



# ANNUAL REPORT

2021 - 2022

TAMWORTH LALC



Cover photo: Futures Mentor Samantha Way cutting a coolamon at Trelawney

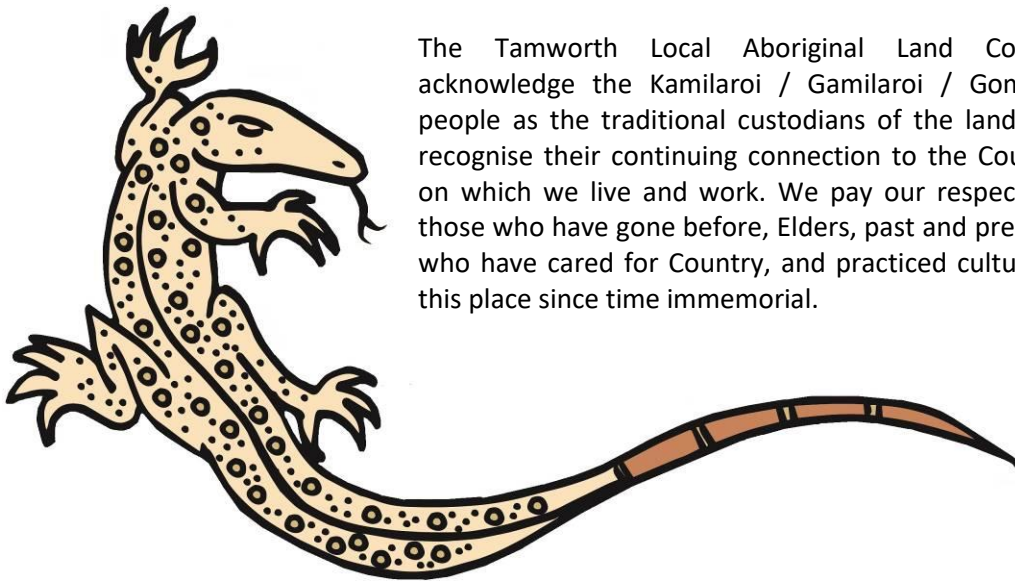
**Tamworth Local Aboriginal Land Council**

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The Tamworth Local Aboriginal Land Council acknowledge the Kamilaroi / Gamilaroi / Gomeroi people as the traditional custodians of the land and recognise their continuing connection to the Country on which we live and work. We pay our respects to those who have gone before, Elders, past and present, who have cared for Country, and practiced culture in this place since time immemorial.



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## 1. Chairperson's Report

It is with pleasure that I present my first Chairperson's report for Tamworth Local Aboriginal Land Council.

The 2021-22 financial year has been a fast-paced year of continued activity and growth, and it has been an honour to sit at the helm through this journey. Tamworth LALC has a strong sense of its potential to create positive generational change across our communities through a strong focus on youth development, Aboriginal culture and healing alongside our custodianship for land and cultural heritage.

I am proud to have seen the continued high quality delivery across all of the LALC's programs throughout the year, despite the ongoing challenges presented by COVID within our communities. I feel privileged, when I am out in community to hear positive feedback and discussion about the programs that the LALC is delivering and the difference that they make in people's lives, to be part of this organisation.

I am proud of the superb job that all of the staff of the LALC, from CEO down, undertake to provide a consistent quality of service to the community that ensures our young and emerging leaders are well supported in their aspirations and eventually into their career paths.

I hear from community how important the Opportunity Hub is, and how their consistent service delivery is making a difference for students within our schools and within the community. I hear from Bumbira participants how much they enjoy attending and how the program supports them in the growth of their own confidence, skills and leadership. Importantly, some of this feedback is coming from our community Elders. We could not get higher praise.

As Chairperson, I have also been pleased to see the significant investment occurring at Trelawney. The new infrastructure and financial investment into that property will mean we can achieve our aims and goals of establishing and running Trelawney as an economically viable farm business that provides a range of benefits across different parts of the community.

It is certainly difficult to pick a highlight for the year. The many highlights are a result of the passion and efforts of our staff we thank them all for the contributions and the difference that they are making to our community now and into the future.

I commend this Annual Report to you

- Daisy Cutmore



## 2. CEO's Report

I am very pleased to present another Annual Report to our members, partner organisations and Aboriginal community stakeholders. The last year has been full of achievements and the Tamworth LALC is proud to have continued to deliver high quality services across our community in spite of the challenges posed by the pandemic.

I would like to start by acknowledging Board Member Jacqui White who passed away in November 2021. Jacqui had been on the Board since 2019 and made many significant contributions over her years of service. In 2020/2021 we saw Jacqui come into her own in her leadership role as she took a place on the Aboriginal Land Agreement Negotiation Team and became involved with our partnerships with the Guyra community. Jacqui had finished raising her children and her grandchildren and had made a decision that the LALC was going to be her volunteer focus. She was a committed contributor and we honour her life and the passion she brought to her LALC Board role.



Key strategic successes over the past year have been the attracting of funding for new positions to fill gaps within our current suite of youth services, and funding for critical infrastructure projects. The LALC's reputation as a well-governed, accountable organisation that prides itself on high quality service delivery provides us with a range of great opportunities through our funding partners and we are very grateful for their continued support.

The appointment of a Program Coordinator role working across Bumbira and the Opportunity Hub, as well as the appointment of the Community Connector position have been critical in boosting our relationships with schools over the past year. The teaching backgrounds that both Amy and Casey have brought to these roles, and their understanding of the Education system has greatly benefited the opportunities to work more deeply and meaningfully with the young people who need our programs the most across our communities.

New funding has recently been approved through NIAA to appoint a post-school officer. This position will fill a service gap that has become evident for students post-year 13. Aboriginal students in further education or employment are still requiring supports into their late teenage years and early 20s and the Post-School Officer role will be able to provide that ongoing support.

At Trelawney we were able to provide essential infrastructure maintenance and upgrades over the last financial year, thanks to funding from NSWALC. In the coming year, we will see further investment in fencing, laneways and yarding thanks to funding from ILSC, and investment in the Shearing Sheds as a result of money put aside by the LALC Board.

In closing I would like to thank Daisy for her leadership in her role of Chair. Daisy is a strong, active leader with an acute sense of the governance needs of the organisation. We are pleased to have her at the helm of our organisation as it grows and adapts to meet the needs of our community.

– Fiona Snape



International Women's Day  
celebrations at Trelawney



### 3. Charter

The Tamworth LALC (referred to from now as “Council”), is constituted in accordance with the provisions of the *Aboriginal Land Rights Act 1983* as amended and administers the relevant provisions of that Act as they apply to the functions listed under Aims and Objectives.

The Act provides that the Minister for Aboriginal Affairs may, by notice published in the Government Gazette, constitute an area as an Aboriginal Land Council Area.

### 4. Aims and Objectives

The aims and objectives and ranges of services, which the Council can pursue or provide, must be in accordance with the Objectives as provided for in Section 51 of the NSW Aboriginal Land Rights Act 1983 as amended.

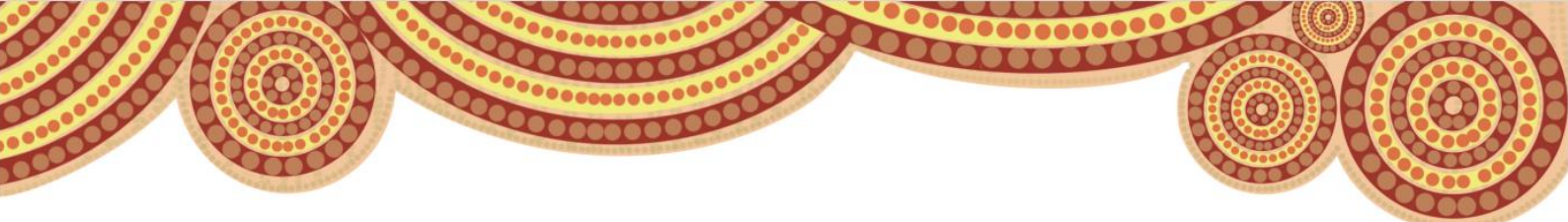
***The objectives of the Council are to improve, protect and foster the best interest of all Aboriginal persons within the Council’s area and other persons who are members of the Council.***

### 5. Functions under ALRA

Section 52 of the NSW Aboriginal Land Rights Act provides for a Local Aboriginal Land Council to have the following functions:

- (1) A Local Aboriginal Land Council has the functions conferred or imposed on it by or under this or any other Act.
- (2) **Land acquisition:** A Local Aboriginal Land Council has the following functions in relation to the acquisition of land and related matters:
  - (a) In accordance with this Act (ALRA) and the regulations, to acquire land and to use, manage, control, hold or dispose of, or otherwise deal with, land vested in or acquired by the Council.
  - (b) Functions relating to the acquisition of land and any other functions conferred on it by or under Part 4A of the NPA Act,
  - (c) To submit proposal for the listing in Schedule 14 of the NPW Act of land of cultural significance to Aboriginal persons that are reserved under the NPW Act,
  - (d) To negotiate the lease by the Council or by the Council and one or more other Aboriginal Land Councils of lands to which section 36A applies to the Minister administering the NPW Act,
  - (e) When exercising its functions with respect to land that is the subject of a lease, or proposed lease, under Part 4A of the NPW Act, to act in the best interests of the Aboriginal owners of the land concerned,
  - (f) To make written applications to the New South Wales Aboriginal Land Council for the acquisition by the New South Wales Aboriginal Land Council of land on behalf of or to be vested in, the Local Aboriginal Land Council,
  - (g) To make claim to Crown lands.
- (3) **Land use and management:** A Local Aboriginal Land Council has the following functions in relation to land use and managements:



- 
- (a) To consider applications to prospect or mine for minerals on the Council's land and to make recommendations to the New South Wales Aboriginal Land Council in respect of such applications,
  - (b) To protect the interests of Aboriginal persons in its area in relation to the acquisition, management, use, control and disposal of its land.

**(4) Aboriginal culture and heritage:** A Local Aboriginal Land Council has the following functions in relation to Aboriginal culture and heritage:

- (a) To take action to protect the culture and heritage of Aboriginal persons in the Council's area, subject to any other law,
- (b) To promote awareness in the community of the culture and heritage of Aboriginal persons in the Council's area.

**(5) Financial stewardship:** A Local Aboriginal Land Council has the following functions in relation to financial management and business planning:

- (a) To prepare and implement, in accordance with this Act, a community, land and business plan,
- (b) To manage, in accordance with this Act and consistently with its community, land and business plan, the investment of any assets of the Council,
- (c) To facilitate business enterprises, in accordance with this Act and the regulations and consistently with its community, land and business plan.

**(6) Other functions prescribed by regulations:** A Local Aboriginal Land Council has any other functions prescribed by the regulations.

Note: Under section 50 of the *Interpretation Act 1987*, a Local Aboriginal land Council has certain functions as a statutory corporation, including the power to purchase, exchange, take on lease, hold, dispose of and otherwise deal the property. This provision is subject to the provision of this Act.

## 6. Access

**Office Address:** 123 Marius Street Tamworth NSW 2340

**Postal Address:** PO Box 57 Tamworth NSW 2340

**Phone:** (02) 6766 9028

**Mobile:** 0458 764 197

**E-mail:** [admin@tamworthlalc.com.au](mailto:admin@tamworthlalc.com.au)

**Office Hours:** 9.00 am to 4.30 pm, Monday to Friday

**Contact:** Fiona Snape, CEO

**Bumbira Workshop and Gallery Address:** 1E Darling Street, Tamworth NSW 2340

**Postal Address:** PO Box 57 Tamworth NSW 2340

**Phone:** (02) 6766 9028

**E-mail:** [coordinator@tamworthlalc.com.au](mailto:coordinator@tamworthlalc.com.au)

**Hours:** Workshop hours and by appointment

**Contact:** Bumbira Program Coordinator

## 7. Management and Structure

### The Board

The Tamworth LALC functions under the authority of the Board of Directors.

**Chairperson:** Daisy Cutmore

**Deputy Chairperson:** Amber Vernon

**Board Members:** Trevor French, Narelle White, Bradley Freestone, Patrick Strong, Micheal Miller, Lyniece Keogh, Rona Slater and Rob Irwin.

Name and date / status of appointment	Position/s held	Meetings attended	Remuneration
<b>Daisy Cutmore</b> ELECTED 2/9/2013 RE-ELECTED AGM 19/8/2019	CURRENT Board Member Elected Chairperson 9/9/2021	9	\$1000
<b>Bradley Freestone</b> ELECTED 5/9/2011 RE-ELECTED AGM 19/8/2019	CURRENT Board Member	9	\$750
<b>Narelle White</b> ELECTED 5/9/2011 RE-ELECTED AGM 19/8/2019	CURRENT Board Member	9	\$750
<b>Trevor French</b> ELECTED 2/9/2013 RE-ELECTED AGM 19/8/2019	CURRENT Board Member	9	\$750
<b>Patrick Strong</b> ELECTED AGM 19/8/2019	CURRENT Board Member	8	\$750
<b>Amber Vernon</b> ELECTED 9/12/2019	CURRENT Board Member Elected Deputy Chairperson 9/9/2021	10	\$750
<b>Micheal Miller</b> ELECTED 21/3/2022	CURRENT Board Member	3	\$187
<b>Lyniece Keogh</b> ELECTED 21/3/2022	CURRENT Board Member	3	\$187
<b>Rona Slater</b> ELECTED 21/3/2022	CURRENT Board Member	3	\$187
<b>Robert Irwin</b> ELECTED 21/3/2022	CURRENT Board Member	3	\$187
<b>Kristen Dalton</b> ELECTED 19/8/2019	Board Member - Left 9 February 2022	0	\$0
<b>Jacqueline White</b> ELECTED 17/6/2019 ELECTED AGM 19/8/2019	Board Member - Passed away	2	\$0

## Staff

The Tamworth LALC currently employs 24 staff, of whom 21 identify as Aboriginal. Staff are employed to carry out the LALC's core functions, in addition to a number of different funded programs which help the LALC to meet the needs and aspirations of Tamworth's Aboriginal community. These are:

- Tamworth LALC Executive and Administration team
- Bounce Back and Bounce Between
- Tamworth Opportunity Hub
- Bumbira Art and Culture Program
- Wattleridge and Tarriwa Kurrukun Working on Country and IPA program
- Tamworth Community Connector
- Post School Officer

### TAMWORTH LALC EXECUTIVE AND ADMINISTRATION TEAM / BOUNCE BACK AND BOUNCE BETWEEN

The Tamworth LALC CEO and Administration team are responsible for the efficient and effective fulfilment of Tamworth LALC's objectives in line with the Community, Land and Business Plan. Through the LALC's strategic partnerships, they grow and improve the wellbeing of the Tamworth Aboriginal community through our programs. Functions covered by the CEO and Administration team include strategic oversight of all programs, human resources and corporate services, financial management, housing management and some project management, with Lakeisha taking the lead on the Bounce Back and Bounce Between programs.



**Fiona Snape**  
Chief Executive Officer



**Brittni Wann**  
Administration



**Lakeisha Hile**  
Administration and  
Bounce Back Project Mgmt

### TAMWORTH OPPORTUNITY HUB

The Tamworth Opportunity Hub employs a Program Coordinator and a team of Futures Mentors who work with local schools and a network of partners to match Aboriginal students from Year 5 to post-school with employment, mentoring, scholarships, internships and volunteer work to help them reach their potential and realise their career aspirations. The Opportunity Hub achieves this work by engaging young Aboriginal people and their families early on at school through a variety of programs that include cultural learning, Aboriginal dance and language, Aboriginal arts and crafts, and health

and wellbeing. The Opportunity Hub's Futures Mentors track and support Aboriginal people's progress throughout their school life and through their transition to employment.



**Amy Strong**  
Program Coordinator



**Krystle Lamb**  
Futures Mentor



**Samantha Way**  
Futures Mentor



**Michelle Fermor**  
Futures Mentor



**Eedi Nigro**  
Futures Mentor



## BUMBIRA ART AND CULTURE PROGRAM

Bumbira Arts and Culture Program works with the local Gomeri community to improve social and emotional well-being through art, culture, connection to community and cultural identity. Gomeri women of all ages are invited to join their programs which run on a weekly basis during school terms. Through Bumbira's programs, participants gain cultural knowledge and skills in traditional and contemporary art making and cultural practices, as well as improved social and emotional wellness in a nurturing, positive and safe environment.



**Kaliela Thornton**  
Bumbira Project Officer



**Cassie Withers**  
Bumbira Project Officer



**Casey Howard**  
Community Connector

## ABORIGINAL COMMUNITY CONNECTOR

The Aboriginal Community Connector position is funded through the Premier's Aboriginal Education Priority. The position focuses on the holistic wellbeing needs of Year 10 students and has been developed in order to address the complex barriers for students that may prevent them from reaching their full potential.

## SITES OFFICERS

The Tamworth Local Aboriginal Land Council currently employs four Sites' Officers, all of Gomeri and Anaiwan descent. Senior Sites Officer, Donny Fermor has been working for the TLALC since 2009 and is currently sharing with the three younger Sites Officers, Michelle Fermor, Edward Fermor and Michael Fermor. Michelle Fermor. Michelle has completed her Diploma of (Geo) Science with the University of New England and uses her knowledge about the environment and geology to help throughout sites work. Michelle handles the administration and scheduling of sites work. Trainee Sites



Officer, Edward Fermor has been working alongside Donny to expand his cultural knowledge since 2020. Edward is passionate about his culture and is always willing to learn more. Trainee Sites Officer, Michael Fermor started in this role in May 2022. He has always been passionate about sites work and has shown good knowledge around the work and culture, he takes the time to learn from Donny and works well with the other staff.

#### WATTLERIDGE AND TARRIWA KURRUKUN WOC AND IPA PROGRAM

The WOC and IPA team are based in Guyra and take responsibility for Wattleridge and Tarriwa Kurrukun Indigenous Protected Areas (IPAs). The Banbai Nation have managed and cared for Country for thousands of years and the IPAs not only provide access to relatively undisturbed Northern Tablelands forests and escarpment environments, but links to Banbai culture, stories and lore. By caring for Country the staff maintain their continuing connection to Banbai culture



**Sam Des Forges** – Operations Manager; **Tremaine Patterson** – Senior Ranger; Rangers **Lesley Patterson, Cody Patterson, Peter Ahoy, Dominic Cutmore, and Kane Patterson.**



## Meetings

### Members meetings

Date	Venue	Voting Members in attendance
<b>28 October 2021 (AGM)</b>	Coledale Community Centre	14
2 December 2021	Coledale Community Centre	21
21 March 2022	Coledale Community Centre	33
2 May 2022	Coledale Community Centre	20
14 June 2022	Coledale Community Centre	25

### Board meetings

Date	Venue	Board Members in attendance
12 August 2021	Tamworth LALC Office	7
9 September 2021	Tamworth LALC Office	7
14 October 2021	Tamworth LALC Office	6
15 November 2021	Tamworth LALC Office	6
9 December 2021	Tamworth LALC Office	6
9 February 2022	Tamworth LALC Office	5
14 March 2022	Tamworth LALC Office	6
4 April 2022	Tamworth LALC Office	10
3 May 2022	Tamworth LALC Office	8
6 June 2022	Tamworth LALC Office	7

Coolamon workshop held at Trelawney







## 8. Summary Review of Operations

### Services of the Council

1. Hold quarterly meetings with Council members
2. Make land claims and acquire land
3. Provide social housing to tenants who are Council members
4. Administration
5. Opportunity Hub Tamworth
6. Bumbira Arts and Culture Program
7. Community Connector
8. Post-school Officer
9. Wattleridge and Tarriwa Kurrukun Working on Country and IPA Programs
10. Trelawney Station management
11. Aboriginal Land Agreement negotiations
12. Bounce Back and Bounce Between
13. School Holiday program
14. Aboriginal Cultural Showcase
15. Provision for programs and events to benefit the community

### Economic or Other Factors

The following activities and functions have been undertaken by Tamworth LALC:

- Service to the LALC members,
- Functional LALC office open Monday to Friday,
- Regular members meetings,
- Increased membership to 971 during the year (Voting: 370; Non-Voting: 601),
- Policies and Procedure reviewed and updated,
- All ATO compliance submitted within required timeframes,
- Current housing policies reviewed,
- Community Land & Business Plan activities and reporting completed,
- Site inspections continuing,
- Held AGM for 2021 as per ALRA,
- Complied with the ALRA, Regulations and Model Rules,
- Auspice funds for a range of grants from NSW and Australian Government.

### Financial Management

#### Financial Statements

See Appendix A

#### Payment of Accounts

All accounts to 30 June 2022 have been paid within normal trading terms which range from 7 to 30 days. As at 30 June 2022, Tamworth LALC has no long term debt. Tamworth LALC has appropriate policies in place to ensure controls around payment of accounts. All accounts are currently being paid within 30 days of receipt.



## Governance and Compliance Activities

### **Research and Development**

A Consortium of complementary service organisations oversees and provides input and partnerships to ensure the success of the Tamworth Opportunity Hub, Bumbira Arts and Culture Program and Community Connector positions. A Governance Committee including stakeholders from Guyra LALC and the Banbai community works with Tamworth LALC to oversee and ensure the cultural integrity and relevance of the Wattleridge and Tarriva Kurrukun Working on Country and IPA projects.

The Wattleridge and Tarriva Kurrukun WOC and IPA Projects have a relationship with Michelle McKemey who has completed her PhD in cultural burning practices and work closely with her and the Firestick Alliance around developing this skill set within the Aboriginal Ranger team and more broadly.

Participant feedback and satisfaction questionnaires have been developed and will be used to regularly gather feedback from community members engaging with the Bumbira Art and Culture Program. School and student feedback is regularly gathered through formal and informal feedback mechanisms to assess the success of the Opportunity Hub programs within schools.

### ***Gomeroid Gaaynggal Program Research***

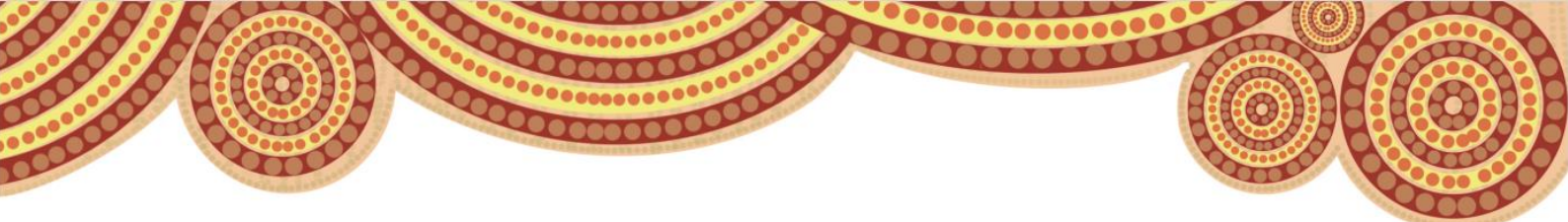
The Bumbira Art and Culture Program was originally borne out of the Gomeroid Gaaynggal Program, a research project run by the University of Newcastle which aims to explore the pre-cursors of kidney disease, diabetes and other illnesses impacting on Aboriginal women by studying exposure to stressors (including nutritional/psychological/physical/environmental) to the baby and mother during pregnancy and the effect these have on the future health of both mother and child. The engagement program that ran beside the research was based around arts and culture workshops for pregnant mothers and mothers with young children, and the success of this aspect in providing women with a forum to discuss and take on positive health prevention messages and partake in cultural healing through weekly social events has developed into the Bumbira Art and Culture Program.

Under the auspice of the Tamworth LALC, Bumbira has focused on the cultural outreach arts programs while the research component has been continued by the University of Newcastle, and from the commencement of the 2022/2023 financial year, no research funding will be included in the Bumbira contract.

In the lead up to this transition, community consultation and partnership building has been undertaken by the University, and a formal agreement between Tamworth LALC, Tamworth Aboriginal Medical Service and the Gomeroid Gaaynggal Steering Committee has been signed with University of Newcastle.

Tamworth LALC will provide the \$50,000 research component of our 2021/2022 Bumbira funding to the University of Newcastle to allow them to employ and train two local Aboriginal trainees over 6 months to address priorities identified by the study. These will include:

1. Train an Aboriginal Health Worker in evidence-based breastfeeding education and training – 0.6FTE over 6 months;
2. Train an Aboriginal Research assistant in participant recruitment and project management – 0.4FTE over 6 months; and

- 
3. Provide mothers access to culturally appropriate breastfeeding education and support so they can make informed decisions on infant feeding.

The staff members will work alongside the Tamworth LALC's and Tamworth Aboriginal Medical Services' programs in partnership with UoN and the Steering Committee.

### **Human Resources Management**

HR is being managed primarily in house again at the current time. An external HR organisation, Pinnacle People Solutions, was engaged for a number of specific projects throughout the year including the restructuring of the WOC and IPA teams.

The Tamworth LALC has engaged private counselling business, The Healing Room, to be the LALC's provider of staff support services. A number of staff have been able to access this program over the past 12 months and receive support for personal and work-related issues in order to support their mental health and wellbeing.

### **Risk Management and Insurance Activities**

Insurance policies are currently in place for all buildings, public liability, professional indemnity, volunteer insurance, vehicle and contents.

### **Workplace Health and Safety**

All policies and procedures have been updated this financial year.

## **Significant Operations**

### **HOUSING**

Tamworth LALC currently own ten rental properties and head lease five from the Aboriginal Housing Office (AHO). Properties were managed by Ray White under a management agreement throughout 2021/2022.

#### *NSW Local Scheme Registration*

Tamworth Local Aboriginal Land Council are now registered under the NSW Local Scheme for housing with approval being granted on 7 February 2022. Under the Scheme, TLALC gained tier 3 registration and will now appear on the NSW Local Scheme register of community housing providers, located at [www.rch.nsw.gov.au](http://www.rch.nsw.gov.au).

Registration under the New South Wales Local Scheme enables TLALC to continue managing housing properties on behalf of the AHO and to tender for assistance from Housing Agencies should the opportunity arise. Our registration shows that TLALC demonstrates a capacity to comply with the Community Housing Providers (Adoption of National Law) Act, and meets the eligibility and suitability requirements of a Tier 3 community housing provider.

The NSW Local Scheme has been active in NSW for approximately 3 years to date and provides a high level of compliance and performance monitoring of housing providers – giving security to tenants about the service they receive.

The key objectives of the NSW Local Scheme are to:

- Provide a NSW local system of registration, monitoring and regulation of entities that provide community housing but are unable to be registered under the National Regulatory System for Community Housing
- Provide a regulatory environment to support the growth and development of the community housing sector
- Pave the way for future housing product development
- Protect Government investment in the community housing sector

### **STAFF TRAINING AND PROFESSIONAL DEVELOPMENT**

Tamworth LALC staff were provided with a range of opportunities to undertake professional and personal development throughout the 2021-2022 year.

COVID Lockdown provided an opportunity for all Opportunity Hub staff who undertook:

- Food Handling Certificate (12 July)
- Online Mental Health Training – Statement of Attainment
- Online Emerging Minds Training Modules
- Child Protection Training (via ZOOM | 21 September)

Staff were also shown the range of online modules available online through NSW Department of Education. Staff took the option to undertake a number of these short online courses including:

- Certificate of Completion- Child Protection Awareness Induction Training - 2021
- Certificate of Completion- Child Protection Update - 2021
- Certificate of Completion- PLNTS Cultural Diversity - 2021
- Certificate of Completion- PLNTS Introduction to Multicultural Education - 2021
- Certificate of Completion- PLNTS Student Wellbeing - 2021
- Certificate of Completion- PLNTS Supporting Students - 2021
- Certificate of Completion- PLNTS Aboriginal Education and Communities -2021
- Certificate of Completion – PLNTS Aboriginal and Torres Strait Islander Customers - 2021
- Certificate of Attendance- Resume Writing and Interview Techniques- 2021

Other development opportunities completed included:

- Aboriginal cultural walk at Tamworth Mountain Bike Park - Opp Hub / Bumbira staff on 13 July 2021
- Tree planting days at Trelawney - Exec & Admin / Opp Hub, Bumbira / Community Connector staff on 22 September 2022
- Story Toolkit Workshop with Gomeroi Training and Education - Opp Hub / Bumbira staff in January 2022
- Bush Tucker workshops with Uraah Innovations - Selected Opp Hub / Bumbira staff on 4 March 2022
- 5<sup>th</sup> National Indigenous Social and Emotional Wellbeing Forum, Darwin - Fiona, Brittni, Amy, Krystle, Casey on 21-24 June 2022
- Community Coolamon workshop with Winangali Infusion - Opp Hub / Bumbira staff on 30 June 2022

Individual staff also undertook study to improve their skills and pursue areas of interest relevant to their roles

- Michelle Fermor – Rotary Young Leaders Award
- Michelle Fermor - Diploma of Science in Geology
- Eedi Nigro – Cert IV in Youth Work
- Krystle Lamb – We Al Li Trauma Informed Care

Tamworth LALC's Sites officers – Michelle, Michael and Edward - are currently undergoing training to further their knowledge with a Statement of Attainment in the following Nationally recognized modules:

- AHCASW302 Relate Aboriginal Culture to Sites Work
- AHCASW303 Identify and Record Aboriginal Sites, Object and Cultural Landscape
- AHCILM306 Follow Cultural Protocol
- AHCASW313 Apply Knowledge of Relevant Legislation to Aboriginal Sites Work

### 5<sup>th</sup> National Indigenous Social and Emotional Wellbeing Conference

Amy and Krystle from the Bumbira team were among 5 staff from the Tamworth LALC who attended the 5th Annual National Indigenous Social & Emotional Wellbeing Forum held in Darwin from 21 – 24 June.



The forum had a range of presenters, discussing practical tools and strategies to assist with social and emotional wellbeing in community and offered advice on how to appropriately integrate culture into practice. The forum supported attendees on how to develop strategies to improve and implement service design and access, including a dedicated stream focusing on solutions for children and young people.

**Krystle said:** *This was my first flight and week away from my family, and I learned so much professionally and personally which will allow my continuous growth as a youth mentor. During this conference I got to attend the Larrakia Aboriginal corporation Arts in the long grass which supports vulnerable community in assisting with showers, hot meals, clothes washing and exposure to services such as health checks and they can participate in art. We also attended cultural awareness training learning about the Northern Territory First Nation culture specific to Darwin.*

### Michelle Fermor – Rotary Youth Leadership Award Program

Michelle was nominated by Tamworth LALC CEO Fiona Snape and Rotarian Ron Carr to attend the 2022 Rotary Youth Leadership Award Program held at Lake Keepit in May 2022. Michelle said that the program was extremely powerful and has changed her outlook on the world. Michelle felt the experiences from the program provided her with confidence in her own skill set, arming her with many interpersonal tips and tricks, opening her eyes to her strengths and how to hone these across a variety of situations. She also reflected that many of the techniques used to draw out the strengths, stories and expertise of the Award program participants were transferrable to her role as a Futures Mentor, where she will be able to implement them with her groups within the schools.

*Michelle said: - "Because of RYLA I know who I am, I know where I am going and what my end goal is. I know I want to be a leader in my community, to help shape the future generations, I want to grow an awareness in sustainability within our youth. I want to experience freedom in the form of travelling and seeing our beautiful country. I want to become a part of Rotary and the amazing things they do here and across the world."*



### COVID Prevention

The push to roll out vaccinations was a major focus of COVID prevention in late 2021 and a number of Tamworth LALC staff assisted with coordination of mass vaccination clinics led by the Tamworth Aboriginal Medical Service, in partnership with the Royal Flying Doctor's Service between 28 - 30 September. The clinics were the first mass vaccination Pfizer clinics offered in Tamworth and were a resounding success with 1875 people receiving their vaccinations and many of these being young people aged 12 – 16.





Cultural fire workshop led by the Ranger team

## OPPORTUNITY HUB

The Tamworth LALC's Opportunity Hub program has delivered strong consistent results throughout the year inspite of the ongoing pandemic. COVID has again put some pressures on delivery of the Opportunity Hub programs face-to-face programs within schools, particularly during the second half of 2021. However, overall, the Opportunity Hub team has continued to deliver a strong suite of program options across our regions' schools, and this has been rewarded by consistently positive feedback across the board.

Early in this financial year, the Tamworth Opportunity Hub submitted a contract variation request to phase out service delivery to Gunnedah and instead extend the Hub's service area to the Liverpool Plains LGA, a request that was granted mid-December 2021. While some success had been achieved at Gunnedah, it was not to the extent that was hoped for when Gunnedah was included in the Opportunity Hub contract in 2019 and we experienced many challenges with school engagement and continuity of program delivery.

From Term 1 2022, the Opportunity Hub staff began working in schools within Quirindi, Werris Creek and Walhallow schools – across which 92% of the Aboriginal students in the Liverpool Plains LGA are enrolled. Some continued service delivery was provided to Gunnedah High throughout the first two terms of 2022 and will now be phased out.

Throughout the year, the Opportunity Hub staff worked in a total of 21 schools across the Government, Catholic and Independent sectors, and delivered programs to over 530 unique Aboriginal students within our target group of Years 5 – 13.

A strong focus on cultural program delivery and wellness programs is in demand from the schools. Cultural topics covered have included Aboriginal language, dance, artefacts, weaving, art making with a number of major outcomes including murals and school performances developed and delivered for events such as Reconciliation Week and NAIDOC Week. Wellness components have included Drumbeat, RAGE, Meditation and Breath Work, Mindful Movement and the application of cognitive behavioural strategies within programs to assist with emotional regulation and expression. Charlie has also led the Outback Marathon project for a third year.







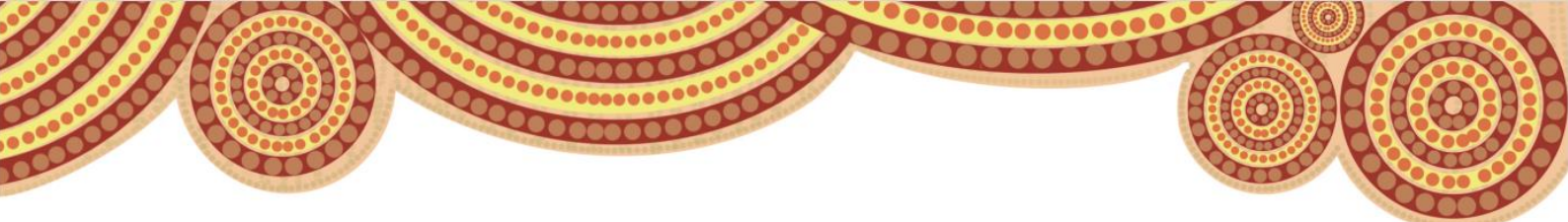
A few selected program highlights from throughout the year are included below:

### **Careers on Country**

The Opportunity Hub's Careers on Country event was run for a second year on the 8 and 9 June 2022, providing an annual employment expo tailored specifically to the needs of Aboriginal students in Years 9 - 12, which allows them to explore employment and career pathways in a relaxed, informal bush setting at Trelawney Station. 15 service providers attended which ranged from Universities, TAFE, employment services, businesses and emergency services.

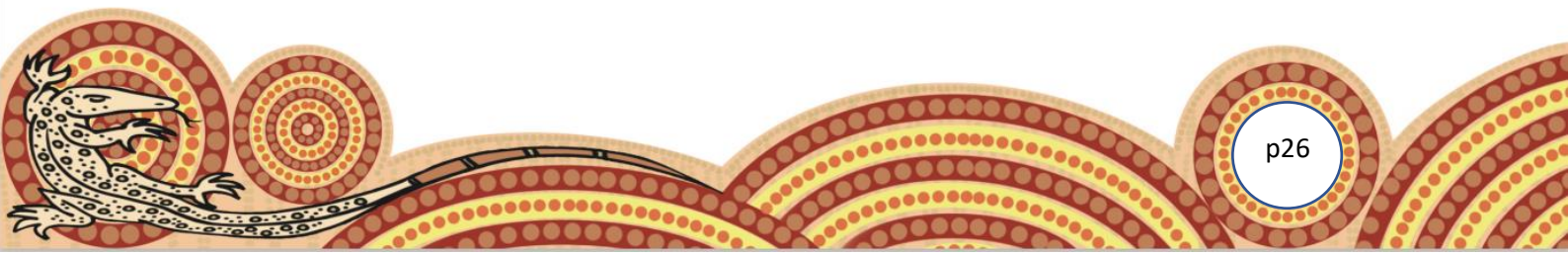
Uncle Len started both days with a Welcome to Country and Smoking Ceremony. The day was run like a 'speed dating' set up where the students were put into groups and given 12 minutes for each service provider. This way students were able to access every stall and get a brief overview on what it offers. They were given time at the end to return to each stall if they wanted more information.

Isaiah Firebrace was the special guest speaker, addressing the 102 attendees with a speech that explored the critical factors that he needed to make his own dream become reality, inspiring students to think about their own dreams and the importance of the support people in their lives. The message fitted well with the overall aims of the event, providing Aboriginal youth the opportunity to set their sights on the future, access careers guidance, and explore the many options available to them within the Tamworth region. Catering on the day was provided by 6 Aboriginal trainees from TAFE who supplied the catering with a bush tucker theme under the supervision of two TAFE teachers.



### **Moonbi Public School - Drumbeat**

Michelle and Hollie attended Moonbi Public School twice at the beginning of Term 3 to deliver Drumbeat. The students were eager learners and despite having only two lessons, at the end of Week 3 the students were able to perform both the Heartbeat song and the Listening song. They really enjoyed the challenge that the drums brought to their rhythm and coordination skills, and each group was willing to learn more than one section of the song. The students also enjoyed the games that come along with Drumbeat. The Drumbeat Program with Moonbi Public School was eventually rebegun mid Term 4. Working across the whole-school, the Opportunity Hub mentors were able to teach the students a total of



four songs including The Heartbeat Song, The Listening Song, The Tolerance Song, and The Respect Rhythm.

### **Tamworth West – Anger management**

In Term 3 Charlie ran a session focusing on emotional regulation at Tamworth West Public School. The session was focused on breath-work and taught students skills that will help them to self-regulate when experiencing anger.



Tamworth West is one of Charlie's 'rowdier' schools, and she makes emotional control a particular focus for students at this school with great feedback from teachers. To date, Charlie has taught them a number of breathing techniques that are helpful for anger and they have been practicing these.

### **Australian Outback Marathon 2022**

Marathon training commenced for 2022 in Term 1 of 2022. This year the fitness training regime for participants will be incorporating bouldering via a partnership with Ten4 Bouldering League. The strength and skills developed through bouldering will help the students to help improve running technique, mobility, strength & conditioning. The team have also been adding a weekly yoga session to help with recovery as well as breathing technique and mental toughness through meditation.

After two years of COVID cancellations the Australian Outback Marathon will go ahead in 2022 which is very exciting for the team of students handpicked for this year's event. Led by Futures Mentor Charlie, this quarter the team have been following a strength and endurance training program as part of their program of preparation. A few of their sessions have been at Ten4 Bouldering Gym, which has helped with mobility, strength, and team bonding. Additional opportunities were also developed for students to participate in workshops delivered by the physios from University of Newcastle (UON). In these workshops the students learned warm up/cool down protocols, as well as how to strap ankles.



This training block, some of the other team members have had COVID-19, as well as influenza

A, but have shown great resilience doing what they can to prepare for race day. It has been a marathon to get to the marathon, with lots of ups and downs, but the resilience, dedication and spirit the team has shown through adversity has been admirable, and we couldn't be more excited to represent our community, and to run on the red dirt at the heart of our nation.



### St Joseph's Quirindi

Krystle worked with St Joseph's Primary School in Quirindi to commence a cultural identity program. During Term 1 students have established group values, connection to Country through mindfulness, and are learning Gamilaraay language through story telling.



### Werris Creek - Stages 2 & 3

Futures Mentors Samantha and Krystle have been working with Stages 2 and 3 students (respectively) at Werris Creek Primary School to provide identity and language education. They have been running weekly activities that have been tailored to age groups they are working with, to ensure that students are engaged from week to week. One of the activities they worked on through the term was expressing ideas around identity through poetry. The unit provided education about structuring poetry and considered a number of different examples of poems that expressed aspects of the poet's identity and ideas of self. The unit built on the student's learning about themselves, their cultural identity and connecting to nature.

Year 4 student Eric Smith was really engaged by the activity and wrote the following poem:

*I am a gum tree because I provide homes for koalas and I am strong.  
I am summer because I give opportunities to cool down by eating ice cream and going to the beach.  
I am gaming because I am great at fortnite and got 10 victory crowns this season with 3 gems and I also won a tournament, this makes me feel accomplished.  
I am the 3 little sisters because the story is about 3 girls who got casted by a witch into rocks, it makes me proud of my culture, I also love my sisters and Mum.  
I am red because it's a dark colour and makes me feel cool.*

*I am a cheetah because I am faster than Usain Bolt and beautiful.  
I am fire because I am bright and I keep the fire burning.  
I am me.*

### **Liverpool Plains Culture Club NAIDOC Dance**

Futures Mentors Krystle and Sam have been working across four schools in the Liverpool Plains area including Quirindi Primary School, Werris Creek Primary School, Walhallow Primary School and St Josephs Primary to facilitate a Quirindi Primary schools Culture Club. Across all schools, the staff have focused on cultural connection, storytelling and co-designing a community dance. This is a major part of Gomeri kinship within the Liverpool Plains area.

The Aboriginal dance co-design was developed in partnership with Year 9 and 10 students from Quirindi High School, around the story of the Guri Tree (Emu Apple Tree) and its cultural significance to the Liverpool plains. Futures Mentors Jake and Krystle worked with the students to choreograph the dance which tells the story of the interconnected relationship between the Emu, the emu apple tree and the cultural responsibility to care for the tree as well as Country, and how all living things connect and need each other.



**Jake and Krystle with AEO Meg O and the Quirindi High School's Year 9 & 10 Kinship classes visiting the Guri tree.**

Students from all Liverpool Plains schools performed the dance at the Community NAIDOC celebrations.

### **St Edward Catholic School – Aboriginal weaving extension**

Michelle worked in St Edwards Primary School twice at the beginning of Term 3. After starting a weaving unit with students in the first half of the year, Term 3 was about expanding students' knowledge of weaving. After revising the information taught in Term 2, students first used plain raffia to create armbands, focusing on pulling their stitches in tight and refining their skills. Michelle could see improvements in each students' skills throughout this lesson. In the second week, with only a small class due to another school event, Michelle had students start working on a coaster using plain raffia. The coaster will be built on in future lessons to build into a basket through the term. Thanks to the small group, Michelle was able to help each student allowing them to really perfect their skills, and all students were very happy with the outcome.





Trelawney Station



## BUMBIRA ART AND CULTURE PROGRAM

The Bumbira Art and Culture Program has provided art and culture based social and emotional wellbeing programs to community girls and women through weekly workshop, events and programs and exhibitions across the full year of the program. A number of themes have been covered throughout the year including *dhiyaan* (family), *ynarr dhuwi* (Women's Spirit), and Get Up! Stand Up! Show Up! which drew on the 2022 National NAIDOC Theme.

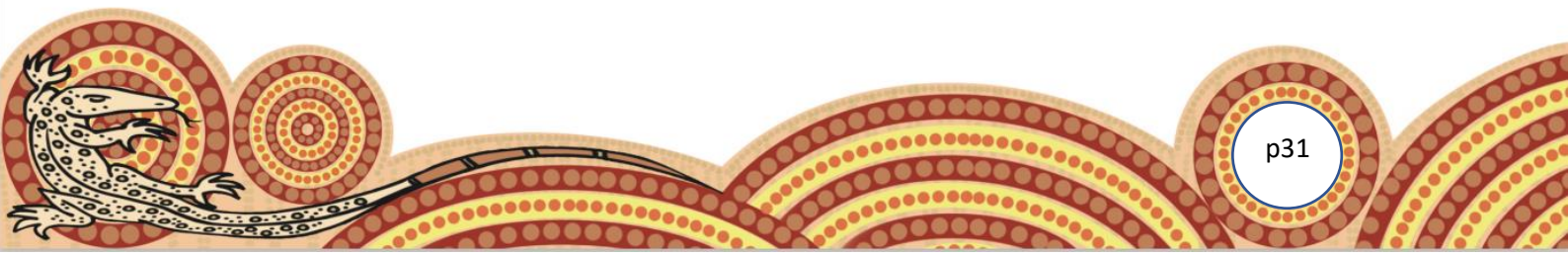
Across the year's programs, Bumbira staff shared knowledge of Aboriginal kinship systems, totems, the moiety system for Gamilaraay people; empowered expression of the women's strength of spirit, aspirations and core values; and encouraged them to embrace the National NAIDOC theme's call to action to bring about systemic change and maintain our investment in the social, emotional and cultural wellbeing of our mob, our Elders, our communities to ensure a strong future.

Bumbira's core programs of Art and Yarn (Tamworth and Manilla) and Yaama Gomeroi (Tamworth) ran throughout the year, with some online delivery during the second half of 2021 to adapt to the COVID public health orders in place at the time. A new youth-targeted program called Deadly Connections was also initiated and has been successful in engaging young people with Bumbira's Art and Culture programs throughout the year. Partnership outreach programs were run in conjunction with a number of local disability services including Northcott and Aruma, Banksia Mental Health Unit, Rosalie House Drug and Alcohol program, Tamworth Family Support Service and local preschools.

Bumbira's major exhibitions throughout the year included the NAIDOC Photography Exhibition, an exhibition held in conjunction with 2021 Aboriginal and Torres Strait Islander Children's Day and two concurrent exhibitions held to celebrated International Women's Day 2022.



The Dhurranmay-gal Dhirrabuu (Outstanding Leaders) Photography Exhibition was a key exhibition and community engagement activity, with Aboriginal leaders and emerging leaders nominated by the Tamworth community for their strong connection to Country, in line with the 2021 NAIDOC theme of

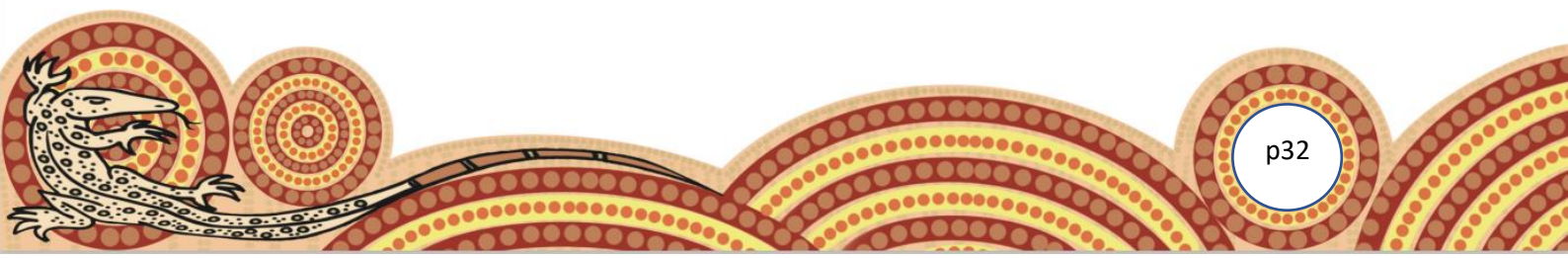


Heal Country. People of all ages from school students to Elders were featured in the exhibition. The exhibition was hung in the Tamworth Regional Council foyer, in the Ray Walsh House Exhibition space during the official NAIDOC Week dates from 7 July until 28 July 2021.

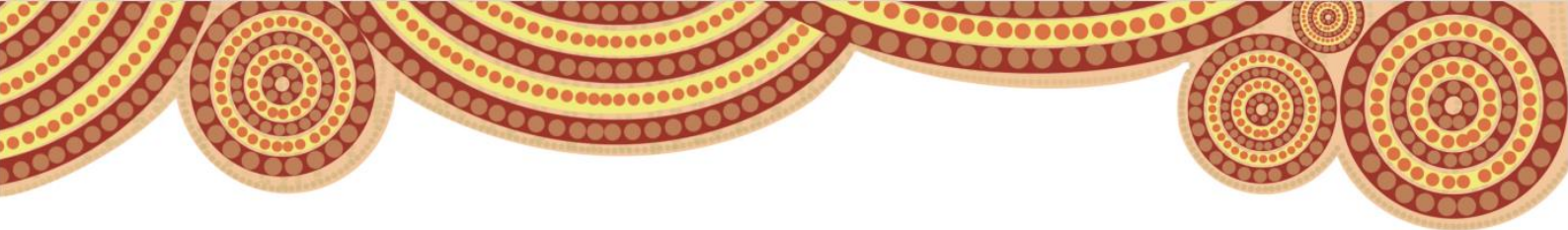


In both 2021 and 2022, Bumbira staff led the Tamworth NAIDOC Committee, which is a major undertaking on part of the community, with over 20 member organisations coordinating to run a calendar of events for the Tamworth community.

In August 2021, an exhibition showcased the talents of young and emerging artists from across the LALC region, with a colouring competition component meaning that young people of all ages could become involved. From mid-July, special support sessions were held each week for older students wanting to create their own original artwork, with mentoring and all materials supplied. In the older students' section, six female artists all shared unique stories through art, with some creating their first Aboriginal painting or first submission into an exhibition. The girls were very proud of their artworks and showed strength and resilience in sharing their stories through the artworks. The exhibition opening was held on Wednesday 4 August.







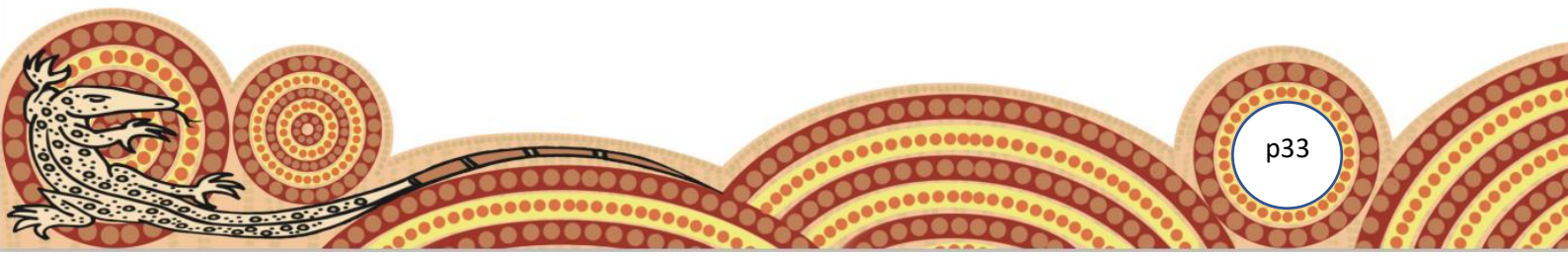
Visitors admire the artworks at the exhibition opening - and artist Shakayla Spearim with her artworks on display.

In 2022, Bumbira's major exhibition for International Women's Day comprised a photography exhibition and the artworks of the program's Art and Yarn participants. The artworks included creative creatures, Dhinawan Gawu (painted emu eggs), and a range of works on canvas created through Black 3.

The International Women's Day theme for 2022 was Changing Climates: Equality today for a sustainable tomorrow, and the campaign theme was "Break the Bias". Drawing on Aboriginal peoples' intimate connection to Country from water holes, food and medicines, fire, water, and land management, Bumbira participants showcased the sustainable practices and role of Aboriginal women in caring for Country in advocating and educating the next generation. The theme was used to recognise the contribution of women and girls around the world who are working to change the climate of gender equality and build a sustainable future for our country and for each other.

A number of special events were also held throughout the year including a weaving workshop with Auntie Dolly Jerome, a National Reconciliation Week Fun Day at Tamworth Youthie, candle making workshop, Dhinawan Gawu workshop, a community coolamon workshop, a Mother's Day event at Trelawney and many more.

The staff were proud to see the impact of the program on its participants over the year, including a number of women who stepped up to lead their own activities within the group, based on their passions and interests. Other impacts were seen on a personal level, with participants growing in confidence and stepping outside of their comfort zones within the safe space that has been created by the regular participants and facilitators of the Bumbira Art and Culture Program.





**Bumbira project officer Cassie Withers with the International Women's Day photography exhibition and some of the Dhinawan Gawu that were on display.**

#### **BOUNCE BACK AND BOUNCE BETWEEN**

Ninety-eight students registered for Bounce Back's program in the first term of 2022. The program was delivered over five Saturday tournament nights plus two Friday nights. A break was instated due to COVID (in Week 2 of the program) under direction from NSW Health.

Events included across the tournament were basketball nights, a star night at the Tamworth Regional Astronomy Centre, and a karaoke night at the Youthie. Students were picked up on the bus around 4:40pm, with the earlier start time put in place to allow safe COVID practices such as a staggered dinner time and less congestion at different gathering points during the night. Other COVID safe changes included coaches being assigned to a court, rather than a team, to minimise movement around the Sports Dome; workshops being moved from the foyer to the show court, to allow closing off of the area; workshops run primarily in-house to reduce the number of external visitors; and meals changed so that the dinners were pre-packaged and did not require handling/serving.

Workshops included code of conduct and team building, NSW Health Drug and Alcohol Team, Drumbeat, Bumbira Art and Culture Night, and University of Newcastle running a physical fitness / endurance test night. All of the workshops were very well received, with the participants' favourite workshops being the Drug and Alcohol education session. 10 volunteers assisted with the regular running of the nights, with a mix of staff, Aboriginal community and a few UoN students. Five Aboriginal community members were in paid roles as referees.

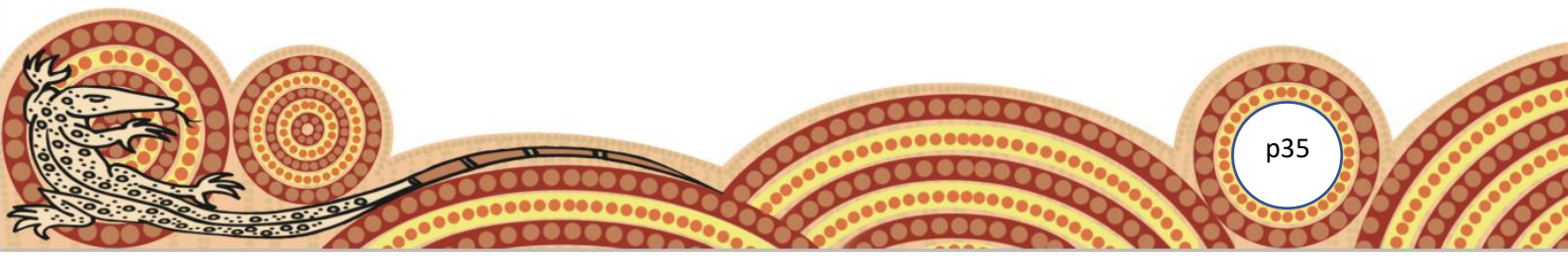
Challenges for the program included a large number of the UoN students who usually volunteer, dropping out after the first few weeks because of the risk of COVID to their placements. There was also a reduction in the number of girls attending after COVID, with only 2 girls regularly attending throughout the tournament.

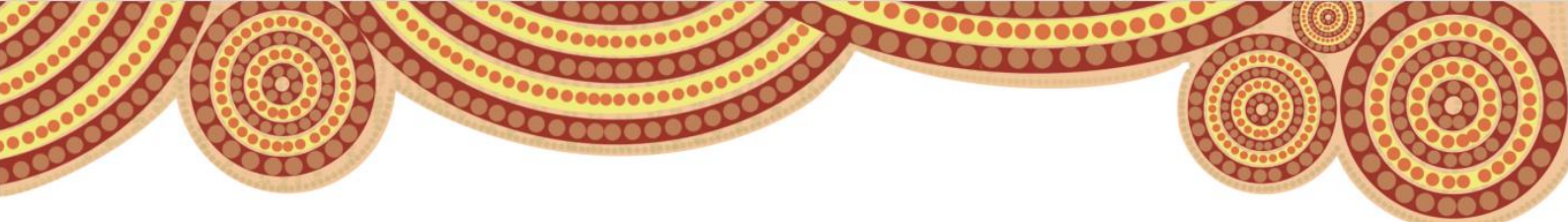
Only one Bounce Back tournament ran throughout the 2021-22 financial year due to the lockdowns and public health restrictions ongoing in late 2021.



### COMMUNITY CONNECTOR

The Community Connector role is an Aboriginal led initiative connecting Aboriginal students with supports within their community. It is based on an understanding that education and connectedness





to Country, culture and community are important. Together, these contribute to better learning, employment and health outcomes for our young Aboriginal people.

The Aboriginal Community Connector role helps to meet the Premier's Priority on Aboriginal Education and Culture which aims "to increase the proportion of Aboriginal students attaining their HSC by 50% by 2023, while maintaining their cultural identity." Aboriginal cultural values underpin the initiative, which is funded by the NSW Department of Education.

The Tamworth LALC's Aboriginal Community Connector Casey Howard, commenced with a cohort of Year 10s in 2021, supporting them to be culturally strong and remain engaged at school. She has followed those students through to Year 11 in 2022 and continues to work with them into their senior schooling as well as taking new referrals.

Casey assists students by connecting them with people and services in the community who, working together, will:

- Support students to advance their educational and broader goals
- Help students tackle challenges they may be facing at school or in life
- Connect students with cultural activities and opportunities so they can become a leader in the community

This is achieved by:

- Meeting with students at school, in their home, or anywhere else they feel comfortable to have a chat
- Talking to students about their passions and goals, and some of the challenges they may be experiencing at school or in their life that keep them from engaging in education
- Working with students and their family to develop a tailored plan that helps students address the challenges they are experiencing so they can reach their goals
- Building students' confidence and cultural connections so they have a strong foundation to realise their potential in education and in life

To date Casey has received 91 referrals and she has 39 active students on the program at the current time. Student challenges that she is seeing inside of schools include low engagement, low attendance, students not being listened to, mental health, behavioural/social issues, students requiring additional academic support and bullying. Student challenges outside of school include mental health, substance abuse, trauma, conflict within the home environment, housing, and personal relationships. Additional challenges at a broader level include lack of housing and extremely long waits to access paediatricians.

Successes to date include connecting students with counselling, 715 Health checks, driving lessons, cultural mentoring, physiotherapy, food hampers for families and school essentials such as uniforms and study tools. Casey has worked with many services available in Tamworth to help support our students and families, and is seeing the rewards of slowly breaking down barriers.



Bush Tucker Workshop at Walhallow  
with Uraah Innovations



## 9. 2020 - 2025 Community Land and Business Plan

The Tamworth LALC's new 2020 – 2025 Community Land and Business Plan was endorsed by members in September 2020 and outlines how the LALC will achieve 10 priority objectives. Consistent with these objectives the LALC has undertaken the following work within the 2021-2022 Financial Year.

### 1. Cultural knowledge and heritage

The Tamworth LALC continues to survey the cultural value of land for our own benefit and in partnership with other organisations. Over 2021/22 Tamworth LALC has provided sites officers for a number of major regional projects. See information on page 42.

The Tamworth LALC hosts the Bumbira Art and Culture Program which provides art, culture, language, connection and healing opportunities to Aboriginal people across the Tamworth LGA through a variety of programs and workshops. The work of Bumbira is showcased on pages 31 – 34.

The Tamworth LALC has attracted funding from NSW Crown Lands to document the history of locally important sites and land parcels. This work is now well underway and has involved site visits, mapping and the collation of research and oral histories. The project will continue into 2022/23.

The Tamworth LALC has attracted funding from Australian Government Department of Industry, Science, Energy and Resources to run a series of workshops sharing cultural fire knowledge and developing a series of Fire and Seasons calendars in partnership with Red Chief and Walhallow LALCs. Information on the Indigenous Fire and Land Management Workshops grant is included on p43-44.

### 2. Maximise the potential of Trelawney

In mid-2020, new arrangements were put in place for the management of Trelawney, with four of the properties paddocks leased to Aboriginal farmers, Trevor and Fallon Roberts, who will set the farm up for future financial viability. The initial lease period is for 3 years with an option to roll over for two additional years with reviews on an annual basis. The main focus of the new arrangements are to bring Trelawney Station up to a high standard of operational farming practice with a view to long-term sustainability.

To date the lease arrangement has seen significant pasture improvement and fencing repair and new paddock infrastructure including water points rolled out across the property. During 2021/22 an infrastructure upgrade was undertaken and completed, and funding was secured to build a new yarding and laneway system, which will be put in place in the coming year.

The leasees have also partnered with local organisations to bring a number of agriculture sector opportunities to Trelawney targeted at young people.

More information about the program of works at Trelawney is presented on pages 46 – 50.

### 3. Education, Training and Employment

The Tamworth LALC hosts the Opportunity Hub program who have delivered programs in 21 local schools across Tamworth, Gunnedah and Liverpool Plains LGAs in the 2021/2022 Financial Year. The work of the Opportunity Hub supports students to develop clear aspirations, develop strong cultural identity and follow pathways to further education, employment and careers. The work of the Tamworth Opportunity Hub is showcased on pages 24-29.

### 4. Youth Development

Opportunities for young people to develop cultural strength, healing and resilience have been offered through a variety of on Country opportunities and cultural excursions, knowledge sharing days and through the Bounce Back and Bounce Between programs. Some of these opportunities have been highlighted in the Tamworth Opportunity Hub, School Holiday Program and Bounce Back reports within this document.

Opportunities to develop the Youth Voice on the Tamworth LALC have been initiated through the election of Patrick Strong and Amber Vernon to the LALC Board in recent years, and the LALC was pleased to see Amber step into the Deputy Chairperson role in late 2021. It is intended to further extend this youth voice over the next 5 years.

### 5. Staff Capacity / Development and Succession Planning

Tamworth LALC staff across all programs have been supported to undertake a range of professional development courses relevant to their roles. Professional development undertaken this financial year is summarised on pages 20 – 22.

### 6. Health access and Community safety

The Tamworth LALC works collaboratively with TAMS and other Aboriginal and mainstream health service providers, cross-promoting the opportunities and health programs available to Aboriginal community members, partnering to deliver health promotion education workshops and hands-on experiences within our youth programs, and referring Aboriginal students and their families to appropriate wrap-around care. Any gaps in health service provision are referred up through the CAPO to be addressed.

In late 2021, Tamworth LALC staff took an active role in assisting with the roll out of COVID vaccination clinics, collaborating with TAMS to assist with marshalling and other coordinating roles on mass-vaccination days.

Bumbira also takes a roll in community wellbeing via the delivery of health promotion information and healing outcomes through their arts and culture programs.

#### 7. Strengthen and grow partnerships and strategic alliances

Post-school student guidance will be enhanced in 2022/2023 thanks to the Tamworth LALC's success in attracting funding from NIAA to support a Post-school officer position. The Post-School officer will support students in their transition from high school to further education and training and will have the capacity to provide ongoing support several years post-school.

The Tamworth LALC is also currently working towards an MoU with Water NSW. This new partnership has the potential to see a role for the LALC in providing staff for ongoing monitoring requirements for Chaffey Dam.

#### 8. Maintain good corporate governance and reporting

The Tamworth LALC's annual RAS review was conducted by NSWALC in May 2022 and the LALC has maintained its 100% compliance rating.

The LALC has met its compliance responsibilities to funding partners and funding providers across all programs in 2021/2022.

#### 9. Land and Housing

The Tamworth LALC have expanded the work we do in providing accountability in our community housing management by aligning our systems with the NSW Local Scheme – see information p19.

#### 10. Work towards providing a Community Benefit Scheme

Planning is underway to provide for the development of a farm income from Trelawney Station. Tamworth LALC has secured funding for the installation of fencing, laneways and yarding suited to cattle management over the next financial year, and once this is in place the LALC plans to purchase its own cattle. These will be fattened on a rotational grazing basis turned over each 6 – 12 months to generate an income. A proportion of the income will be put into a farm management budget, with the remaining amount dedicated to establishing a CBS for the Tamworth LALC's community.





Tree planting along the Peel River at Trelawney



## 10. Aboriginal Culture and Heritage

### Oral History and Research Project

A grant of \$50,000 was received from NSW Crown Lands to undertake a research and oral history project that would help the LALC to understand the cultural histories related to culturally significant sites and local landscapes. Seven sites of interest within the LALC's boundary were selected. The work is expected to contribute to an improved understanding of early Aboriginal occupation, movement through Country, use of natural resources and built environment. This improved understanding has the potential to influence the Tamworth LALC's future consideration of land negotiation and management opportunities, opportunities for co-management and access arrangements.

Amanda Gwalter was engaged to undertake research associated with the seven sites and throughout this year has visited all of the sites, undertaken site identification and site mapping, and completed drone recording. Additionally, she has interviewed 35 people with voice recordings undertaken for 15 of these interviews to create an oral history. Work on the project will continue in the next financial year.

### Aboriginal Site Assessments

The TLALC has more than doubled their Sites Work since 2021, mostly due to the Dungowan Dam and Pipeline Project. Funding to *design and build a new Dungowan Dam and pipeline was announced in 2020 and the project is expected to be completed by 2025*. The TLALC has been a part of this job since the beginning, taking part in cultural mapping, archaeological field surveys and test excavations to explore and document the Aboriginal objects, site, and places within the project footprint. More than 2000 artefacts have been identified and recorded throughout this process, and there is still ongoing work to be completed.

The finding from this work has resulted in 17 identified sites and places, along with a continuous and complex distribution of surface and shallowly buried stone artefacts distributed across the project footprint. These can be broken down as:

- Six cultural sites, including a gender-specific site encompassing parts of Terrible Billy Creek, a stone arrangement associated with a Creation Ancestor story, two culturally modified trees, a grinding groove and the former Dungowan Station where post-contact activities are believed to have occurred.
- Three social history places, reflecting locales of importance to the specific Aboriginal participants, and including a former residence, an environmental reserve, and a former school site.
- Three purported cultural sites that were identified by RAPs, but which cannot be anthropologically or scientifically validated as part of the ACHA, and including a natural ambush site, and
- Two stone arrangements that were considered to reflect burials. Further recommendations to explore these are proposed.

The TLALC has also taken part in a reburial of 75 artefacts at the Manilla Water Treatment Plant. The artefacts have been collected throughout the construction of the Water Treatment facility, which started early 2021. The job is now completed, and reburial took place on the 10 August 2022. The photo shows the plaque that was put into place to acknowledge the Kamilaroi/ Gamilaroi/ Gomeroi people and mark the scared site as a place of reburial.



### Indigenous Fire and Land Management Project

The cultural burn workshops that were scheduled for July 2021 had to be postponed due to COVID concerns and emerging public health restrictions at that time, and other planned workshop elements were then delayed until the COVID wave in January/February 2022 had somewhat subsided and immunisation rates had reached target levels.

### Bush Tucker Workshop

In March 2022, a series of three Bush Tucker workshops were run as part of the Indigenous Fire and Land Management workshop series with one workshop delivered in each of Tamworth, Walhallow and Gunnedah communities. Presenters Ted Fields Jnr and Shelly O'Leary from Uraah Innovations introduced participants to local bush foods and provided a discussion on the growing Australian market for bush foods, cultural intellectual property, and how the bush foods industry connects to opportunities for working on Country, caring for Country and cultural fire knowledge.

Ted Fields Jnr is a senior culture and languages knowledge holder and teacher with four decades of experience in the bush where he worked and learned and honed his skills in keeping and sharing languages and knowledge of country through culture. Shelly O'Leary holds skills in traditional tool making and traditional medicine preparation. Kaliela, Sam and Cassie are pictured (below) listening to Shelly talk about some of the traditional ingredients they were using as part of the workshop.





### **Fire and Seasons Calendar Development**

Ecologist Michelle McKemey also presented at each of the workshops, gathering input and information from Aboriginal community members in each of the communities regarding the development of the Fire and Seasons calendars that will be produced as a result of the project. The calendars will identify and describe the seasonal changes that act as bioindicators for fire across local LALC regions including Tamworth LALC and its two neighbouring LALCs. Aboriginal artists from each of the communities were engaged to produce art for the calendars. Aboriginal artists selected included Kisani Upward (Tamworth), Charna Reid (Walhallow) and Vicki Devine (Gunnedah). The artwork component of the calendars has been funded via a LLS contribution to Tamworth LALC and the Indigenous Fire and Land Management Project.

### **School Holiday Program**

A four-day school holiday program was run for primary students K-6 over the April School holidays. The program was fully-booked with 60 students registered, but due to COVID and sickness we only an average of 30 participants attended each day. Unfortunately, as we did not get notice from parents, we were unable to offer other families these positions.

Lance Brooks from Community for Communities attended for 2 days of the program to assist with event management and ensure continuity with the children who regularly attend. Other volunteers included Jake Way from Hillvue Public School and Hollie Taggart from Centacare who both assisted on the days the program was run from Hillvue School.

The April School Holiday program included an art and culture day with Bumbira, a sports-focused day where the children rotated through 4 different sporting activities, a nature day where the children learned about frog hotels and bird boxes with the Ranger team, and a movie day with Easter treats.

The day held with the Ranger Team's Operations Manager making the frog hotels was a standout day which the kids very much enjoyed. TLALC catered the program internally with Easter eggs donated by Woolworths. Each participant received an easter bunny egg and got to do up a small easter basket for their families.

DHUURRANMAY-GAL  
DHIRRABUU  
(OUTSTANDING LEADERS)

Donny Fermor



Always Was,  
Always Will Be.  
8-15 NOV 2020



Dhurranmay-gal Dhirrabuu  
(Outstanding Leaders) Light Projections



## 11. Community Benefit Scheme Activities and Expenditure

The Tamworth LALC does not currently run a Community Benefits Scheme (CBS), however plans have been put in place to develop a pool of funding for this use as Trelawney becomes more financially viable. During 2021/2022, the Tamworth LALC Board has undertaken significant planning to ensure the future viability and drought-proofing of the property over the coming years. A number of investments have been made into the infrastructure maintenance and upgrades at the farm, thanks to the receipt of funding support through NSWALC, ILSC and NIAA.

A plan is in place to purchase cattle for fattening, once new yarding and laneways infrastructure is in place. The cattle will be sold and turned over every 6 – 12 months. In the long-term, a percentage of farm income will be put aside to support a Community Benefit Scheme.

## 12. Land Acquisition, Management and Disposal

### Land Claims

Negotiations have continued throughout the year with a set of negotiation principles for Tamworth now established. The negotiation principles include parameters within which each of the partners will contribute to the process. Included are principles of good faith, capacity for creative solutions, and ensuring that the outcomes of the process are fair and equitable and provide broad benefits for Aboriginal communities.

Tamworth LALC's Aboriginal Land Agreement (ALA) Negotiation Team continue to work with Crown Lands to negotiate arrangements around 20 priority sites identified through the ALA process. While the 20 priority sites are the current focus of negotiations however desktop surveys are underway for 339 other sites that the LALC had previously expressed an interest in.

### Land Disposal

The Tamworth LALC has not disposed of any land holdings during the 2021/2022 financial year.

### Land Management Planning

#### TRELAWNEY STATION MANAGEMENT

Trevor and Fallon Roberts (trading as Judd's Park) lease the top paddocks of Trelawney from which to run a small cattle fattening enterprise, an arrangement that commenced at the beginning of the 2020-2021 Financial Year. This is providing additional income to Trelawney and an additional Aboriginal business opportunity within the community.

Under the terms of their lease, Judd's Park are undertaking ongoing infrastructure and pasture improvement across the paddocks that they are using for grazing, facilitating the project management of relevant plant, equipment and infrastructure grants that the LALC has attracted for the purpose of improving the farming capacity of Trelawney, and supporting social and cultural activities and events at Trelawney. Details of the infrastructure and pasture improvements are outlined in more detail below.

During the 2021-2022 Financial Year, Tamworth LALC has been successful in attracting a major restructure grant from the Indigenous Land and Sea Corporation which will improve Trelawney's fencing and install a laneway system and cattle yards. The purpose of the laneways systems is to safely

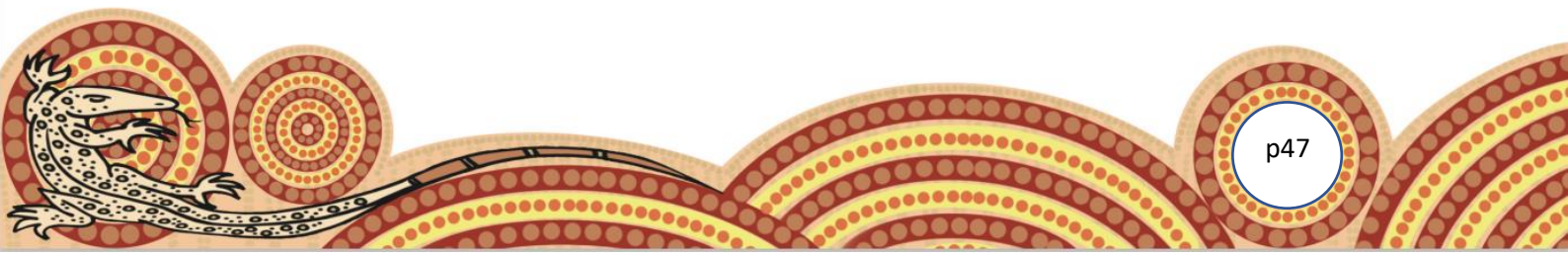
move cattle through the property. The current paddock arrangement has no laneways systems making the moving of stock throughout the property difficult. The laneway system also ensures movability of cattle with little impact to land. New cattle yards will ensure cattle work is completed safely, in line with risk management protocols and WHS legislative compliance. The current cattle yards are old, unworkable and unsafe.

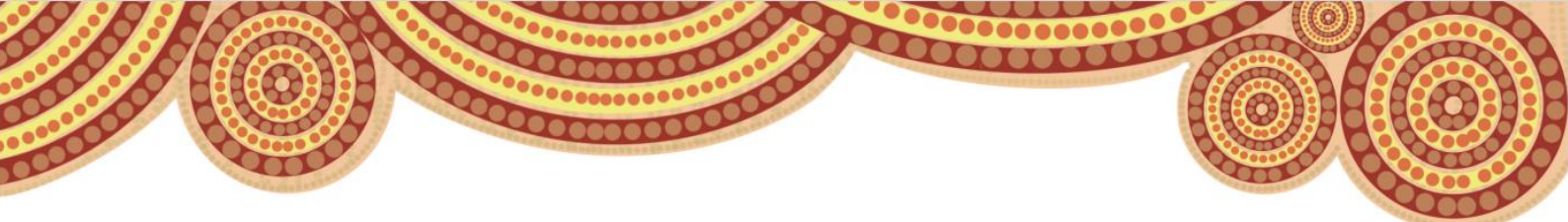
New fencing will reduce paddock sizes to ensure sustainable farming practices and avoid damage to land caused by over-grazing. The division of paddocks will contribute to better outcomes for cattle reducing the movement of cattle into smaller areas which contributes to increased weight gain. The paddock systems have been designed with LLS, Stock and Estate Agents and Clip Ex to ensure a workable paddock system for highly effective cattle operations which will benefit lease holders into the future, increasing the profitability of the property. Each smaller paddock will be set up with a water source to ensure drought-proofing into the future and also allow dams and paddocks to rejuvenate through resting. Clip Ex have been working with the leasees, and work is expected to commence in the new Financial year.

Following a successful shearing school project that utilised the Trelawney sheds, the Tamworth LALC Board has also voted to make a \$50,000 investment into the Shearing Sheds, training facilities and other farm infrastructure. The upgrade to the shearing sheds will be improved including the condition of floorboards and the yards, with the training facilities made more secure through the addition of crimsafe windows and doors.



*Images showing rock picking on Trelawney and a field of oats planted this year*





Below are some details of the work undertaken by Judd's Park at Trelawney during 2021 – 2022. The achievements are listed under the headings that Judd's Park have included in their Business Plan for the farm.

#### ***New Fencing Systems, Laneways***

- Fencing maintenance was completed on Paddocks 11, 18, 19 & 20, the two Bull paddocks, as well as the front paddocks (centre pivot paddocks). A 1km stretch between 18 & 19 was completed and a new gate installed. Fences were amended on the paddocks below the house and in Norris' paddock around old windmill to ensure safety of cattle.
- Permanent electric fencing has been installed on paddocks 17, 18 & compound paddocks.
- A new fence was installed in the bottom dam paddock/below house paddock which now separates the large dam giving dam access across both paddocks.
- A barbed wire fence was placed around the pit
- Ongoing work has been undertaken in partnership with ClipEx in order to prepare for the construction of new laneways and cattle yards. To this end, updates on quotes and mapping was completed. ClipEx will be onsite at Trelawney with leasees at the end of June to finalise mapping of upgrades with work expected to commence in the new financial year.

#### ***Establish available water for stock***

- 2 troughs were placed and connected in paddock 11 (Top tank paddock) and the yards. The trough was replaced as it was broken. The Bull paddock troughs were cleaned and reconnected
- A significant time investment has been made into the solar pumping unit at Trelawney. Multiple breakdowns of the unit have required ongoing negotiations with Aquawest. Three new pumps have been installed under warranty in the past 6 months. A new flushing mechanism has also been implemented as silt was identified as a factor. The most recent breakdown occurred at the end of June and leasees are currently working with Aquawest to assess the effectiveness of this pump into the future and what upgrades can be done to avoid further replacements.
- Multiple repairs have been required to the water line. Work has begun on deviating a section of the water line that has multiple leaks.
- Two new troughs have been placed in paddock 19. Prior to this work, this paddock was of little use as there was no water sources. And another two new troughs have been placed and connected in below house paddock. This included over 200 metres of new piping laid.

#### ***Audit of Farm Machinery***

- In September/October an audit of all existing equipment was completed and all excess and/or old machinery has been traded and some replacement equipment has been purchased. This work was completed in September/October.
- Some old machinery still stands in the paddocks, as well as two old trucks which were valued. Enquiries made by the leasee with Pickles Auctions and DoubleR showed one is ok and could be sold, while the other can only be used for scrap and parts. Pickles advised Tamworth LALC that they can list with Pickles for no-fee as they are a government-funded agency

#### ***Pasture Improvement Plan***

- Slashing was completed in Paddocks 17, 18, the small truck paddock, compound paddocks, bull paddocks, bottom house paddock. This was done to cut down noxious weeds such as thistle and also allow the sun and water to reach the soil quicker to allow new growth for



rejuvenation of pastures. Paddock 19 will be done in the new year as there is a significant coverage of noxious thistle.

- The slashing is to open the paddocks up for new growth so water and sun get to the soil easier. We are also rotational grazing these paddocks to ensure the stock eat them down for new growth but we avoid over-grazing.
- Noxious weeds were chipped out around the dams.
- 6 major paddocks – Centre Pivot 1 & 2, Canola paddocks x 2, paddock 16 & Norris paddock – have undergone significant clean up for pastures. All have been rocks have been picked and debris removed.
- Over a period of three months these paddocks were ripped, air rated and fertilised. Canola has been planted in 5 of the paddocks, and oats have been planted in the Norris paddock. Over 600 acres combined have been planted.
- Many of these paddocks have not been used in years so significant time and resources have gone into the clean up and preparation of these paddocks. This has opened the paddocks up for improved pastures into the future.
- Significant weed control has been undertaken including the spraying of blue heliotrope in compound paddocks, paddock 17 and truck paddock in summer and spring months.

#### ***Other relevant work undertaken***

- Collection of debris in paddocks continues.
- The tank in the Norris' paddock was patched and repaired so it now holds water – it is now connected to a trough and used for water on pastures.
- Trelawney Station is currently experiencing a feral pig program. The leasees, on the recommendation of neighbours, have engaged a contractor to control feral pigs on the property.
- Slasher repairs have been required twice over the past six months. The repairs were undertaken by Double R at a cost of over \$1,000.
- Trevor attended the North West Local Lands Services' Biosecurity team meeting held at Trelawney Station. The leasees conducted a farm tour with Local Lands staff and learnt approaches towards feral animal control.



*Photos from the shearing school held in early 2022*



## Community Events

The Tamworth LALC has worked with a variety of new and existing partners to deliver a range of quality events. Long-term it is hoped that these events, the broadening of partnerships and word of mouth referrals will steadily increase the number of events being held at Trelawney and especially those that provide opportunities to benefit the Tamworth and surrounding Aboriginal communities. A number of new catering partnerships have also been formed as a result of the events held.

During 2021-2022 events held at Trelawney provided opportunities for over 300 Aboriginal people to have access to Country, including our Aboriginal staff:

- NW LLS Biosecurity team workshop (8 participants)
- Community members' camping and fishing (7 participants)
- Tree planting days (15 participants)
- Fit for Work project (16 participants)
- Shearing School (20 participants)
- International Women's Day (58 participants)
- School Holiday Program (55 participants)
- Girls on Fire (20 participants)
- Careers on Country (108 participants)
- Stockmanship program (12 participants)

## WORKING ON COUNTRY AND INDIGENOUS PROTECTED AREA PROJECTS

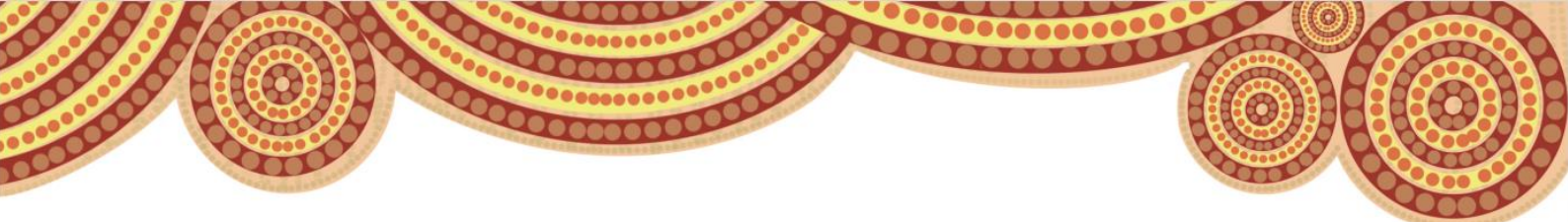
The Project facilitated employment and access to Country to a total of 6 Full Time Equivalent (FTE) Aboriginal Staff. Project activities and opportunities included intensive On Country training, resulting in all staff obtaining additional accreditations and experience relevant to Conservation Land Management and Cultural Heritage works including Statement of Attainment in Aboriginal Sites Works, Statement of Attainment in Native Grasses, and Statement of Attainment in Chainsaw Operations - Basic Tree Felling.

The Project facilitated a number of cross cultural, and cultural exchange opportunities including culture camps, cultural surveys and threatened species surveys across a variety of tenures including private land, NSW NPWS estate, Travelling Stock Routes, and regional reserves. Selected key project outcomes are highlighted below.

### ***Natural Resource Commission Case Study***

With the support of the Natural Resource Commission (NRC), the Ranger group took part in a Forest Monitoring Improvement Programme (Cultural sites project). The project saw the Ranger Group collaborating with project partners including the NRC, Northern Tablelands Local Land Services, NSW National Parks and Wildlife Service, private landholders and specialist archaeologists. Together, the team investigated how to expand the management of cultural values across all of Banbai Country using a cultural management framework, and to advance how cultural values and knowledge are used to care for Country. This aspiration linked with the NSW Forest Monitoring and Improvement Program which aimed to explore the a statewide evaluation question, "To what extent are Aboriginal values, knowledge and people involved in forest management and decision making?"

The project focussed on identifying, recording and interpreting cultural sites and artefacts across Wattleridge and Tarriwa Kurrukun IPAs, Warra and Guy Fawkes National Parks, NSW State Forest, private land and reserves across the New England region.



To complement this project, all TLALC Rangers undertook two weeks of intensive On Country training through TAFE - Statement of Attainment in Aboriginal Sites Works, during which Rangers participated in a sites management course to reacquaint Rangers with sites recording and assist with preservation of identified sites. Where culturally appropriate, artefacts and sites identified were marked with handheld GPS and field marked to reduce disturbance and recorded in the AHIMS database.



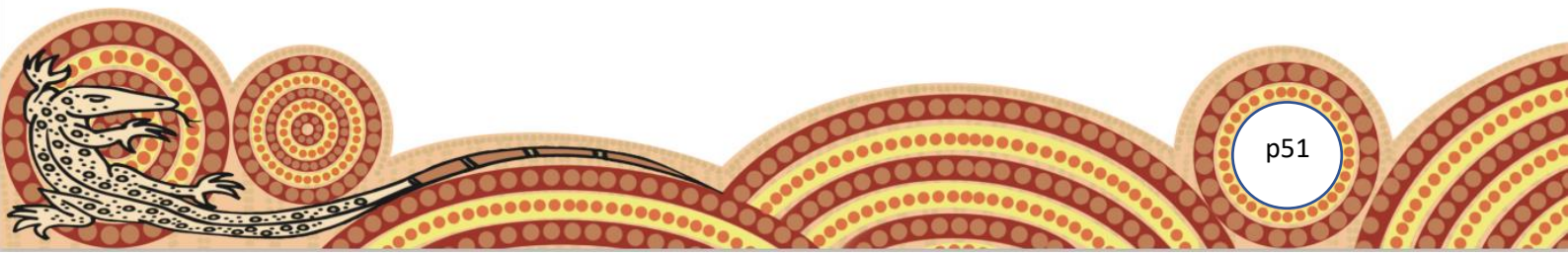
TLALC Rangers and Project Partners discussing cultural landscapes across Banbai Country

### **Cultural Burn workshops on Ngyimpaa Country**

In late June, the TLALC Rangers undertook a cultural research camp in which they travelled to Rick Farley Reserve - Ngyimpaa Country, and Lake Mungo National Park for a culture camp and series of cultural burning workshops with Traditional Owners, custodians and community.

Across the week Uncle Mick Kelly, Secretary of Mother Ancestral Guardians Indigenous Corporation (MAGIC), hosted the Ranger group and project partners including NSW Department of Planning and Environment (DPE), and Department of Soil Conservation. MAGIC is comprised of men and women who manage the Country according to traditional Aboriginal practices and philosophies. Across the week Rangers learned about the reserve and the cultural programs undertaken on Ngyimpaa Country. The Rangers visited a number of sacred sites across the week and collaborated with Ngyimpaa Elders and community, including ceremony and a number of cultural burn activities.

Rangers participated in patch burning to promote native regeneration and germination, create fire breaks, and clear important fauna pathways. Rangers also partook in cultural experiences including smoking ceremonies, and storytelling and yarning around the campfire.



The reserve is home to several important rare and endangered species, including Malleefowl (*Leipoa ocellata*), white cypress (*Callitris columellaris*) and harrow wattle (*Acacia acanthoclada*). Along with improving the health of the landscape, the week also focused on creating opportunities for Aboriginal people to reconnect with their culture, Country and spirituality through continuing traditional practices.

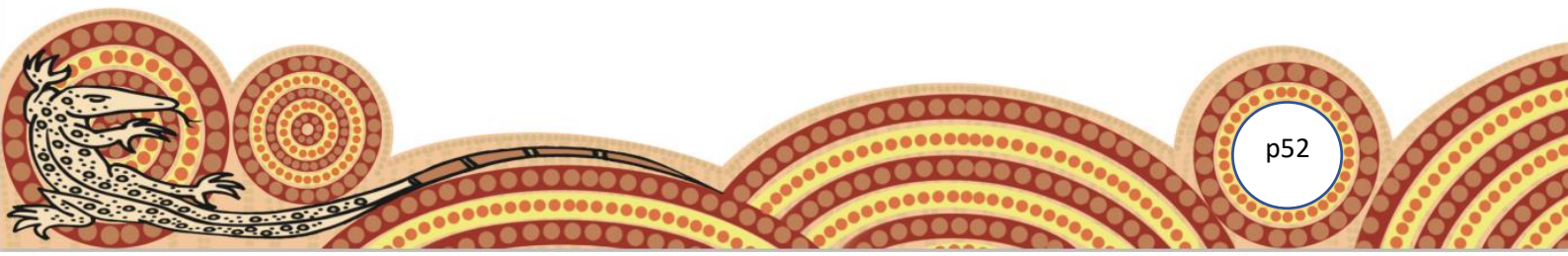


Cultural burning across Ngyimpaa Country, Rick Farley Reserve. Participants including Mal Ridges (DPE), TLALC Rangers Tremane Patterson, Lesley Patterson, Kane Patterson, Mervyn Torrens, Uncle Mick Kelly and DPE Soil Scientists.

### **Paddy's Land Culture Camp**

In May, the Ranger group undertook a Culture Camp at 'Paddy's Land' - Guy Fawkes National Park, during which Rangers, NPWS Staff, Project ecologists and families spent three nights camping on Country.

Activities included;



- Ecological surveys - to gather baseline fauna monitoring information to assist with a future cultural burn,
- Cultural surveys - including cultural landscape assessments and recording of any unmapped sites in AHIMS
- Helicopter flights – Rangers and participants enjoyed a helicopter flight across key cultural sites including The Devils Chimney and the Guy Fawkes Waterfalls.

The Culture camp was a great success and an opportunity to collaborate with NSW NPWS Partners and community, share stories and celebrate culture.



(Top left) Project ecologist Alex Dudley (Faunaverse), demonstrating IR Camera Traps to participants ; NPWS Staff and participants undergoing safety briefing prior to helicopter flight



### 13. Related Entity Activities and Expenditure

No reportable activities or expenditure.

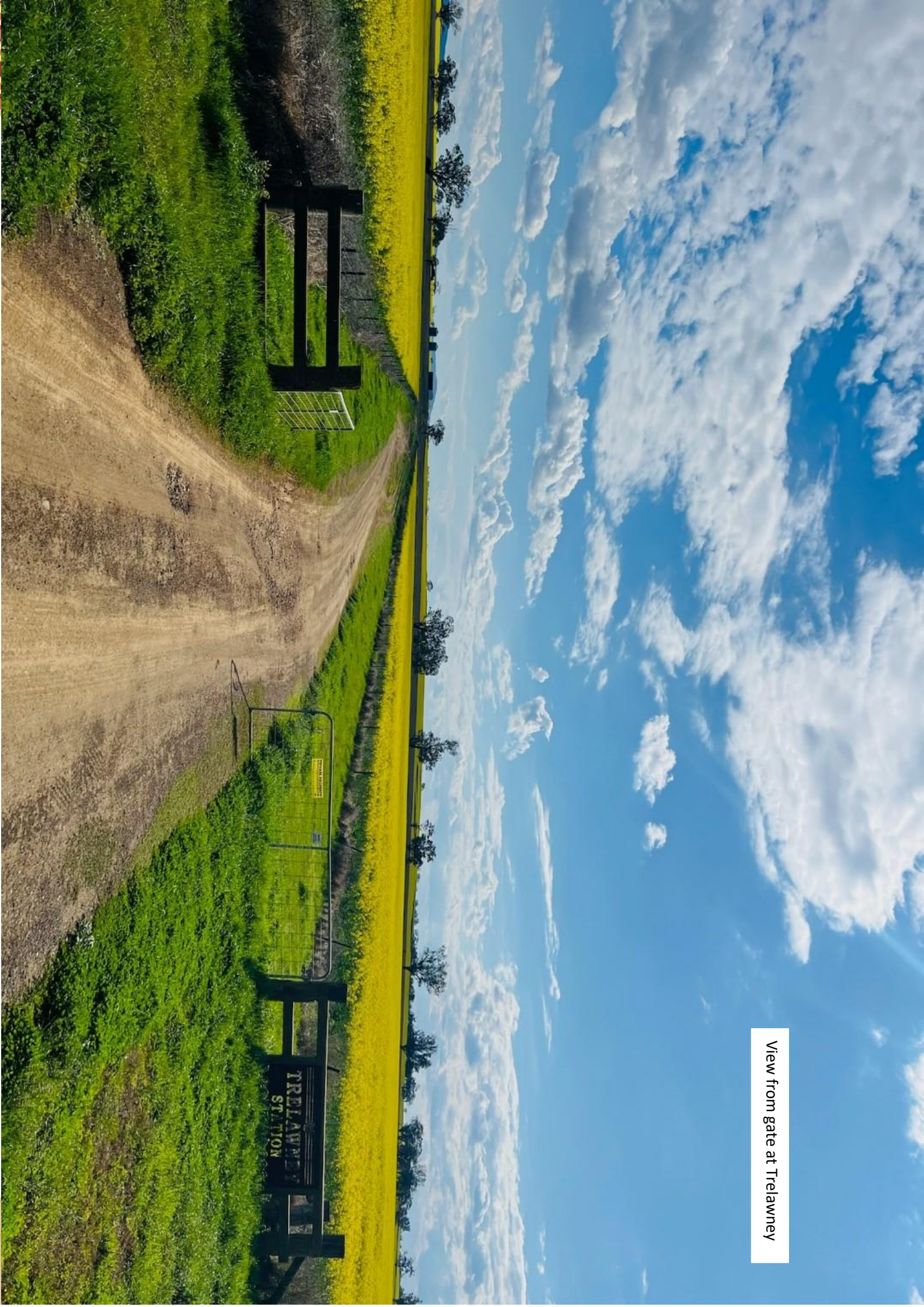
### 14. Consultants

The following consultants were engaged to provide assistance to the Tamworth LALC over the last financial year.

<b>Consultant Name</b>	<b>Project/s</b>	<b>Description</b>	<b>Cost</b>
Joanne Stead	Tamworth LALC, Opportunity Hub, Bumbira, Wattleridge & Tarriwa programs	Grant Writing, Project Management and Reporting	\$14,135.13
Jocelyn Ullman	Tamworth LALC	Town Planning	\$1,920.00
Noel Downs	Tamworth LALC	ALA Negotiation	\$13,442.40
Pinnacle People Solutions	Human Resource	Workplace Change	\$52,140.00
Amanda Gwalter - Baxter GEO Consulting	Tamworth LALC	Submissions for Land ALA Negotiation	\$780.00
<b>TOTAL</b>			<b>\$82,417.53</b>



Dam access improvements at Trelawney



View from gate at Trelawney