and wellbeing needs of Elders over 55 years of age and Banjima People – and their dependents – living with a disability.

Sports and Recreation

22

Applications

Funding for registered sporting clubs with Banjima participants to attend sporting events throughout Australia.

Healthy Living Project

571

Applications

Assisting Banjima People with funding for everyday household and wellbeing needs to maintain a modest standard of living.

Economic Development

11

Applications

Assistance for mentoring and support, as well as capital funding, for Banjima-owned and operated businesses and start-ups.

BCT Member Programs **FY18/19**

Lore & Culture

204

Applications

Funding for Banjima People to attend Lore grounds to support the maintenance of traditional Lore and Ceremonial activities.

Sponsorship & Donations

14

Applications

Support for Banjima people participating in programs and activities that benefit the educational, economic and social needs of their local communities.

Medical Health & Wellbeing

279

Applications

Assistance for medical and preventative health costs to support the wellbeing of Banjima people and their dependents.



Planned Future Projects (FY19/20)

Tenure - Wirrilimarra, Windell, Juna Downs

These BNTAC projects focus on acquiring tenure for a number of blocks located on Banjima Country: Wirrilimarra, Windell (Five Mile), and Juna Downs.

Having tenure over these will ensure Banjima's connection to Country and culture is preserved now and for future generations – an important part of maintaining Banjima's Native Title over traditional lands.

BNTAC has continued discussions with the state government and Gumala Aboriginal Corporation for the blocks' tenure and plans to construct infrastructure at these locations for Banjima community use.

Board Governance Training

Good governance of our Corporation benefits all our Members. That is why our Board of Directors will receive Aboriginal Corporation-specific governance training from The Office of the Registrar of Indigenous Corporations (ORIC) in FY19/20.

This training will focus on Corporation structure, principles of good governance, roles and responsibilities of Directors, members and staff, Rule Books, and financial management.

Through this ongoing training, BNTAC's Board will further develop governance knowledge, leadership skills, and learn about new governance models, which will impact how our Corporation supports the Banjima community in the future.

Keeping Place of Cultural Artefacts

Since mining development began on Banjima Country, BHP and Rio Tinto have accumulated large amounts of cultural artefacts that have been stored either on or off-country. Based on information provided by BHP and Rio Tinto, BNTAC, in collaboration with the Banjima Elders Council, are pursuing all avenues to ensure this material is kept appropriately in keeping with culture.

This is a project of great significance and is a matter that has been pursued by the Banjima Elders for many years. It is envisaged that a physical assessment of the material by the relevant Elders is required, and a detailed project plan developed by BNTAC.

Benefits Management Structure Review

The Banjima and Rio Tinto Participation Agreement requires that the Banjima Benefits Management Structure (BMS) be reviewed two years after the date of the first payment into the BMS, and then every three years after that.

A review of the BMS needed to be undertaken in FY18/19 but was postponed until after the reappointment of the new Trustee (AET as of July 2019). The purpose of this project is to review how the Banjima BMS operates to identify shortcomings in its operation, and any changes that can or should be made to ensure a more effective BMS to meet the needs of the Banjima People.

The BMS Review will be undertaken in FY19/20 and will involve Rio Tinto, BNTAC and the Banjima Trustee.

Planned Future Projects (FY19/20)

Internal Boundary Map

This project aims to accurately delineate – using mapping software – the cultural boundary between the Martu Idja Banjima and Milyarranypa Banjima Djarbiya regions within Banjima Country, which includes Karijini National Park.

Once completed, the boundary will not only ensure that the right Elders are contacted when they need to speak for their Country, but also maintains the strong identity of the two cultural groups that make up the Banjima People.

BNTAC will work together with the relevant Elders from both cultural groups to undertake this mapping in early 2020.

Cultural Awareness

This project is aimed at upskilling identified cultural awareness trainers from the Banjima community.

By increasing the number of Banjima cultural awareness trainers, outside organisations, mining companies, and government agencies can have a better understanding of not only Banjima culture, but indigenous culture in the Pilbara as a whole. Importantly, this project provides capacity building and employment opportunities for the Banjima community.

Strategic Planning

BNTAC's inaugural Strategic Plan was developed by consultants from the Nous Group in 2016. It is a requirement of the Rule Book and good practice that we renew our Strategic Plan.

The purpose of the Strategic Plan is to:

- a. set out long term objectives to facilitate advancement of the Corporation and the Objects;
- b. provide context having regard to the social, political, economic, government and environmental climate of the time;
- c. provide recommendations for the better administration of the Corporation having regard to the review of the previous Strategic Plan; and
- d. where appropriate, provide recommendations regarding amendments to this Constitution which the Board may consider appropriate having regard to the review of the Strategic Plan.

Every three years the Board will consider and formulate a Strategic Plan for the next three years using such procedure as the Board considers appropriate, provided that the procedure incorporates appropriate consultation and collaboration with the Elders Council.

The Banjima Charitable Trust, Banjima Direct Benefits Trust and Yaramarri Banjima Direct Benefits Trust deeds also set out a requirement for a Strategic Plan.

AET and BNTAC are therefore working together to formulate a cohesive Strategic Plan. We expect this will be completed in FY19/20 and will guide BNTAC's activities over the next three years.

Annual Finance Report

FY18/19

BNTAC's Growth Over the Years

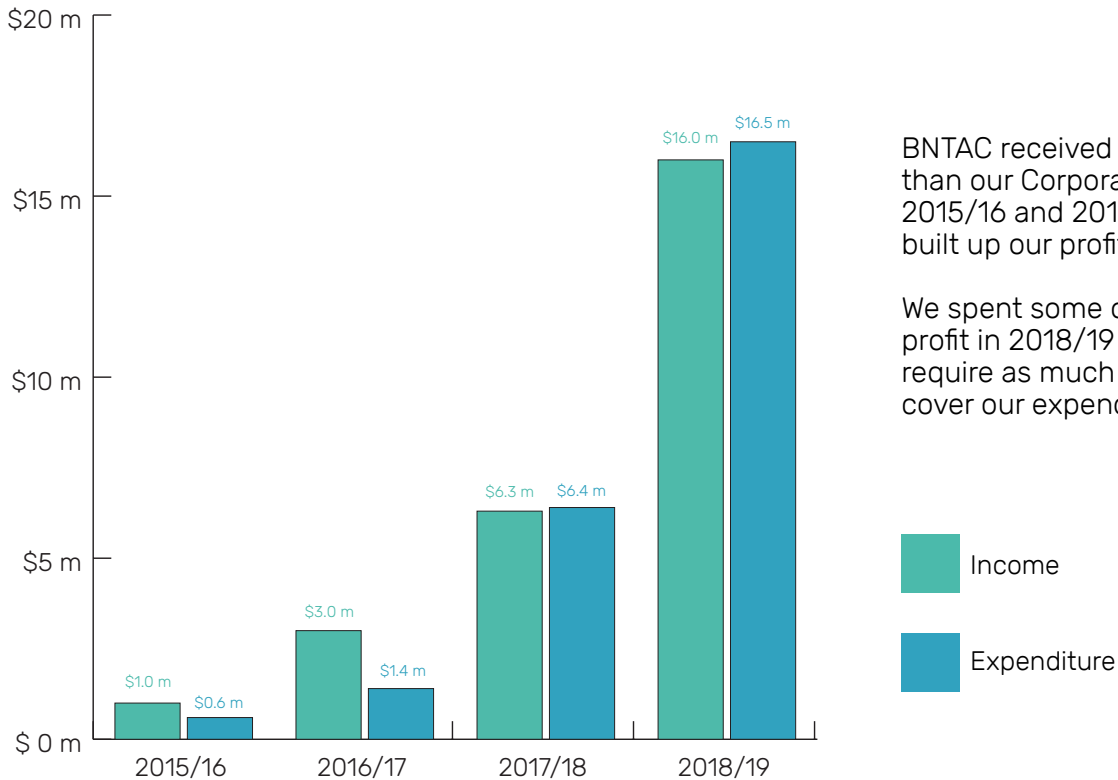
BNTAC has grown substantially since incorporation in 2013. Our Corporation's Perth office was set up in FY17/18 with distributions to Members (Beneficiary benefits) and Benefits Management Structure (BMS) meetings payments starting the same year.

BNTAC's operations expanded in FY18/19 with the signing of the Executive Office Agreement, expansion of compliance, governance and Banjima Country Management activities, and bringing financial management and payroll in-house.





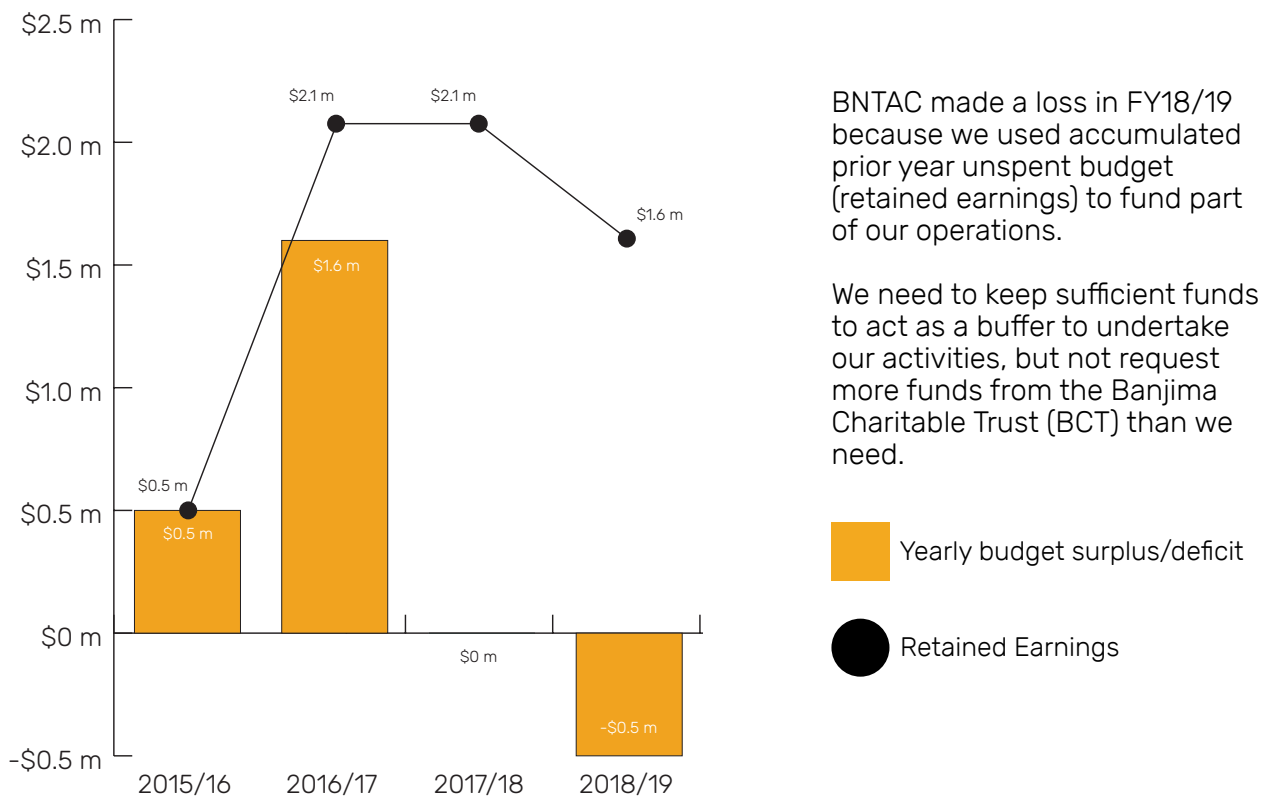
BNTAC Income and Expenditure by Financial Year.
Figures in \$million



BNTAC received more funding than our Corporation spent in 2015/16 and 2016/17, which built up our profits.

We spent some of this built up profit in 2018/19 and so did not require as much funding to cover our expenditure.

Profits and Retained Earnings each year.
Figures in \$millions



BNTAC made a loss in FY18/19 because we used accumulated prior year unspent budget (retained earnings) to fund part of our operations.

We need to keep sufficient funds to act as a buffer to undertake our activities, but not request more funds from the Banjima Charitable Trust (BCT) than we need.

Summarised Financial Report 2018/19

The below report is a summary of BNTAC's financial position and income and expenditure for the year ended 30 June 2019. The audited Financial Report has full details. The audited Financial Report will be on BNTAC's website and lodged with ORIC after the AGM. If you require a copy of the full report, please call BNTAC on 9216 9888 or email admin@bntac.org.au.

Statement of Assets and Liabilities

The summary of BNTAC's financial position at 30 June 2019:

Assets	2019
Bank	\$2,544,109
Other current assets	\$4,400,715
Non-current assets	\$459,132
Total assets	\$7,403,956
Liabilities	
Current liabilities	\$5,840,957
Non current liabilities	\$0
Total liabilities	\$5,840,957
Net assets	\$1,562,999

BNTAC has a comfortable level of cash, net assets and liquidity (bank and other current assets less current liabilities) to continue to operate.

Statement of Income and Expenditure

The summary of BNTAC's income and expenditure for the year ended 30 June 2019:

Revenue and other income	2019
Funding from BCT for BNTAC operations	\$3,925,012
Funding from BCT for Special Projects	\$142,492
Income from Native Title and Heritage Agreements	\$319,460
Reimbursed expenses - BMS	\$1,274,417
Reimbursed expenses - other meetings	\$417,918
Grant and interest income	\$79,520
Total BNTAC operational income	\$6,158,819
Funding from BCT for Beneficiary benefits	\$9,813,199
Total revenue and other income	\$15,972,018
Operating expenses	
BNTAC operational expenditure	\$5,255,918
Special Projects	\$131,574
Reimbursable expenses BMS	\$1,274,286
Non-cash costs	\$123,997
Total BNTAC operational expenditure	\$6,785,775
Beneficiary benefits	\$9,684,651
Total operating expenses	\$16,470,426
Profit or loss for the year	\$(498,408)

BNTAC requested less funding and used some of its retained profits to fund its expenditure. This resulted in a loss for FY18/19.

Financial Commentary on BNTAC's Operational Income and Expenditure

The Financial Report, on the following pages, analyses BNTAC's operational income and expenditure. The audited Financial Report looks at BNTAC's income and expenditure as a whole, including distributions to members (referred to as Beneficiary benefits).

The operational Financial Report is broken down into:

- Prescribed Body Corporate
- Implementation and Compliance
- Banjima Country Management
- Executive Office

Prescribed Body Corporate

The activities of the Prescribed Body Corporate include acting as head office, governance, Special Projects (Windell, Wirrilimarra, Rule Book review and ECU Baseline Study) and Wittenoom consultation. Governance activities included Board meetings, the Annual General Meeting and Elders Council.

The income and expenditure for Prescribed Body Corporate for the year ended 30 June 2019:

Income	FY18/19
Operational Funding from the Banjima Charitable Trust	\$2,000,000
Special Projects funding	\$142,492
Other income	\$1,802
Interest income	\$7,335
Total income	\$2,151,629
Expenses	
Employee expenses	\$524,524
AGM costs	\$495,564
Governance & Board costs	\$511,084
Elders meetings	\$105,301
Special Projects	\$131,574
Other meetings (Wittenoom)	\$43,621
Consultancy expenses	\$162,599
Meetings, travel and accommodation expenses	\$28,259
Operating and office expenses	\$135,258
Total expenses	\$2,137,785
Profit or loss for the year	\$13,844

Implementation and Compliance

Implementation comprises Rio Tinto funding for the Implementation and Compliance Manager and a contribution to BNTAC's implementation cost. The implementation costs funding was used on staffing to establish policies, procedures, bring finance and payroll in-house. This enabled BNTAC to operate efficiently and effectively and manage its finances appropriately.

Compliance represents managing the Rio Tinto, BHP and Indigenous Land Use Agreements. It includes compliance staff costs, the cost of Rio Tinto and BHP implementation and Environment Heritage and Survey committee meetings and reimbursable expenditure for meetings and negotiations.

The income and expenditure for Implementation and Compliance for the year ended 30 June 2019:

Income	FY18/19
Rio Tinto Iron Ore implementation funding	\$250,000
Reimbursement of meeting costs	\$103,782
Total income	\$353,782
Expenses	
Employee costs	\$267,932
Consulting fees	\$10,448
Meetings, travel and accommodation costs	\$4,237
Compliance meeting costs	\$218,725
Operating and office expenses	\$19,245
Total expenses	\$520,588
Profit or loss for the year	-\$166,805

Banjima Country Management

Banjima Country Management covers staffing, Ranger activities, Tom Price office, Karijini Experience and Elders consultation.

The income and expenditure for Banjima Country Management for the year ended 30 June 2019:

Income	FY18/19
Healthy Country Plan funding from Banjima Charitable Trust	\$1,026,000
Grant income	\$67,914
Reimbursement of meeting costs and survey costs	\$54,709
Other income	\$3,901
Total income	\$1,152,524
Expenses	
Employee costs	\$497,871
Elders meetings	\$101,497
Consulting fees	\$246,916
Meetings, travel and accommodation costs	\$72,409
Karijini Experience costs	\$299,421
Operating and office expenses	\$169,484
Total expenses	\$1,387,599
Profit or loss for the year	-\$235,075

Executive Office

Executive Office covers the responsibilities of the Executive Office Agreement to run Member Services and manage BMS meetings.

Members Services comprises Member Services staff, the Community Liaison Officer, Member Services' Road shows and the cost of the Aboriginal Trust Management System which is being recorded as an expense (amortised) over five years.

BMS meeting costs comprises a contribution to staff costs to manage the BMS meetings and prepare meetings payroll. Reimbursable expenses represent the cost of sitting fees, travel, allowances, and meetings costs associated with the BMS meetings, including the B1 DBT community meeting held in May 2019.

The income and expenditure for the Executive Office for the year ended 30 June 2019:

Income	FY18/19
Executive Office Funding from the Banjima Charitable Trust	\$1,229,012
Establishment Funding from the Banjima Charitable Trust	\$142,400
Other income	\$15,885
Reimbursement of BMS meeting costs	\$1,435,730
Total income	\$2,823,027
Expenses	
Employee costs	\$718,523
Consulting fees	\$29,309
Meetings, travel and accommodation costs	\$29,053
Project delivery costs	\$352,797
Operating and Office costs	\$174,519
BMS meeting costs	\$1,435,602
Total expenses	\$2,739,803
Profit or loss for the year	\$83,224



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