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# NEWSLETTER

ISSUE 9  
April 2025

Art by Hester Fay Stream

## CHAIRPERSONS REPORT



This is my first Chairperson report since being elected by the KNAC Directors in February. I want to start by thanking them and also Keith Hall, our former Chairperson for all his hard work and leadership over the last few years.

As Chair of Karlka Niyaparli Aboriginal Corporation RNTBC I will continue to work for all Niyaparli people. I have always been here to serve all our members whether that's on a committee, a survey or in a Board meeting. I appreciate my fellow Directors do the same and thank them for all the work they continue to do to help our people.

We have had a very busy start to the year, with lots of meetings and on country trips and we are doing everything we can to also look after our people. I am pleased to see more members joining these activities as there is so much to do at KNAC to manage heritage protections, progress improved agreements, organise more community opportunities and build more partnerships for Niyaparli families to access. Our staff do an incredible job, but they also need more of us to engage, participate, inform and support the work they are doing with and for us. When we do these things we also need to remember our Code of Conduct and the importance of respect for each other and our corporation. Sometimes people do silly things when representing us and that's not ok, no matter who it is.

One project lots of us have got involved in recently is the Niyaparli Health and Wellbeing project, with over 10% of our membership joining yarning circles over 10 months. The result is a plan that Niyaparli has informed to provide better support for Marlpa needing Dialysis support (including in Perth) as well as a strategy for early intervention and prevention of kidney disease amongst our people. Another beautiful thing to see this year is our Niyaparli language speakers working so hard with our staff and young people to create a smart phone game for everyone to enjoy, and to learn Niyaparli!

I am hoping many of you will also participate in the member survey on the performance of Mutual Trust as the Trustee of the Niyaparli Benefit Management Structure (BMS). It is included in this mailout. Their contract is due to finish on 30 June next year, so to make sure we all have the chance to fully consider who we want as BMS Trustee (Mutual or another company). KNAC will be managing this process and our CEO will outline our approach at the upcoming 12 June Trust Beneficiaries meeting in South Hedland. There will also be an update on the Niyaparli Health and Wellbeing project, Home Ready Program and some new NAIDOC shirts and Language program clothing that day too, so it should be a good day for finding out more about some of the new things being put in place to support us all.

Finally, I want to thank Diana Tieppo for their hard work in our Heritage Services Team. Diana joined our team in 2020 and I have enjoyed working with them. As they start the next chapter of their career beyond KNAC, we wish them all the best.

*h. Stream*

Leonard Michael Stream  
KNAC Chairperson

## CHIEF EXECUTIVE OFFICER UPDATE

Welcome to Edition 9 of our KNAC Newsletter! As usual there is lots to catch up on from the last few months, as well as information about what is coming up to get involved in too.

It's been another busy start to the year, with our new Strategic Plan in place and all systems go to deliver the best results for our members we can. With the appointment of experienced Directors Leonard Stream and Christina Stone as Chair and Vice Chair of our member elected board we are able to maintain high levels of governance, leadership, support and stability following Keith Hall's departure from the Board. This includes the decision to wait until the 2025 AGM to replace Keith so that this decision can be made by the membership. It also includes the member Expression of Interest process for the renewal of the Agreement Review Committee and the Niyaparli Young Leaders Program. Both of these initiatives demonstrate the commitment and vision of our Board to build and support Niyaparli leadership, both current and future.



This vision is clear and has been further developed by staff into our Strategic Plan booklet (included in this mailout) which outlines how our priority areas will be delivered for the benefit of our members. This communication, clarity and accountability is central to the daily work and performance of all of our staff - as you can see in the following pages which outline so many member centered activities and outcomes. Even during the recent cyclone event, our member support staff were contacting members beforehand and as a result, they made some extra trips to Marble Bar, Newman and Karratha recently to connect with members in person (and took suppliers with them to help get things done).

Our focus on Newman has also continued this year with participation in the Newman Futures and East Newman Precinct Plan forums, partnership support for youth activities such as the Waralawurru Cup, ongoing development of the Niyaparli Cultural Centre cultural survey data and business case details to inform possible funding options, local BHP Niyaparli traineeships and participation in the Newman Airport Redevelopment Committee. At the same time we have hosted 18 Niyaparli Committees in just the last 9 weeks in addition to mobilising and supporting dozens on country trips- read on to find out more!

Newman was also the sight of a very special recent activity where young and old Niyaparli came together to record Niyaparli language for the upcoming smart phone game. Over 3 days 1066 audio files were recorded and 90 words by 12 people (including Preston Taylor - wouldn't his Mum be proud!) We certainly are, and we remain committed to delivering her dream to save Niyaparli language and have young ones like him become fluent speakers for years to come.

We have had some staff changes too (check out p6 to see some new faces) and have recently brought our on-country support staff closer together as an operational team to ensure members increasingly have a consistent experience of doing on-country work whether its heritage, environmental or ranger activities. We were sad to recently farewell Diana Tieppo from our Heritage team during this time but wish them well in their next exciting adventure.

Finally, I look forward to seeing members I haven't already seen or spoken to yet in 2025 at the June beneficiaries meeting. We will be providing updates on some exciting new member support projects as well as the progress of a number of ongoing priorities, and we will be discussing the Trustee reappointment process, which is due to be voted on in Niyaparli week this November.

Until then I wish you all the very best - and as always please don't hesitate to reach out if you have question, comments or concerns.



*Cate Ballantyne*  
KNAC Chief Executive Officer

## DIRECTOR ATTENDANCE

In addition to the many KNAC committee meetings and 7 board committee meetings in the last few months, 3 full board meetings have also been held in Hedland and also Perth.

Board Meeting Attendance February to April	
Director	Attendance
Leonard Stream	3/3
Christina Stone	3/3
Linda Parker	3/3
Carol Anne Tucker	2/3
Kimmy Yuline	2/3
Jonathon Rowland	1/3
Sharon Warburton	3/3
Tony Adcock	2/3

## LOGO AND STRATEGIC PLAN UPDATE



You may have noticed a bit of a change to our logo! Following the development of the new Strategic Plan (which extended our priority areas from three to five) the Board decided to simplify our logo to focus on our name and most importantly the Nyiyaparli symbol.

This symbol is a modern interpretation of the arm and head bands worn by Nyiyaparli together with the main body painting. The contemporary aspect reflects the intersection of Nyiyaparli history and stories with today's commitment to new directions for future generations while recognising and respecting the ongoing leadership and strength of Nyiyaparli people in commerce, connection and cultural values held over 40,000 years.

We will be rolling the new logo out over the next 6 months- it will take time so don't worry if you still see the old one sometimes. By the time we are finished you will see it on our buildings, cars, documents, merchandise and uniforms.

Our Strategic Plan has also grown, as promised at the last AGM. Staff have worked together to develop objectives and deliverables for each of the pillars. This document is being sent out with this newsletter to all our members so you can see what we are committed to delivering over the next 3 years and why. Staff are meeting again in May to make sure the details of this plan are in their work plans, so we are all working towards to same results for Nyiyaparli people.

# Karlka Nyiyaparli Aboriginal Corporation RNTBC

## 2025 - 27 Strategic Plan



### VISION

Our vision is the self determination of Nyiyaparli people.

### PURPOSE

We exist for the benefit of Nyiyaparli people- now and into the future.

We work to take care of our people, our country and the people on our country.

### VALUES

**Preservation** The responsibility to maintain Nyiyaparli Culture, Connection and Country

**Respect** We will treat everyone with respect

**Integrity** We are uncompromising in our commitment to act honestly and ethically at all times

### OUR GOAL

Our goal is to be the leading RNTBC in the country for the benefit of our people and our sector.

We will measure this value through member benefit, cultural and corporate governance, financial stability, partnerships, sustainability, engagement, independent benchmarking and leadership.

### STRATEGIC PILLARS

#### COUNTRY

Native Title Management  
Heritage protections  
Ranger Program  
Environmental values  
Cultural Safety

#### CULTURE

Language  
Representation  
Safe archives  
Knowledge transfer  
On-Country events

#### COMMUNITY

Partnerships  
Health and Wellbeing  
Housing support  
Youth Engagement  
Newman Presence

#### COMMERCE

Commercial Viability  
Member Participation  
Member Support  
Economic Sustainability  
Commercial Partnerships

#### CORPORATE

Governance excellence  
Trustee partnership  
Financial Management  
Compliance  
Staff performance

Image: 14 Mile - Fortescue Marsh

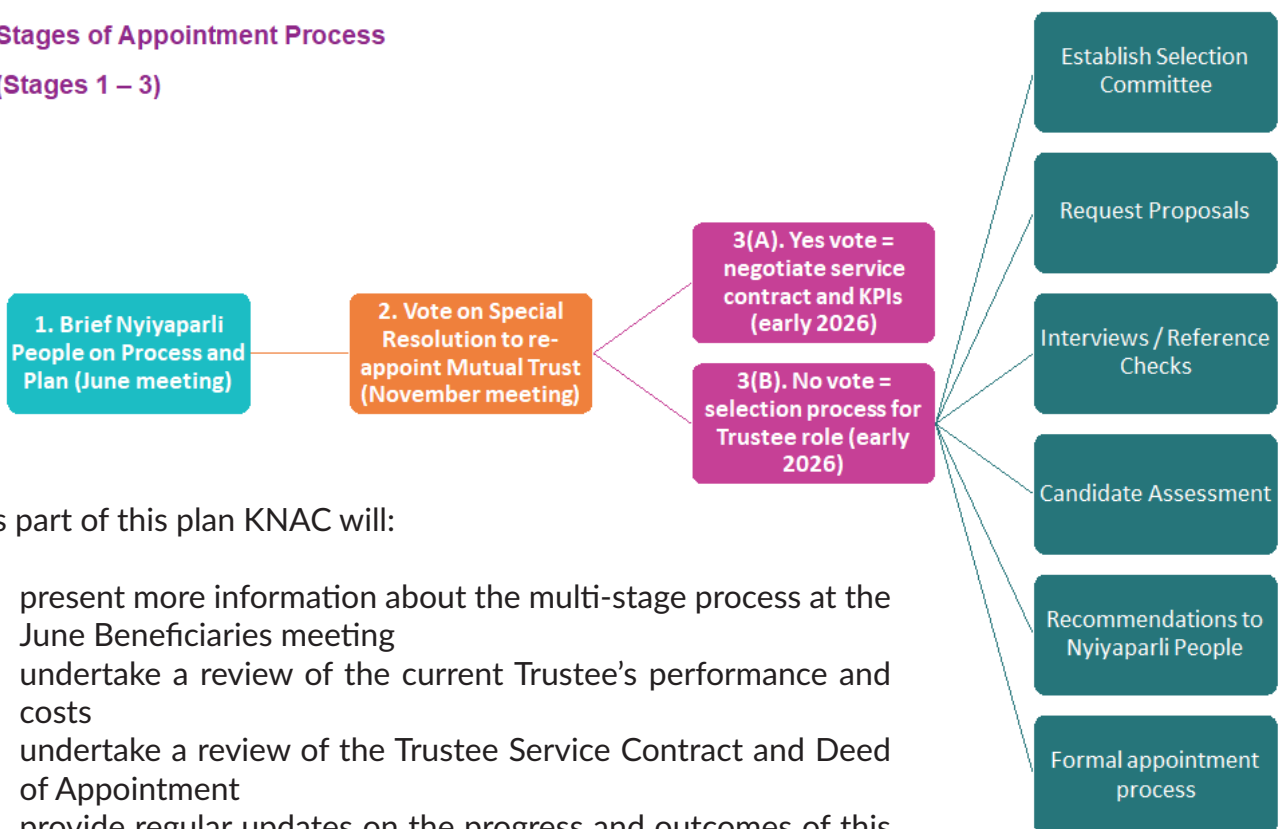
## NYIYAPARLI BMS TRUSTEE APPOINTMENT PROCESS

KNAC has accepted an invitation from the Nyiyaparli BMS Trustee (Mutual Trust) to manage the Trustee appointment process, which is due for completion on or before 30 June 2026 (following the completion of their current 5 year appointment term).

This follows the development by KNAC of a structured project plan outlining key milestones, deliverables and timelines to ensure compliance with the procedural requirements of the Nyiyaparli BMS trust deeds, and to provide all necessary information to assist the Nyiyaparli People to make an informed decision.

We intend to undertake the Appointment Process across multiple stages, as outlined below. This staged process has been endorsed by Mutual Trust and the Nyiyaparli Trust Decision Making Committee.

### Stages of Appointment Process (Stages 1 – 3)



As part of this plan KNAC will:

- present more information about the multi-stage process at the June Beneficiaries meeting
- undertake a review of the current Trustee's performance and costs
- undertake a review of the Trustee Service Contract and Deed of Appointment
- provide regular updates on the progress and outcomes of this process to beneficiaries
- coordinate a beneficiaries survey on Trustee performance
- regularly share information from the Trustee
- prepare a special resolution for the reappointment of Mutual Trust, to be voted on by beneficiaries at the November Beneficiaries meeting
- provide clear information to beneficiaries about the pros and cons of each decision item and each stage of the decision making process

KNAC is committed to maintaining open communication throughout this process, to ensure compliance with all requirements of the Nyiyaparli BMS trust deeds whilst empowering the Nyiyaparli People to make an informed decision regarding the Trustee appointment.

For more information contact our CEO Cate Ballantyne on [ceo@karlka.com.au](mailto:ceo@karlka.com.au)

## NYIYAPARLI YOUNG LEADERS PROGRAM

We are thrilled to announce that the following KNAC members have been selected to participate in the first Nyiyaparli Young Leaders Program. Their selection follows the submission of a written application and completion of an interview with the NYLP Committee as well as final approval from the Board of Directors.

Congratulations goes to:

*Darius Parker  
Shikiara Stone  
Rhiannon Dunn*

*Noel Taylor  
Vynka Parker  
Jasmine Anthony*

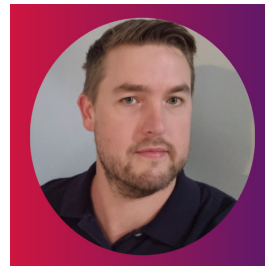
Participants have secured a KNAC scholarship to participate in the 8 month program which will be delivered in multiple locations. The program will kick off April 2025 with the Launch and the first leadership session set for May.

## KNAC STAFFING UPDATE

We are delighted to introduce 5 new members of staff you have joined the KNAC team since our AGM.



Susan Dalgleish is our Data and Records Officer within the Heritage Services Team



Jake Dunn is our Information and Records Officer working in the IT team.



Mitzi McNeil is one of our Member Support Officers in Front of House.

**Welcome to  
KNAC!!**



Lindsay Fumhanda is our Newman Projects Support Officer.



Toby Hunter is our Newman based Community Partnerships Liaison Officer.

## NATIVE TITLE

As the Registered Native Title Body Corporate (RNTBC) for the Nyiyaparli People, KNAC holds the native title rights and interests of the Nyiyaparli Common Law Holders (Nyiyaparli People) in trust and is the “native title party” for the purposes of notification, consultation and negotiation under the Native Title Act 1993 (Cth) (Native Title Act).

The KNAC Native Title Team has been busy working with the KNAC Board and KNAC Committees to progress native title agreement negotiations; agreement review processes and agreement implementation meetings this quarter. Several on-Country engagements have mobilised with KNAC Representatives, including social surrounds consultations; environmental workshops and Traditional Ecological Knowledge (TEK) trips.

In January 2025 the Native Title Team workshopped how we will operationalise KNAC’s Strategic Plan, including goal-setting and identification of priorities. The Country Strategic Pillar document is the result of collaboration between the Native Title & Environment; Heritage Services and Ranger teams and will guide operational functions and activities in alignment with the Vision; Purpose and Values of KNAC.

### AGREEMENT REVIEW: AGREEMENT REVIEW COMMITTEE

The KNAC Board established an Agreement Review Committee (ARC) in 2023. The purpose of the ARC is to provide an additional forum to consider the terms of identified priority agreements and workshop how the agreements can be changed to improve outcomes for the Community; to protect and manage Country; and to maximise Commercial terms for the benefit of the Nyiyaparli People in line with the KNAC Agreement Principles.

#### ARC Members (as at 31 March 2025):

Leonard Stream (Chair), Linda Parker,  
Victor Parker, Jonathon Rowland,  
Christina Stone, Brian Tucker.

The ARC provides recommendations to the KNAC Board and the KNAC Board will consult with, and obtain the consent of, the Nyiyaparli Common Law Holders before making any high level native title decisions.

#### ARC Expression of Interest

On 17 March 2025 the KNAC Board invited expressions of interest from members wishing to sit on the ARC, ahead of the completion of the 2-year term of current committee members.

The KNAC Board will appoint a new KNAC ARC comprised of 4 KNAC Member Directors and up to 5 KNAC Members to continue the important work of this committee building on the momentum achieved over the past 2 years.

## AGREEMENT IMPLEMENTATION

Following the successful completion of negotiations and the signing of agreements, KNAC is responsible for the ongoing implementation of and compliance with those agreements for the benefit of the Niyaparli Common Law Holders.

### Heritage & Environment Committee Terms of Reference Update

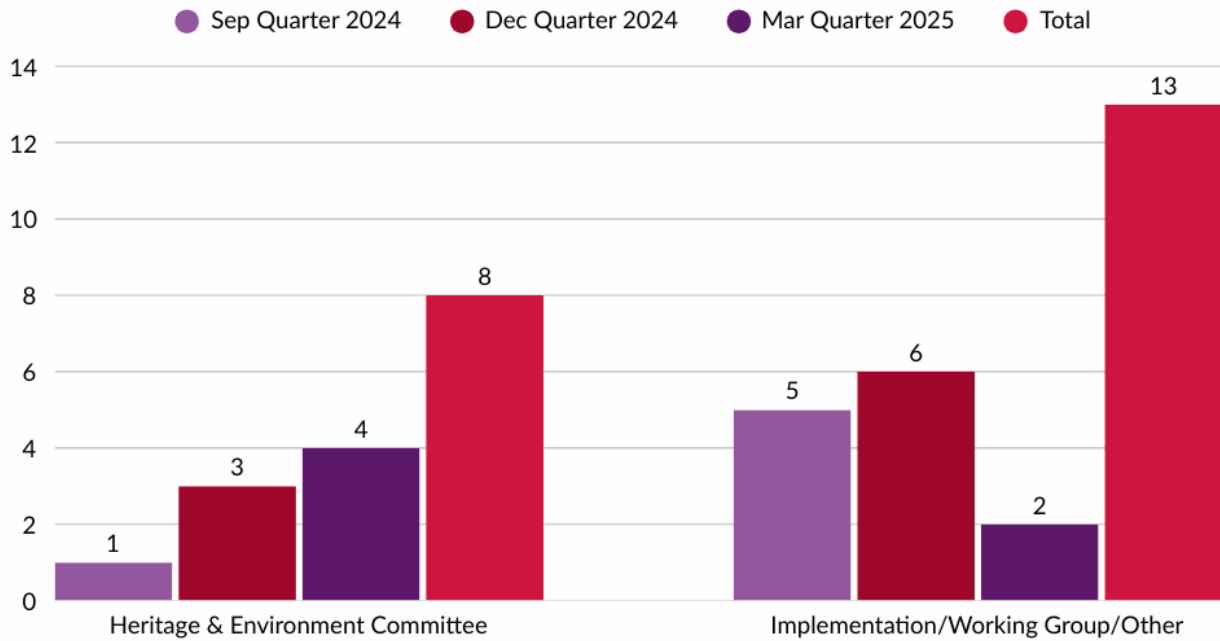
In February 2025 the KNAC Board updated the KNAC Heritage & Environment Committee Terms of Reference to broaden the purpose of the Committee to include the consideration of Environmental management matters, in addition to Cultural Heritage matters. The change is intended to support increased collaboration in this space; strengthen consultation processes and recognise the close links between Cultural Heritage and the Environment.

#### Heritage & Environment Committee Members (as at 31 March 2025):

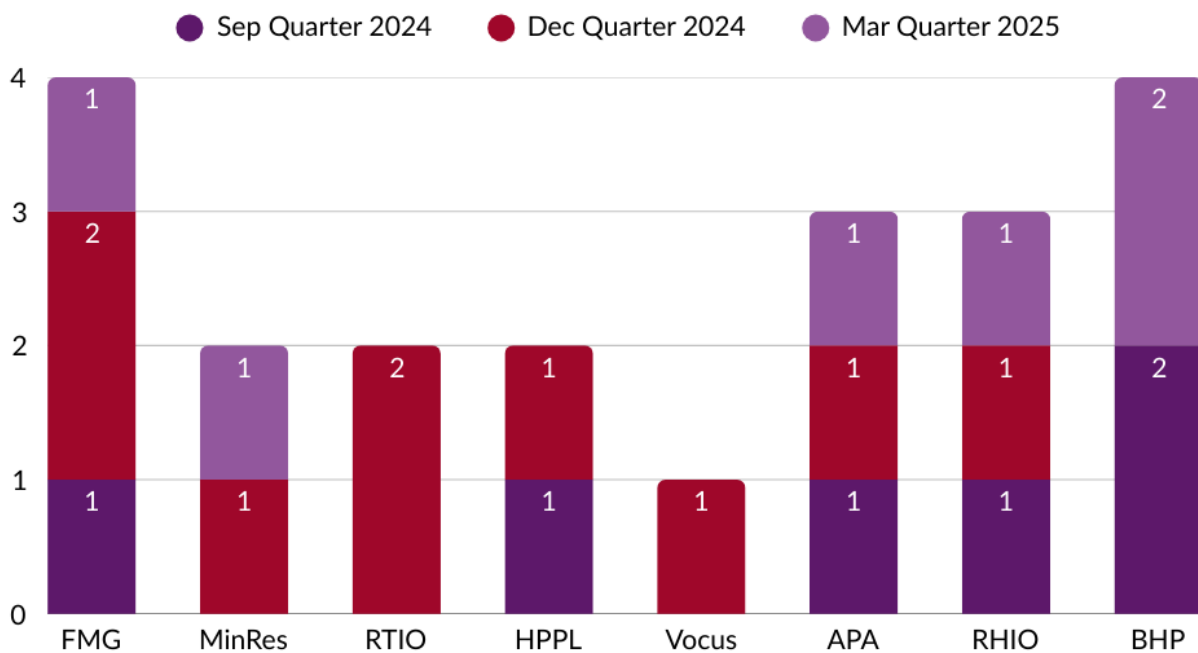
Jasmine Anthony; Bradley Hall; Linda Parker; Brian Tucker; Christina Stone; Victor Parker; Leonard Stream; Kimmy Yuline; Keanan Hall; Roderick Parker.



## AGREEMENT IMPLEMENTATION COMMITTEE MEETINGS



## HERITAGE & IMPLEMENTATION COMMITTEE MEETINGS BY PROPONENT



## LAW REFORM: ALRC REVIEW OF THE FUTURE ACTS REGIME

The Australian Law Reform Commission (ALRC) is an independent statutory body responsible for advising the Australian Government on legal reform. The ALRC is currently reviewing the Native Title Act, with a specific focus on the 'Future Acts' regime.

As part of this review, the ALRC released an Issues Paper on 28 November 2024, introducing the Inquiry and highlighting preliminary concerns. The ALRC has since commenced consultation with a range of key users of the native title system including native title holders, proponents, relevant government departments and agencies, and non-government stakeholders.

On 8 February 2025, KNAC staff attended a consultation session facilitated by Yamatji Marlpa Aboriginal Corporation (YMAC) which brought together the ALRC Commissioner, KNAC, and various RNTBCs from across the Pilbara and Geraldton representative areas to explore key concerns relating to the Future Acts regime. Following the session, KNAC finalised and submitted its initial response to the Issues Paper ahead of the 21 February 2025 deadline. The initial response highlighted practical issues experienced by KNAC with the current Future Acts regime and ideas for reform.

The ALRC is expected to publish a Discussion Paper by 22 May 2025, which will be open for public comment. KNAC and other stakeholders will have the opportunity to provide further input by 10 July 2025.

### *KNAC continues to advocate for a future acts regime that:*

- *acknowledges, respects and elevates the native title rights and interests of Native Title Parties, including through providing extended notification, consultation and negotiation timeframes to enable informed decision-making;*
- *resources Native Title Parties to effectively activate procedural rights to protect and exercise native title rights and interests.*

The review process will conclude with the ALRC delivering its recommendations in a Report to the Commonwealth Government by 8 December 2025. The Government will then consider these recommendations and decide whether to proceed with legislative reform of the Future Acts regime.

## ENVIRONMENT UPDATE

We've had a great start to 2025 with a mix of different types of environmental consultations with over 20 different KNAC representatives participating in activities so far this year.

The year kicked off with our third herbarium session in Perth where we continued to work alongside RTIO to learn how to record and preserve plant species to assist with recognising them in the field and keep a 'library' of different plant species and their features that are important to Nyiyaparli.



This work ties into the Traditional Ecological Knowledge (TEK) trip we've done this year with Hancock Prospecting. The team had some great finds across country including bush bananas, a native



honey bee hive and they even managed to get hold of a goanna for some tucker!

We'll be doing more TEK work throughout the year so if you want to get involved give KNAC Environment Project Officer Katie a call - [0457 604 394](tel:0457604394).

There are also a range of projects we're currently consulting on in regard to the potential impacts upon social surrounds. This year we have done trips out to the proposed RTIO Rhodes Ridge project area and the potential APA renewable energy hub. These trips provide an important opportunity for Nyiyaparli to share with proponents their concerns about how proposed projects may impact areas or features of country that are significant to them. Once areas of significance are identified we can then work with the proponents to have a voice in project planning and potentially avoid, minimise and monitor impacts.

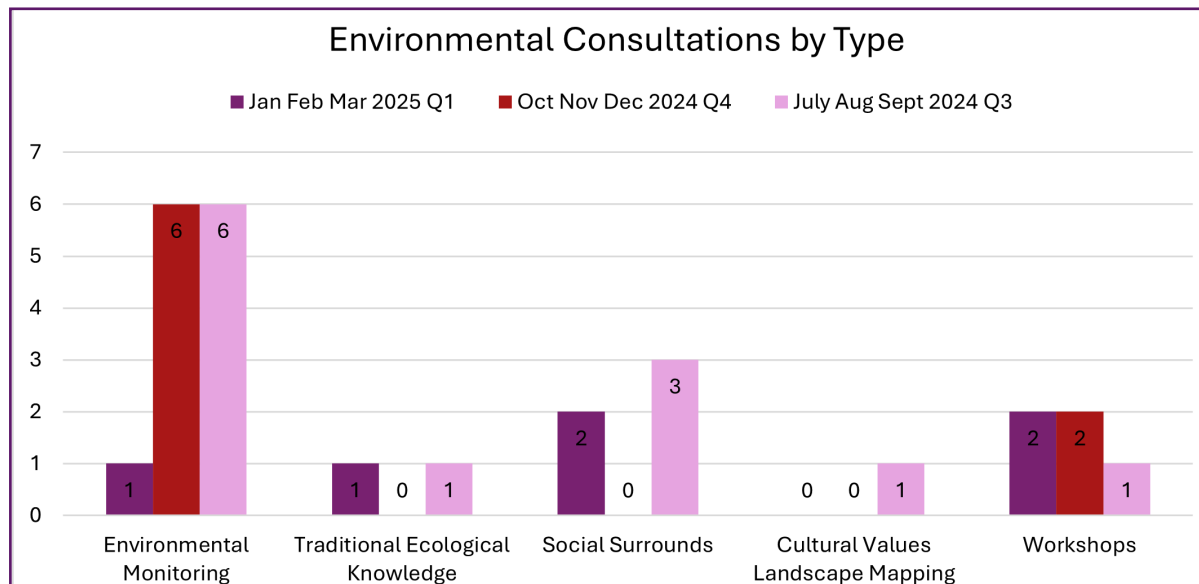
We've also had our first planning workshop to discuss the scope of a research program alongside Curtin University to better understand and record culturally significant plants, animals and places. We are looking forward to progressing this research with Nyiyaparli to better recognise and protect cultural values across the determination.



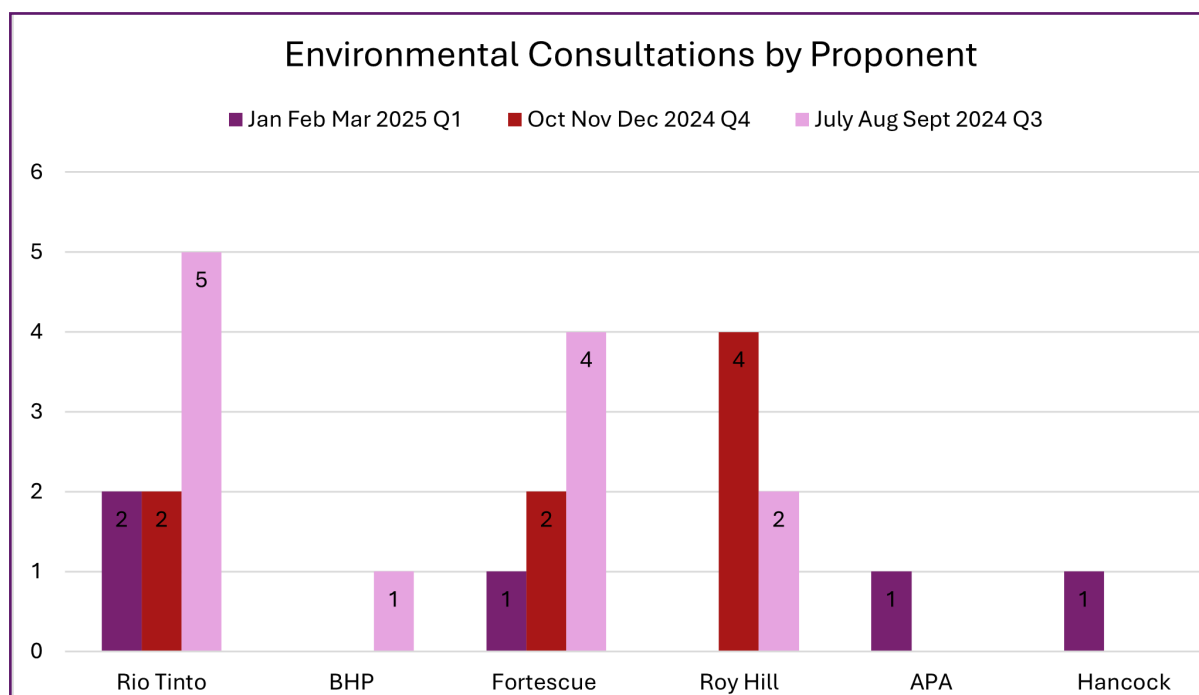
Now that we're entering into the cooler months things out on country will be ramping up so keep an eye out for updates!



### Environmental Consultations by Type



### Environmental Consultations by Proponent



## NYIYAPARLI RANGERS

### DRONE TRAINING February 10-14



Some Nyiyaparli Rangers attended Winyama's drone training organised by the Pilbara Ranger Network in Newman, which focused on providing hands-on experience and theoretical knowledge.

Rangers gained:

- An understanding the laws governing drone use, including the Civil Aviation Safety Authority (CASA) regulations.
- An understanding the different types of drones, their components, and operating procedures. The Rangers learnt how to conduct pre-flight checks, troubleshoot issues, and perform maintenance on the drones.
- Practical Flight Experience including hands-on flight practice.
- An understanding of specialized applications for drones such as thermal imaging and mapping.

The rangers used the training week as an opportunity to capture some aerial footage of the proposed Nyiyaparli Cultural Centre in Newman which will be used in planning works by the KNAC Commerce team.

Thanks to the Winyama team of Joel and River for your expertise across the week and your flexibility in adjusting the program so that rangers could make it home safely before Cyclone Zelia arrived.

We look forward to putting in to practice the newly learnt skills with rangers stepping up to help Noel on our drone vegetation surveys this year.



### RANGER PLANNING WORKSHOP March 4-5

In the first week of March, rangers, the ranger staff team and partners DBCA, Roy Hill and Botanist Vicki Long came together for a 2-day planning workshop. The workshop brought together old and new ranger crew as we look to expand to 2 teams this year.

The workshop was a chance to welcome new rangers to the team, yarn about the projects planned for the year and outline our field season calendar, set some goals for the year, and meet the new DBCA Fortescue Marsh Joint Management Officer, Alan Clarke.

This year will see the implementation of joint management at Fortescue Marsh after the execution of the ILUA and creation of the Nature Reserve.

This year will also see the continuation of the collaboration with Roy Hill in the eastern extension on Roy Hill Station.

## Key Projects this year:

### *Vegetation Surveys (ground and drone surveys) and Seed Collection*

Why  
do we  
do these  
surveys?

- Allows us to record what plants are around the marsh and develop a reference collection.
- Allows us to record what comes back after cattle are removed – tells us if cattle management practices are working.
- Allows us to record what weeds need to be managed.
- Allows us to record and assess bush medicine health in different areas.
- Helps us to develop a seed bank for future plant regeneration/rehab projects.
- Helps us learn new sampling methods and how to collect/record data about Country.
- Helps us work out if there is anything we need to do to look after Country (management practices).

### *Aquatic Sampling and Water Quality Surveys*

Why  
do we  
do these  
surveys?

- Baseline data gives us a starting point for the health of Yindas (something we can compare future data to and monitor any changes over time).
- Helps let us know if management actions are working (such as cattle removal).
- Some water bugs are sensitive to different water qualities and their presence/absence tells us about changes in the health of Yindas.
- Helps us manage invasive animals and educate the public about the spread of these animals and their impacts.
- Helps us learn new sampling methods and how to collect/record data about Country.

### *Fauna monitoring (camera traps, song meters and 2ha sign plots)*

Why  
do we  
do these  
surveys?

- To know what animals use the areas around the Marsh and what habitats are important for them.
- To know where threatened animals are and what we might need to do to help look after them (such as developing a specific fire management plan to protect bilby or night parrot habitat)
- To know where introduced animals such as cats are to inform management decisions.

### *Kids on Country*

Kids on Country is back again in 2025!! A great opportunity for young people to learn on Country and spend time with family on Country.

Dates for the year are July 7-11 – first week of the July School Holidays.

Red Country Management will be again this year with their amazing camp set up and food!

The Kids on Country Planning Committee made of up of Nyiyaparli reps and KNAC Ranger Staff will be busy over the next couple of months planning activities for this on-country event together.

Keep an eye out for more information and registration details to come on KNAC Facebook page soon!



*Mount Newman*



### Joint Management Projects

There are some exciting projects in the works as Joint Management is rolled out this year – watch this space!

These projects will be designed with the goal of collecting information about Country and animal/plant/papa data about the Marsh that could contribute towards a RAMSAR assessment process for the Marsh.

#### RANGER CERT II TRAINING March 24-28

The Nyiyaparli Rangers have started the year strong with a week of in person training at the KNAC Hedland Office with our qualified Trainer Gerard. Training makes up an important part of being a ranger because it's an opportunity for our crew to learn skills useful for our on-Country work and as well as skills that can be used outside the ranger team.

At this training week, the rangers had two days of theory work, learning about safe work practices to make sure everyone works safely when we're out on-Country. A new and exciting learning of the week was using special equipment like our GPS and camera traps to help us observe and report plants and animals. GPS's are an important tool in marking areas of Country where we see bush tucker and bush medicine. It's also helpful for marking areas where we see bilby burrows so that we can check back in on these areas later.

On Thursday we had a great day out at Cemetery Beach putting our leanings into practice with each ranger familiarising themselves with how to use the GPS and having a go at marking plants and animals that we saw. We also ran through how to properly set camera traps, a useful skill for our on-Country work that is set to begin in a matter of weeks!

We finished off the day with a BBQ, sitting under the trees and having a yarn.



Big congratulations to Carol-Anne Tucker, Carol-Lee Tucker, Beverley Tucker and Lauren Lyndon who finished their Certificates this week after 2 years. A big effort. We are super proud of you! We look forward to celebrating this achievement at a graduation later in the year!

ON COUNTRY  
INFRASTRUCTURE  
RECCY TRIP WITH  
DBCA  
March 31-April 4

Noel and Cedric and a couple of the ranger team travelled out to the Marsh with Alan Clarke, the new DBCA Fortescue Marsh Joint Management Officer to do a reccy on two proposed satellite ranger camp stations sites with the Fortescue Marsh Reserve. They mapped these proposed locations and some existing access tracks to inform an on-country infrastructure/track maintenance proposal to be presented to the Interim Joint Management Body at the April 29 meeting.

We look forward to being able to share updates on this in future newsletters.

Upcoming Ranger Engagements (over the next 3 months):

- *Pilbara Ranger Network On-Country Forum (Hosted by Thalanyji Rangers)- 7-11April*
- *Fortescue Marsh Fire Planning Session (with DBCA) – 28 April*
- *Fortescue Marsh Interim Joint Management Body Meeting – 29 April*
- *Joint Management Burn Trip (with DBCA) – 5-9 May*
- *Fortescue Marsh Eastern Extension Vegetation Project Trip (with Roy Hill) – 19-23 May*
- *Fortescue Marsh Eastern Extension Aquatic Project Trip (with Roy Hill) – 2-6 June*
- *Joint Management Project Trip (with DBCA) – 16-20 June*
- *Kids on Country – 7-11 July*
- *Joint Management Project Trip (with DBCA) – 21-25 July*
- *Fortescue Marsh Interim Joint Management Body Meeting – 29 July*



Introducing Alan Clarke, the new Fortescue Marsh Joint Management Officer with DBCA. Alan started in this role early this year and has been busy working with the ranger team to put together a Working Together Works Plan for the upcoming field season.

Alan brings a wealth of wetlands experience with him to the role, and we are excited to have his knowledge and skills onboard. He will be a familiar face to the ranger team over the coming year and we wanted to take this opportunity to welcome Alan to the Joint Management team.

## KARLKA COMMERCE

It's been a busy start to 2025, with KNAC businesses and members on both sides of the country affected by cyclones, we have supported our subsidiary businesses prepare for the necessary short-term operational shutdowns. KNAC Pastoral has weathered floods and fires in the first quarter, but we're hopeful for strong year-end outcomes for this year's cattle sales.

In February, the Karlka Commerce team held a team training day. Our in-house experts provided updates on Work Health and Safety Legislation, and KNAC Member Business Coongan facilitated a session on Cultural Safety in the Workplace. This collaborative learning and team development sparked new ideas to support the team's continuous improvement.

The Karlka Commerce team held their first Open Day for the year on 26th February 2025, continuing our commitment to community engagement. The Open Day, held in Perth, provided the opportunity to attend sessions at two locations. The first session at the Karlka Fencewright in Malaga in the morning allowed members to meet with the team and join the factory tour. The second session at the Mutual Trust Office in Perth in the afternoon was another opportunity for members to engage with the team about any business or employment enquiries.



*Karlka Commerce Open Day KNAC Member Arron Yarran with James Rhee and Angela Nicholls from Karlka Commerce.*

We look forward to hosting more Open Days in the future.



*Toby and Lindsay at a Karlka Commerce Open Day*

We have expanded our Newman-based team, welcoming Toby Hunter and Lindsay Fumhanda to the Karlka Commerce team in March.

Toby is our new Community Partnerships Liaison Officer and will assist with our existing partnerships in Newman and help build new ones.

Lindsay is our new Project Support Officer. She will work to progress key community commercial projects in Newman, such as Niyaparli Cultural Centre and Karlka Pastoral Business.

In support of the KNAC Board's aspiration to increase Niyaparli's presence in the Country, the Newman Team actively shared Niyaparli information and awareness at the Shire of East Pilbara Welcome to Newman Event. This is part of our ongoing efforts to promote and celebrate Niyaparli culture and awareness in Newman.



Welcome to Newman event with Angela, Toby and Jessica

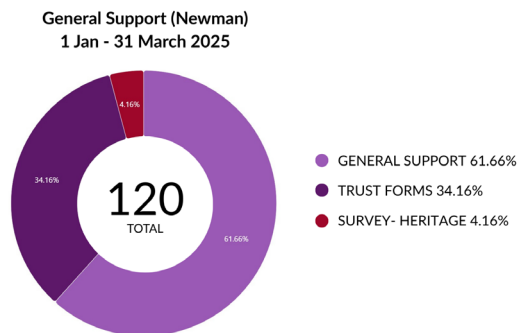
The team has connected with the Nuyyaparli Living Language Project team to continue facilitating NLLP stalls at future events in Newman.

As KNAC finalises our Newman Strategy, we will continue to develop partnerships with Cricket WA, West Coast and Shooting Stars.

The team also attended the Newman Futures event, and KNAC will continue to support East Newman Revitalisation.

## KARLKA COMMERCE STAKEHOLDER AND KNAC MEMBER SUPPORT

The Newman Satellite Office reception is open daily from 10am to 12pm and 2pm to 3pm, providing support to KNAC members, KNAC satellite teams, including Community Service and Heritage, and other local stakeholders. It is great to see more of our Newman-based members coming into the office to access the services provided. We had 120 engagements from 1st January to 31st March 2025.



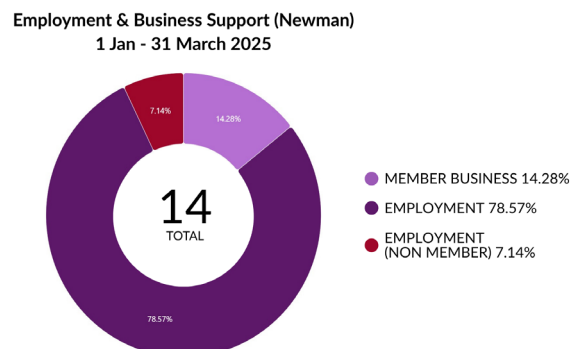
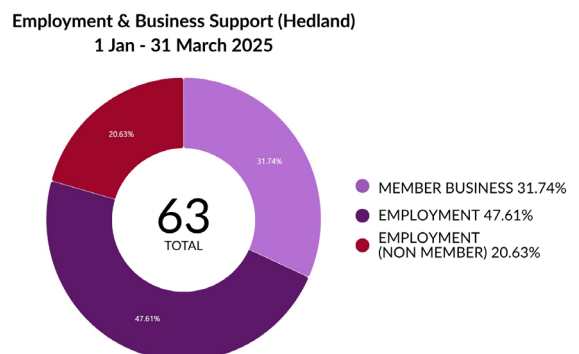
## KNAC MEMBER EMPLOYMENT AND BUSINESS SUPPORT

From 1st January to 31st March 2025, the Karlka Commerce team increased its support for business and employment, with 77 engagements across the Hedland and Newman Offices.

The Employment and Business Support chart highlights the percentage of enquiries in business and employment and includes enquiries (employment non-members) from KNAC members for extended family seeking employment opportunities.

We encourage members to visit the Hedland and Newman Offices, the KNAC Website, and Facebook for the latest employment and training opportunities.

James Rhee is available to support our members, providing one-on-one support and connecting with mining companies to see if there are employment opportunities.



## EMPLOYMENT SUPPORT

One of the key focus areas of the Karlka Commerce Team is supporting KNAC Members with their employment aspirations.

We can assist you in connecting with external training providers for career development, Work Ready Programs for workforce readiness, and scholarship programs. Our support includes guidance with resume creation, job application navigation, training registration, and access to a broad range of employment resources.

Please contact us at [membersupport.kc@karlka.com.au](mailto:membersupport.kc@karlka.com.au) or ring 08 9140 2755 and ask for James.



You can also keep up to date with the latest Employment and Business information at the KNAC Website that is regularly updated.

Employment Page:

[www.karlka.com.au/commerce/karlka-commerce-employment/](http://www.karlka.com.au/commerce/karlka-commerce-employment/)

Business Page:

[www.karlka.com.au/karlka-commerce-member-business-support/](http://www.karlka.com.au/karlka-commerce-member-business-support/)

## BHP NYIYAPARLI LAND MANAGEMENT TRAINEESHIP

This year, Karlka Recruitment Group (KRG), alongside BHP, took on 8 new Aboriginal and Torres Strait Islander trainees in the second year of the Nyiyaparli Land Rehabilitation Traineeship at the BHP Eastern Ridge site in Newman.

The trainees are Newman residents and will complete their Certificate II in Environment and Ecosystems whilst working at BHP. BHP has engaged KNAC Ranger Trainer Gerard to work with the trainees in Newman through the theory work, learning about safe work practices and rehabilitation of the country.

Toby Hunter, Community Partnership Liaison Officer, is working with BHP and KRG to provide Newman-based support to the trainees while they are completing their traineeship. The traineeship commences in February each year and takes 12 months to complete.



There may be additional opportunities to join the program during the year. We encourage any Newman-based members who are interested in the Traineeship to join the waitlist for later opportunities.

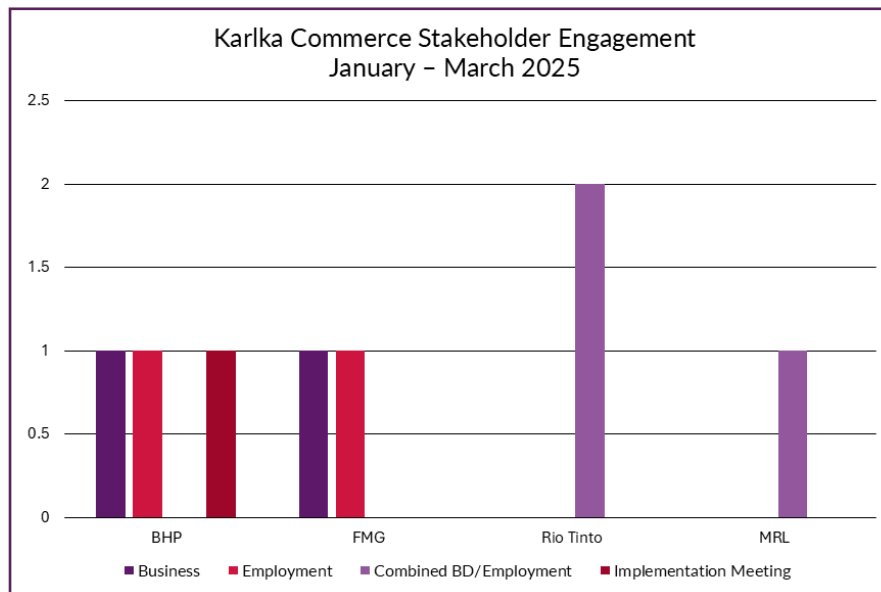


Members can apply to the waitlist:

- Scan the QR code to apply online
- Contact Toby in the Newman Office on 0459913214
- Email [toby.hunter@karlka.com.au](mailto:toby.hunter@karlka.com.au)

## KARLKA COMMERCE STAKEHOLDER ENGAGEMENTS

Karlka Commerce proactively engages with proponents holding agreements with the Nyiyaparli People to ensure optimal business and employment outcomes. As a result of continuous improvement by KNAC, the work of the Native Title team in the agreement reviews and ongoing discussions with Karlka Commerce there have been changes to proponents meetings to ensure greater opportunities to focus on community and economic outcomes. Business and Employment will now be discussed more at Implementation Committee meetings, leading to better results for Nyiyaparli People.



## KNAC MEMBER BUSINESS REGISTER

The KNAC Member Business Register Policy sets out information about the KNAC Member Business Register and is available on request.

The KNAC Member Business Register is maintained by Karlka Commerce and aims to:

1. Provide direct and practical member support.
2. Promote awareness of existing support and benefits to both members and stakeholders.

KNAC Members can register to be on the KNAC Member Business Register when meeting the following criteria:

1. Listed on the Register of KNAC Members
2. The Business is registered as a sole trader, company, joint venture, partnership or trust
3. The business is at least a 25% owned Nyiyaparli Business
4. Must have an Australian Business Number (ABN).

As part of the registration process, Karlka Commerce works to review applications and verify business ownership through the Australia Business Register. Once successful registration is completed, businesses will receive a logo showing they are a registered KNAC Member Business. Karlka Commerce will also make our stakeholders aware of our member businesses.

## BUSINESS SUPPORT

The KNAC Member Business Support Program is available for KNAC Members looking to start a business. The program is intended to increase awareness of wealth creation and self-determination by actively supporting members interested in starting a business.

### What does the program involve? What steps will I need to take?

#### Initial meeting with Karlka Commerce



First, you will have a yarn with James Rhee – Member Support Officer Karlka Commerce. We will go through the WA Small Business Development Commission 'Am I Ready' check list.

After your first meeting, you will receive from James a copy of some resources about how to start a business as well as copies of the relevant Mutual Trust Applications that you can look at in your own time.

#### Complete an online workshop



Next you will need to complete an online workshop about how to start a business. The workshops are 2 hours long and online. They run every 2 weeks, so you can pick a date to suit you.

You can also request to complete this at a KNAC Office, either our Port Hedland or Newman office.

If you choose, James will sit in and do the workshop with you.

#### Choose a business support provider



You will sit down with a professional who will talk through your business idea and you will work together to create your business plan.

You can request for a Karlka Commerce staff member to be present at your first meeting with the business support provider. It can be in person in Port Hedland and Newman or online if the meeting is in another town.

In this program, we support you through the program where you will:

- *Complete an online 'Start a Business' training session.*
- *Connect with a business support service provider.*
- *Travel to Perth to meet in person with Mutual Trust and your business support service provider to develop a wealth creation application.*

While KNAC does not provide direct business training and advice, the program is designed to allow Karlka Commerce to provide ongoing support by connecting you with relevant services.

## KARLKA RECRUITING GROUP

Karlka Recruiting Group continues to service Australian government labour hire contracts, demonstrating its expertise recruitment of from administrative to technical and professional positions. As a Supply Nation registered business, they specialise in connecting Indigenous and non-Indigenous candidates with government agencies across various sectors.

Currently, Karlka Recruiting Group has the following in-house positions advertised on SEEK in their Brisbane Office.

- Project Support Officer: Project Support Officer Job
- Recruitment Consultant - Scribing Services

## KARLKA FENCEWRIGHT WA

Karlka Fencewright WA has had a very exciting start to the calendar year.

In January, we took delivery of a WAFIOS Barb Wire machine, which we purchased from a company in France. Our wire technicians, along with an electrical engineer, have been hard at work assembling, reconditioning, and commissioning this machine. We expect to be producing our own barb wire in April. This is a major milestone for KFW WA as Barb Wire production completes our wire manufacturing capabilities. We now produce 100% of our wire-based products in-house.

On the project front, we have several large contracts currently under construction and some very exciting projects on the horizon.



KFW WA Barb Wire Machine



Midwest Port Project

In March, we successfully completed works at the Geraldton Port for Midwest Port Authorities. This project highlights Karlka Fencewright's ability to provide custom fence solutions for our clients. All our fence posts were manufactured using 316 Stainless Steel to ensure the fence can withstand the harsh marine environment.

Works have also just commenced on Home Fire Film Studio in Malaga. This is a \$233.5 million project funded by the State Government to construct a screen production facility in Malaga. We are excited to be a part of this project and look forward to delivering a quality product for our valued client.

## KARLKA FENCEWRIGHT QLD

Karlka Fencewright's commitment to safety and positive workplace culture was on full display during a recent visit from our QHSE Officer, Erika Molnar, to the Karlka Fencewright Geebung office. The visit provided a valuable opportunity to connect with staff and participate in key events reinforcing our core values.

Australian Fire Protection conducted an Emergency Evacuation Drill and Fire Extinguisher Training session, expertly organised by Nicole. This essential training ensured our team remained prepared for any emergency, reinforcing our commitment to workplace safety.

Following the training, the team came together to officially launch the Positive Culture Program. This initiative fosters a more inclusive, supportive, and engaging workplace for all employees.

A big thank you to everyone involved in making this visit a success. Events like these strengthen our safety awareness and workplace culture, ensuring we continue to grow as a team.



KFW QLD team with QHSE officer

## KNAC PASTORAL

Whilst Cyclone Zelia was a severe weather event that caused significant flooding and disruptions to many areas of the Pilbara it also created beautiful scenes in some places.

Ethel Creek received 110mL of rain from Cyclone Zelia.

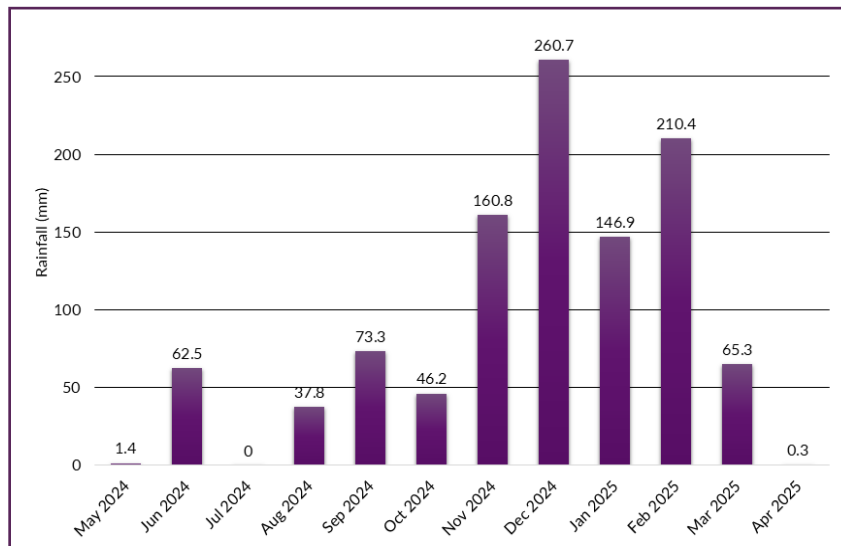
A significant rainfall event like this can have a dramatic impact on the landscape. The dramatic transformation of the arid landscape created the perfect conditions for a beautiful photograph of the Big Mulgas and spectacular night skies captured by Pastoral Manager Richard Gratte



*Big Mulgas*



*Ethel Creek*



We are also excited to have successfully relocated the first group of replacement heifers to Watchpoint Bore on Walagunya. This marks a significant milestone for KNAC as the Pastoral Leaseholder and the first cattle on this new lease. And we're equally excited to report that the rest of the herd has settled in beautifully with the breeding groups at Ethel Creek and Marillana



Walagunya

The successful completion of the first 12 kilometres of the Walagunya – Balfour Downs boundary fence is a positive development that contributes to improved land management and defined property boundary.



Richard Gratte  
10 March 2025 11:48 am

Walagunya - balfour downs fencing

## COMMUNITY AND CORPORATE SERVICE

Since the start of the year things have been very busy and our member support & front of house team have been working hard to ensure our members receive the best support possible through new initiatives.

### 100+ ID POINT PACKS

If you wish to purchase a home through the Home Support Program you are going to need some ID.

To help we have created a **100+ ID POINT PACK** for our members. These packs provide useful information on how and where members can obtain appropriate identification for themselves.

We encourage our members who are needing to gain identification to reach out to the member support team so we can support you!



### MUTUAL TRUST TRAINING

On the 24th of January 2025, the Community & Corporate team completed a 1-day training session with Mutual Trust. They were provided with crucial and beneficial information to better understand and support our Nyiyaparli members whilst also having the opportunity to provide feedback and make some suggestions.

Some key factors covered in the training were:

- overview and update of policies & budgets
- application process & turnaround times
- zenith cards
- Mutual Trust staffing

### CCS TEAM DEVELOPMENT WORKSHOP

In March the Community & Corporate team had a training workshop focused on KNAC's updated processes, programs & events.

This workshop allowed staff the opportunity to provide valuable insight and feedback into their daily work. Training like this one is designed to help the team continue to develop their skills and confidence in their work and contribution to the corporation.

The workshop covered:

- The CCS team Strategic Plan
- Home Ready Program
- Financial & corporate procedures
- Satellite services & roadshows
- Case management/case allocation
- Team process and procedures

## TRADIES LIST – PORT HEDLAND

Another exciting project we've been working on is our tradies list for Port Hedland which was developed in November 2024 and since then has been distributed to many of our members over the past few months.

We are currently in the process of developing a tradies list for both Newman & Karratha and we hope to have completed by this year's upcoming AGM.

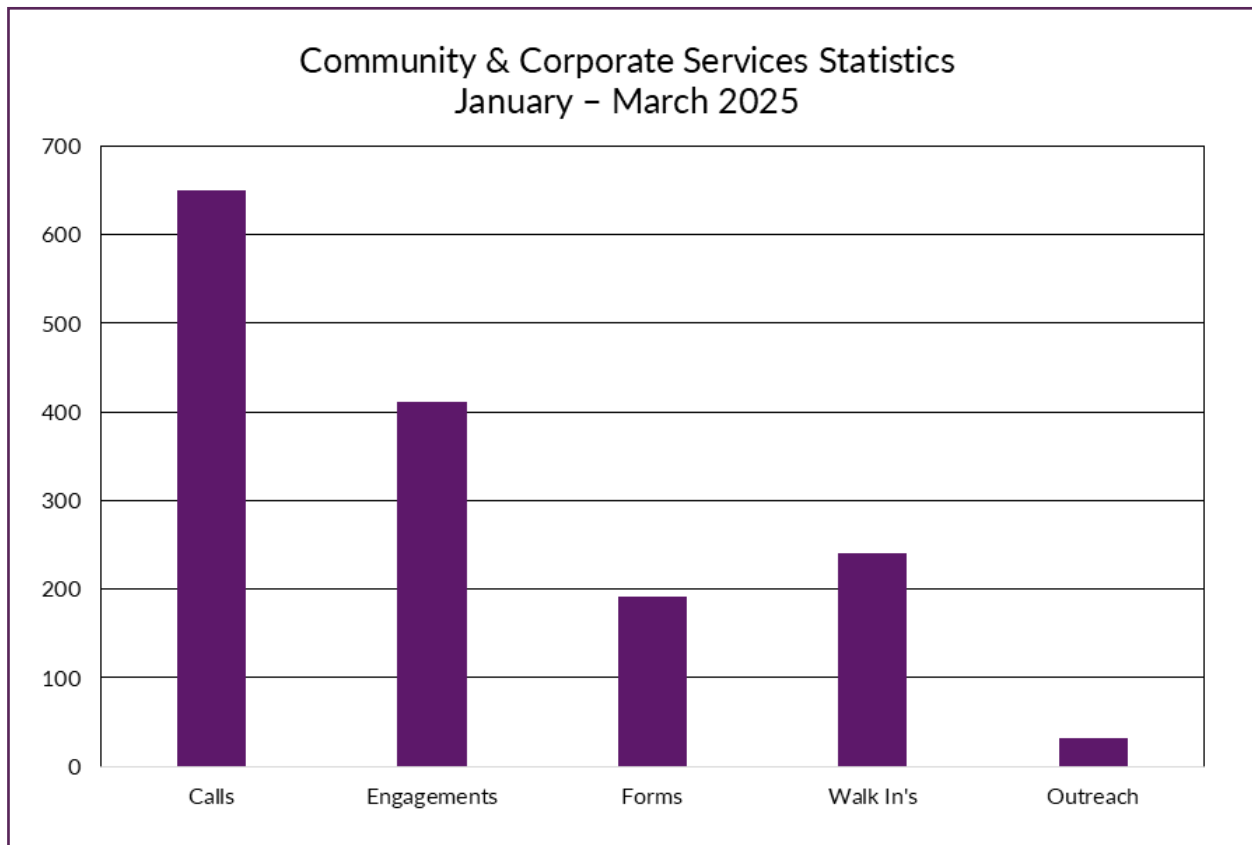
The tradies list is filled with local companies from different trades and provides all relevant contact details. We've also recognised that the tradies list has gained a lot of attention especially from members wanting to improve their homes & ensure its well maintained.



The tradies list covers:

- Air-conditioning
- Concrete supply, construction
- Builders
- Carpenters
- Cleaning services
- Concrete supply, construction
- Electrical
- Gardening
- Fencing & flooring
- Glass, handyman, renovations & skip bins
- Painting & pest control
- Plumbing, gas
- Property maintenance

You can contact the office on (08) 9140 2755 or [reception@karlka.com.au](mailto:reception@karlka.com.au) to get your copy!



## HOME READY PROGRAM

The team enjoyed a Home Ready Program (HRP) facilitation training in January to learn more about how to deliver our HRP to our members.

This program has been developed specifically for KNAC and is based on the 4 different modules.

1. Money Business
2. Home Business
3. Family Business
4. Healthy Business

These modules are each symbolised by the tree  
*Roots, Trunk, Branches and Leaves.*

Part of the training was learning innovative ways to deliver a message through using storytelling and pictures.



## SATELLITE SERVICES IN KARRATHA



Some of the team recently spent time in Karratha at the Pilbara Community Legal Service offices. The satellite service allows our members in the area to meet with our Community Team for support. A list of maintenance requirements was created as a result of meeting members on this visit.

## BACK TO SCHOOL SUPPORT

Our Community Support staff were out and about supporting our youngsters getting ready to go back to school after the holidays.



We put together some Back To School packs filled with goodies and managed to distribute 30 packs to help get the kids back into the school routine.

Some kids also got a free back to school hair cut at Hijack Barbers with vouchers from our Back-to-School initiative.



## NEW HOMEOWNERS

We are delighted to showcase some of our latest member Homeowners. Both these members became new homeowners in March this year.

Enjoy your new home!



Austin Bung with KNAC Housing Officer Priscilla McKenzie



Bronwyn Gardiner and Family

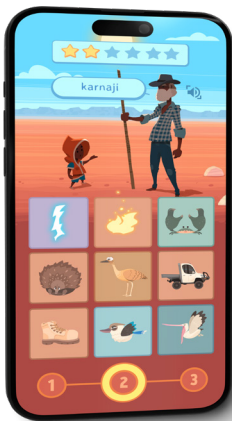
## NYIYAPARLI LIVING LANGUAGE PROGRAM

Tharninharru!  
jar·nin·yar·du  
means: hello.

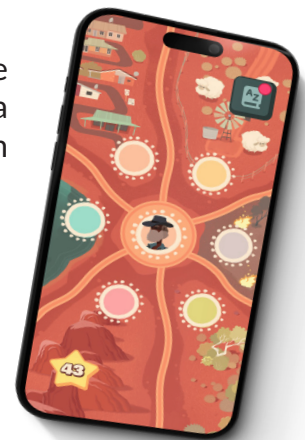
As always, the past few months have been incredibly busy with plenty happening for the NLLP team!

### NYIYAPARLI LANGUAGE GAME

There's been a lot of exciting progress on the Niyaparli Living Language Smartphone game, which, when completed, will serve as a vibrant and engaging way for kids to connect with Niyaparli culture and language.



Set on the iconic 14-Mile Stockyard on the Fortescue Marsh, the game will immerse players of all ages in a culturally rich gameplay environment, allowing them to learn Niyaparli by participating in traditional activities. Players will strive to earn 'cultural respect points' by hunting and collecting Niyaparli cultural items, fostering cultural understanding while making the learning experience both super fun and interactive.



The Niyaparli Language Game is much more than just a game - it's a creative and forward-thinking approach to language preservation, specifically designed for younger, tech-savvy generations.



Featuring unique Niyaparli flora, fauna, everyday items, and on-country places, as well as Niyaparli landscapes and sounds and voices from our own community, the game will offer players an educational and entertaining way to explore their cultural heritage.

This innovative tool from the NLLP ensures that the Niyaparli language remains alive and thriving, while also nurturing a deep connection to the land and culture for everyone who engages with it.

Having hosted a second successful cultural workshop in Hedland in February, we're on track for a launch mid-year this year.

Stay tuned for more updates!



## NIYIPARLI ANIMALS

In late 2024 the NLLP commissioned Niyiparli-Nyoongar artist Arron Yarran to create illustrations for 10 common animals found on Niyiparli country. Designed with kids in mind, Arron produced a stunning set of illustrations for Niyiparli animals, including:



**mirrumayi** ('fish')  
**yukurru** ('dog')  
**manganyah** ('porcupine')  
**kangkuru** ('kangaroo')  
**walartu** ('wedge-tailed eagle')  
**yukuli** ('northern long-necked turtle')  
**yutupa** ('snake')  
**marantu** ('goanna')  
**pertukura** ('bush turkey')  
**wangkuna** ('crow')

These illustrations will accompany Niyiparli language and will be featured across a variety of mediums, including collectible cards, posters, fridge magnets, social media posts, and digital screens at the KNAC office and other locations in Newman. Special thanks to the NLLP Cultural Working Group for providing translations and pronunciations.

## AGM 2024 NLLP MERCHANDISE BAGS

Members who attended the November AGM in South Hedland late last year wouldn't have missed the vibrant NLLP walyarrda kurdanpa ('small bag') merch bags! The bags were packed with a variety of goodies from the NLLP programme, including:

- 1 x '**Purigura**' ('black-headed carpet python') tea towel
- 1 x '**Ngilla**' ('cup of tea') mug
- 10 x Niyiparli Animals collectible cards
- 10 x Niyiparli Animals fridge magnets
- 1 x '**Karla**' (fire) postcard
- 4 x '**Jirntalpa Karnti**' ('Niyiparli Flora') postcards
- 1 x Niyiparli Kids Characters sticker set

During the AGM, we also distributed two new T-shirts for members which were very popular.

The first was a beautiful ochre-coloured Niyiparli T-shirt. The black versions we distributed last year were incredibly popular, so we decided to create another version in a colour that represents one of the rich hues of the Pilbara and Niyiparli country.



The second T-shirt featured an illustration of a **walartu** ('wedge-tailed eagle').

Both T-shirts were a hit with members, and it was fantastic to see so many people wearing the new tees on the day of the Common Law Holders meeting the next day.

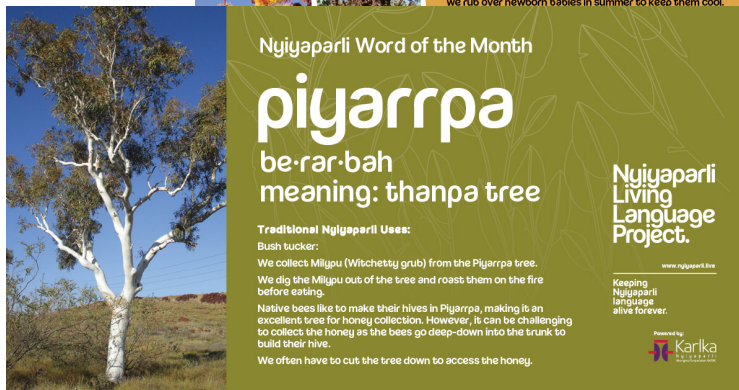
If you missed out on a merch bag or T-shirt email Keely Hodder, NLLP's Project Administration Officer at [Keely.Hodder@karlka.com.au](mailto:Keely.Hodder@karlka.com.au)

(subject to availability)

## NYIYAPARLI FLORA POSTCARDS

The 2024 NLLP AGM merch bags included four beautiful postcards featuring images and text extracted from the Jirntalpa Karnti ('Niyaparli Flora') interactive book, which was published in collaboration with Roy Hill back in 2021.

We love them!



Members can request\* a free copy of the postcards or the hardcopy book by contacting Keely Hodder, NLLP's Project Administration Officer at [Keely.Hodder@karlka.com.au](mailto:Keely.Hodder@karlka.com.au) (subject to availability)

## HOW TO GET INVOLVED WITH THE NLLP

KNAC members who would like to get involved or just stay in touch with the NLLP can register their interest by signing up at [www.niyaparli.live](http://www.niyaparli.live)

If you're a senior community member and fluent or semi-fluent Niyaparli language speaker and would like to get involved in the NLLP, please get in contact with Simon or Keely through the KNAC office in Hedland for a yarn about the project.

## INFORMATION AND TECHNOLOGY

### PROTECTING KNAC'S CORPORATE & CULTURAL DATA

With cyberthreats on the rise in Australia, KNAC is proactively managing its information and technology. In 2024, we received a grant from the National Indigenous Australians Agency (NIAA) to completely overhaul our hardware, software, and cybersecurity. As part of our grant, we've been working to implement cybersecurity strategies that protect our data from cyber threats. Since October, we've been working to align with the *Essential Eight*, a set of strategies created by the Australian Signals Directorate to make it much harder to compromise our systems.

#### WHAT IS THE ESSENTIAL EIGHT?

The Essential Eight helps us reduce the risk of someone from breaking into our system and stealing sensitive information. For KNAC, that means making sure staff only use approved applications and keep software up to date. We've also blocked unsupported applications, such as Internet Explorer and disabled scripting tools such as Office Macros. Most importantly, staff use multi-factor authentication and we regularly back up our devices.

#### HOW YOU CAN IMPLEMENT SIMILAR STRATEGIES

Here are some ways you can protect your information in the ever changing digital world:

Use strong, unique passwords and most importantly, use multi-factor authentication (MFA) for important accounts like your email or your banking apps. MFA is your first line of defence against bad actors – it's an extra step that prevents unauthorised sign ins. MFA can include text messages, phone calls, or app notifications.

Update your software and apps regularly – we know this can be annoying, but updating your apps and software means vulnerabilities (AKA bugs or errors in the software) can be identified and fixed before malicious software can exploit them!

Be careful with the software you install – not all software is safe. Make sure you are installing apps from trusted sources. If you're unsure, ask someone you trust to assist you.

Back up your important files – you can use cloud storage or an external hard drive to keep copies of important documents and photos. If you're someone who uses your phone to take a lot of photos, you can sign up for apps like Amazon Prime Photos or Google Drive to back these up. If you lose your device, you'll be able to access them on another device once you've signed in.

#### WANT TO LEARN MORE?

If you want to know more about cybersecurity, the Australian Cyber Security Centre has excellent resources on protecting yourself from scams.

[Protect yourself from scams | Cyber.gov.au](https://www.cyber.gov.au/protect-yourself-from-scams)

### KEEPING US CONNECTED ON COUNTRY

In addition to cybersecurity, we're also bringing some technology updates to our fleet! Starting in March, as part of our NIAA Capacity Building Grant, we are installing Starlink Mobility devices across our fleet. Starlink-equipped vehicles will be available for our Heritage, Environment, and Ranger teams so that when we're out On Country, we'll still be connected, keeping staff, members, and representatives safe.