



Supporting the **Yinhawangka, Banyjima and Nyiyaparli** people

Annual Report 2022 - 2023



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IBN Corporation Pty Ltd
 As Trustee for IBN
 Charitable Foundation
 ABN 60 093 140 240

IBN Corporation Pty Ltd
 As Trustee for IBN
 Financial Assistance Trust
 ABN 99 081 108 949

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Wakathuni landscape, Yinhawangka Country Page 3 IBN children at Wakathuni Community sundowner

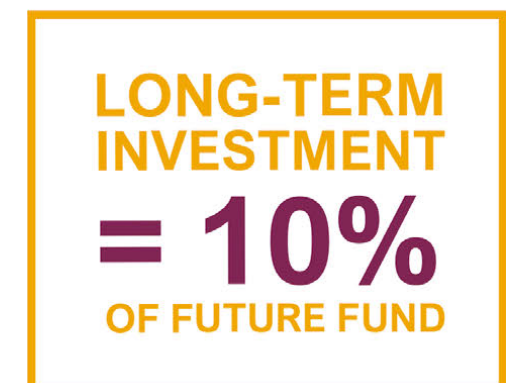
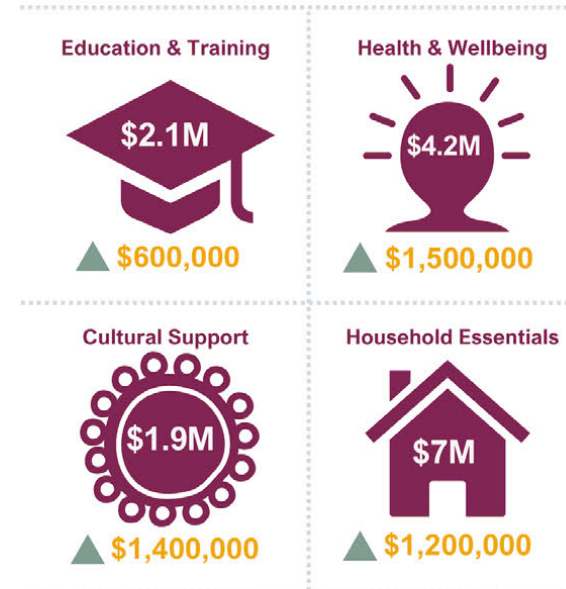
IBN acknowledges that this booklet may contain images and/or names of people who have since passed away.

2022 - 2023

Highlights



\$15.6M SPENT ON COMMUNITY PROGRAMS



About IBN

Thanarru! Welcome to IBN's Annual Report for the 2022/23 financial year. Established in 2001, IBN Corporation is Trustee of the IBN Charitable Foundation. As a trustee, we have a fiduciary duty to look after the interests of all our members.

We manage the production payments from BHP mine Mining Area C on behalf of the Yinhawangka, Banyjima and Nyiyaparli people. The traditional lands of each group are in and around the Hamersley Ranges in northern Western Australia.

We have over 1700 members, with 46.6% based in the Pilbara and the remainder spread across WA, Australia and elsewhere in the world. We deliver programs and services to meet the needs and aspirations of our members.

We are committed to supporting our members today and for future generations in perpetuity. To do this we are developing investments that grow our assets to deliver income long after the mine is closed.

How We Support the IBN Community

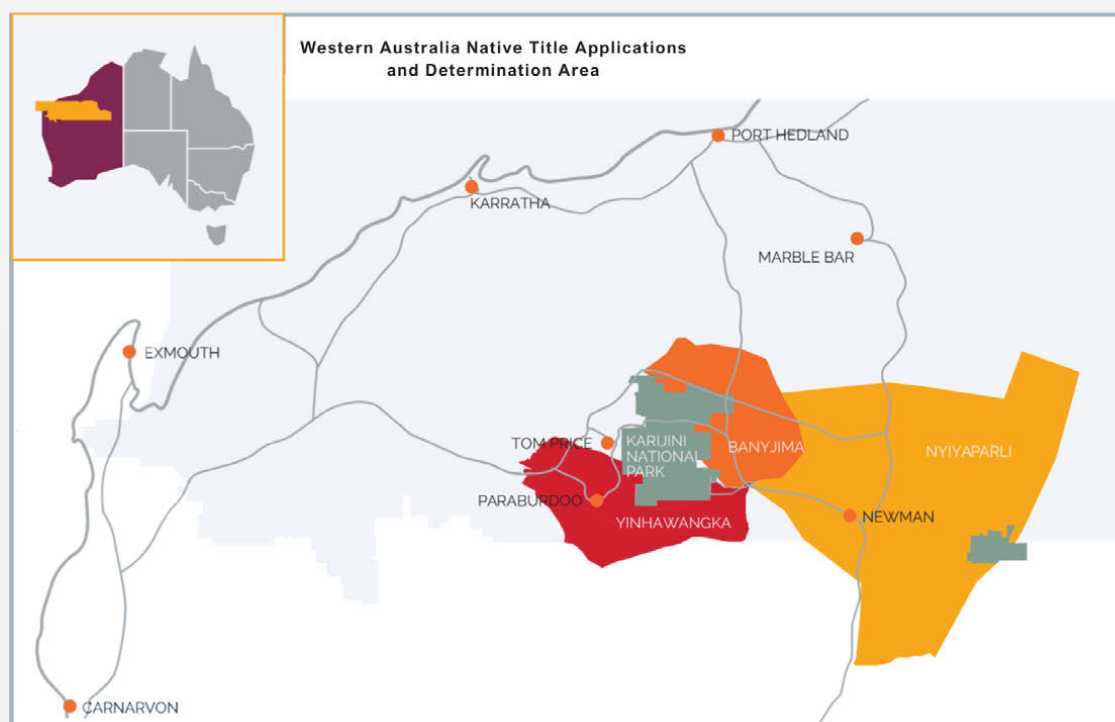
IBN supports members, their families and communities to build better lives for themselves and their families. IBN has three offices, in South Hedland, Karratha, and Tom Price. We employ Field Officers to assist members with a wide range of issues.

Our Purpose

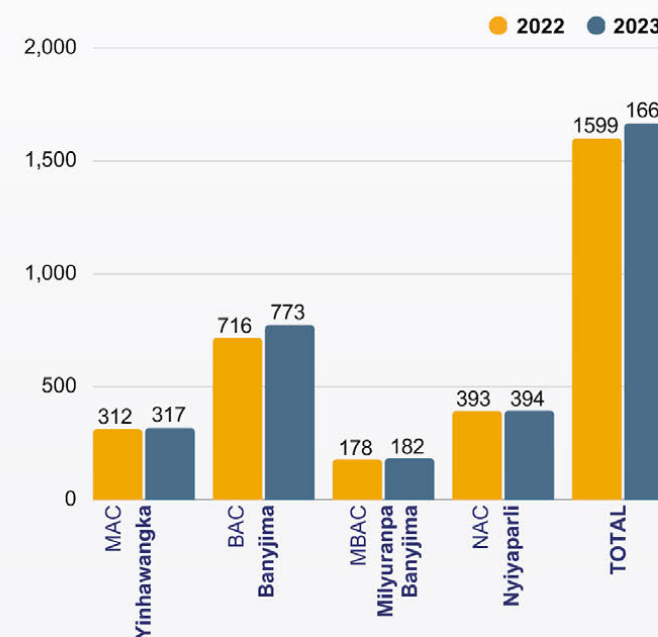
Supporting the Yinhawangka, Banyjima and Nyiyaparli people.

Our Vision

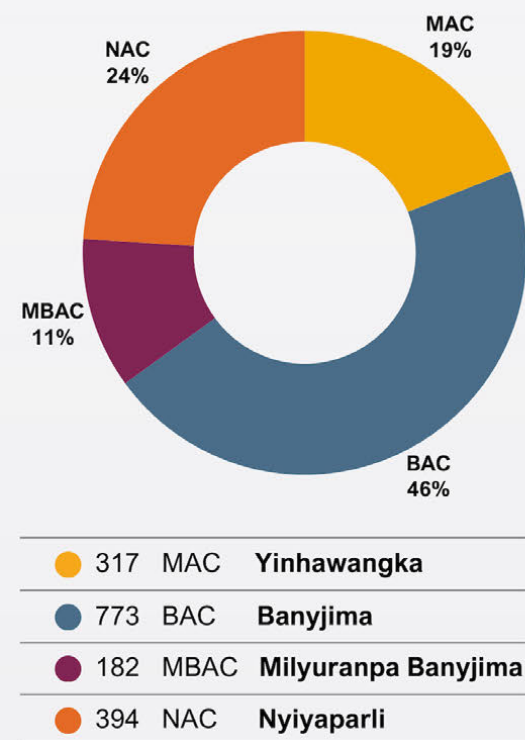
Building resilience and capacity for the present and strong foundations for the future.



ANNUAL GROWTH OF MEMBERSHIP



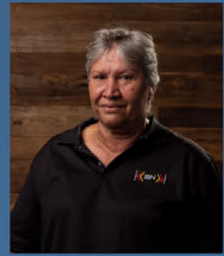
NUMBER AND PERCENTAGE OF MEMBERS BY LANGUAGE GROUP (REP CORP)



IBN Member Anthony Allen | Yinhawangka



Our Board of Directors



Christina Stone
Co-Chair
Niyaparli



Geoff Parnell
Co-Chair /
Independent Director



Darren Injie
Deputy Chairperson
Yinhawangka



Nicholas Cook
Yinhawangka
Representative



Phil Dhu
Banyjima
Representative



May Byrne
Milyuranpa Banyjima
Representative



Stephen Peterson
Niyaparli
Representative



Brendan Renkin
Independent Director

Executive Team

Dale Brown
Chief Executive Officer

Chirantha Perera
Chief Financial Officer

Megan Harrison
Operations Support
Manager

Kara Hawke
IMMS Manager

Leonard Ashburton
Community and Member
Services Manager

IBN Teams

Finance

The Finance Team has the important job of looking after the money and assets of the trust. The Team prepares a budget each year setting out how much money will come in and how much IBN will spend. The Team checks and processes all IBN's payments, including to members, and reports this to the Board every 3 months. The Finance Team also works with the auditor to check the annual accounts at the end of the year. These accounts tell the story of how money has been earned, invested and spent.

Member Services

IBN provides programs and services for the personal, social and economic wellbeing of our members. The Member Services team assess and process program applications and manage the IBN Purchasing Card. Individual and family support is delivered via Field Officers out in the community based in our offices in Tom Price, Karratha and South Hedland.

Operations Support Team

The Operations Support Team provides Human Resources, communications, project management, new membership coordination, Rep Corp support, property and asset register administration and Information Technology services to support the smooth running of the organisation and facilitate change management.



Co-Chairs Report

We would like to acknowledge all of our Traditional Owner groups, Yinhawangka, Banyjima and Nyiyaparli and their Elders past and present and emerging.

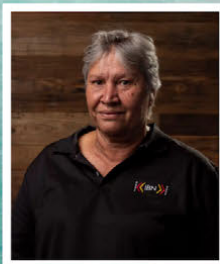
2022/23 was both a challenging and productive year for IBN. The impact of Covid was still with us and the cost-of-living increases were impacting on our members and the organisation. To provide assistance to our members through these times additional payments were made to members totalling \$1.6 million.

During the year IBN has been able to step back and look at what can we do better to fulfil our objectives and ensure members and stakeholder expectations are met. Some key issues identified were the increasingly diverse stakeholders that IBN was interfacing with, and diversity of skills required to lead the significant strategic and tactical initiatives needed to improve member outcomes and provide for future generations.

The Board has investigated and initiated a number of actions designed to improve quality of life outcomes for members, create greater operating efficiencies including the process for lodging and processing member applications and to look at ways to diversify our future fund investments to maximise the benefits for future generations.

As with any change, the implementation of these initiatives needs to be efficiently managed and timelines reasonable to ensure success. We look forward to sharing progress on these initiatives with you during the coming year.

continued >



Christina Stone



Geoff Parnell

Key activities in 2022/23

In May 2023 the Board appointed Christina Stone and Geoff Parnell as Co-Chairs with a view to boosting IBN's leadership capacity through complimentary knowledge, skills and experience. Each Co-Chair is able to provide specific focus on the diverse aspects of IBN's strategic direction, governance and Member needs.

We also began quarterly Relationship meetings with BHP and are already seeing a greater positive level of involvement and commitment by BHP to working together to the benefit of our members.

IBN Strategic Plan

After input from the Board, staff and comments from Rep Corps we met on Country in April to review our past strategic plan and develop a refreshed version. The IBN Strategic Plan is built around three pillars: Members, Balance and Tomorrow.

We encourage all members to read the plan and join with us on the journey of building resilience and capacity for the present and strong foundations for the future.



Our work with Rep Corps

IBN's Strategic Plan Pillar of Balance is about having strong organisations and ensuring that our Boards are well governed, efficient and effective. An outcome of this Pillar is that IBN's Board, Representative Corporations and the Appointing Committee understand their roles and are talking and working together.

We are working towards greater clarity about the roles of the Representative Corporations and the administrative and governance support they require. The IBN Board met in October and June with the Rep Corp Boards to hear their views.

These were useful and productive sessions that were well attended. Discussions were further consolidated at the September 2023 Joint Board meetings as our ongoing work on Rep Corp role clarity continues and we work together to identify ways to provide better outcomes for IBN members.

Initiatives will include:

- Providing support for the director identification
- Supported AICD Governance training
- Meeting with Rep Corps support to offer support to do what is required under the trust deed; and
- Increased annual support to \$120,000 per annum to assist Rep Corps undertake their roles.



IBN Elder George Derschow with team member Barbie McKenzie

Member Survey

Our Member Survey results were phenomenal this year. We were thrilled with our largest ever response from 838 members.

You told us that 85% of IBN members believe that the current Community Programs were meeting your needs and that 83.6% of members think that IBN is an efficient and effective organisation.

The Member Survey gave us helpful feedback and based on this we have improved our service to IBN members by investing in a new telephone system, conducting a Programs Co-Design workshop, and commissioning customer service training for our front-line staff.

We also invited tenders for an organisation-wide IT / systems project which will deliver the IBN Member's Portal.

MEMBER SURVEY SNAPSHOT

Q. Do the current Community Programs meet your needs as an IBN Member?

85% YES

Q. Do you think that IBN is an efficient and effective organisation?

86.3% YES

838
MEMBERS RESPONDED

Q. IBN responds to my queries in a timely manner

72.67%

AGREE / STRONGLY AGREE

Members' Purchasing Card

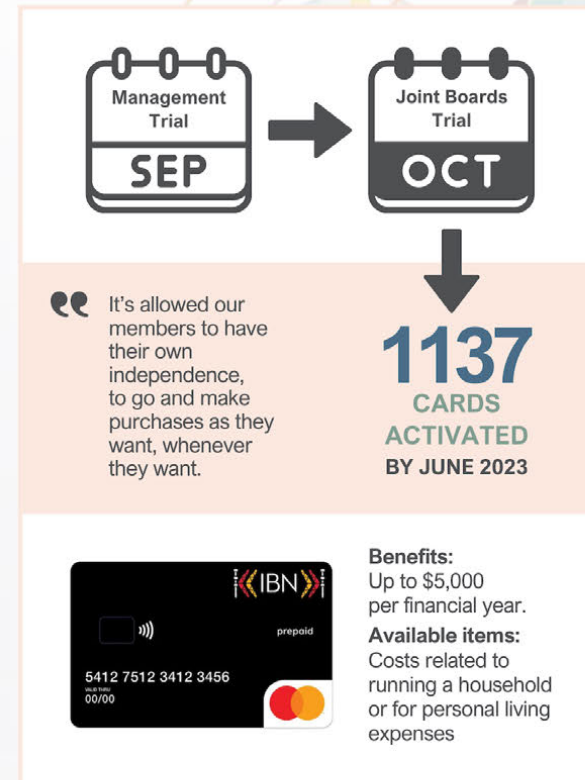
The IBN Purchasing Card was launched this year with a Management trial conducted in September 2022 and a Joint Boards trial in October 2022. As of the end of June 2023, 1137 members had activated and begun using their cards.

We are proud to be able to offer IBN members convenience, flexibility and autonomy. The card also gives IBN the opportunity to increase efficiency as processing of applications has reduced.

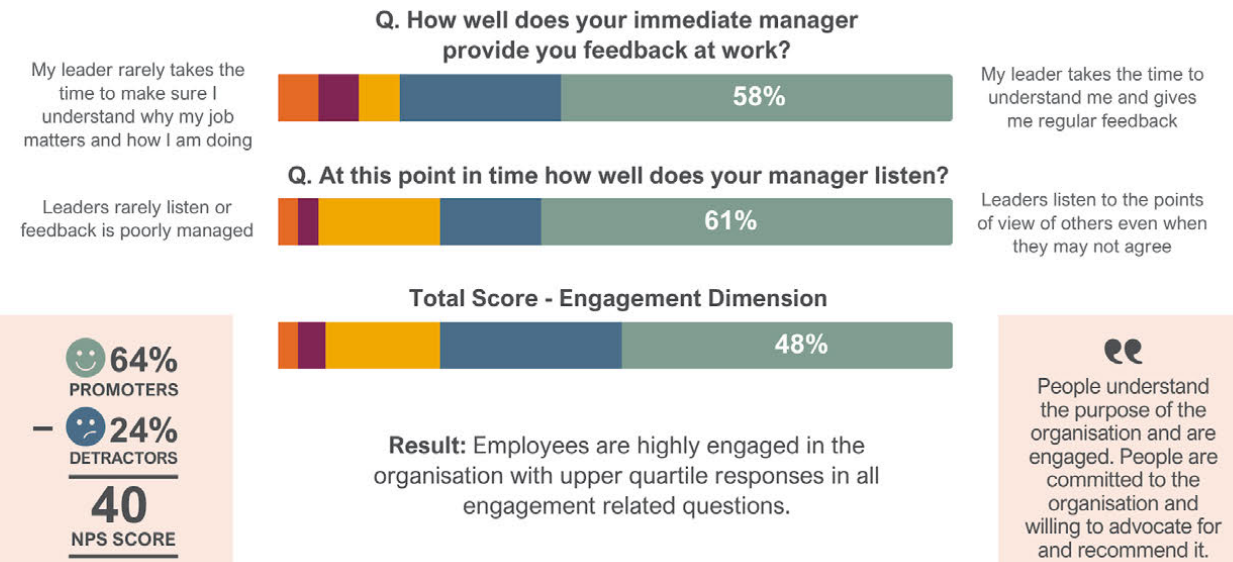
Staff Survey

We conducted a staff survey and our team told us that they are highly engaged in the organisation with upper quartile responses in all engagement related questions.

64% of the respondents are promoters of IBN contributing to a high Net Promoter Score of 40.



STAFF SURVEY SNAPSHOT



During the year, Independent Director Polly Klante needed to resign for personal reasons. Polly was also the Chair of the IBN Audit and Risk Committee. We would like to acknowledge Polly's commitment and positive contribution to IBN. We are working with the Appointing Committee to replace Polly to ensure there is an effective Board mix of skills.

We welcome Nicholas Cook who joined the Board as a Yinhawangka representative, and would like to thank all of our fellow Board members for their continued involvement and support of IBN's objectives.

On behalf of the IBN Board we extend our thanks to CEO Dale Brown and the IBN team for their significant commitment and contribution over the past 12 months.

IBN's purpose is to support our members through building resilience and capacity for the present and strong foundations for the future. There has been significant activity during 2022/23 to ensure that these objectives have been met with further development and implementation being progressed in 2023/24.

These activities included:

- The refreshed website being launched midway through 2022
- The republishing and launch of the Wakuthuni Mingnumulda Garndi Nully Book for teaching bush food and plants and their uses, authored by Lola Young and members of the Wakuthuni Community
- The Indigenous Management Group WA's independent review and report on IBN's performance as trustee, which indicated IBN is effectively managing the trust in its current format; and
- The Language Revitalisation review.

The IBN Board looks forward to continuing the progress on these activities in 2023/24 and 2024/25 and working with members and stakeholders to ensure our common objectives are met.

**CHRISTINA STONE
 & GEOFF PARNELL**
 IBN Co-Chairs



IBN team members at Wakathuni Community sundowner

IMMS Report

Indigenous Mining and Marine Services has been operating throughout the Pilbara as a labour hire company since 1998 and continues to assist indigenous and non-indigenous people with employment opportunities.

Whilst Indigenous Mining and Marine Services has predominantly been labour placement to the mining industry, we realised some years ago that the best way for us to assist not only members but other indigenous and non-indigenous people was to secure a contract that would enable us to place candidates with less experience and give them the support, training and experience that they would need to move into sustainable full-time placements.

2022/23 has seen us expanding, with interest from other towns such as Newman, Marble Bar and Karratha. This new activity has meant that in June 2023 we placed an order for another two trucks to add to our existing fleet.

We look forward to their arrival and creating opportunities for not only members but other indigenous and non-indigenous people in other towns around the Pilbara.

Being awarded the BHP NPI Contract has enabled us to do just that and we have built a successful garden/pool maintenance team that operates throughout Port Hedland, maintaining up to 360 properties.



IMMS team members at South Hedland



NAIDOC 2022

The NAIDOC 2022 theme of **Get Up! Stand Up! Show Up!** was celebrated across South Hedland, Tom Price and Karratha.



The 2022 IBN NAIDOC Festival was hosted at our South Hedland office on the 7th July, featuring live music and community stall holders. This year we showcased a gorgeous Bobbi Lockyer Fashion Parade down Brand Street.



Staff and visitors had the opportunity to get some fun photos in our photobooth. Every IBN NAIDOC Celebration gets bigger and better!



Bobbi Lockyer and NAIDOC Day models

Finance Report

Overall the spending for Community Programs and Member Support in 2022/23 was in line with our budget. We allocated 61% of our funds to provide direct support to the IBN Community.

33% of the expenses were attributed to IBN operations, which includes IBN Administration, Staffing, Board, and Rep Corp expenses. This is an 8% decrease from the previous year.

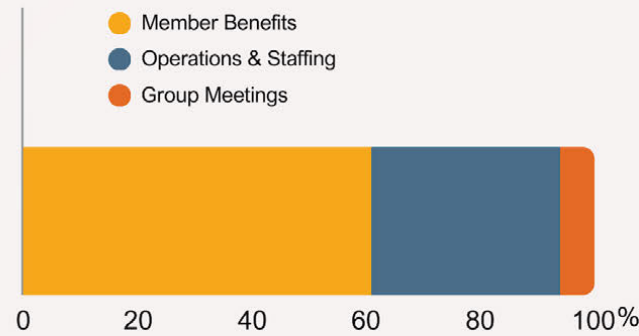
Group Meetings, which include IBN AGM, Joint Boards Meetings, Member Consultation Meetings and Surveys, and Elders' Meetings, accounted for 6% of the 2022/23 spend.

It has been wonderful to have invested \$15.6 million into our Members through Community Programs. This was an 43% increase compared to the previous year. During the year we spent \$2.1 million on Community Outreach and Service Delivery programs. In December 2022 and January 2023 we supported Members with cost of living payments of \$500.

Some key highlights for the year were:

- \$1.6 million in cost of living relief payments direct to members
- \$7 million dollars in household essentials payments, up from \$5.8 million last year
- \$4.2 million in health and wellbeing payments, up from \$2.7 million last year
- \$2.1 million in education, training and enterprises
- An additional \$160,000 in payments to Representative Corporations, to a total of \$483,000

IBN MAJOR EXPENDITURE



BUDGET HIGHLIGHTS

Education & Training



Health & Wellbeing



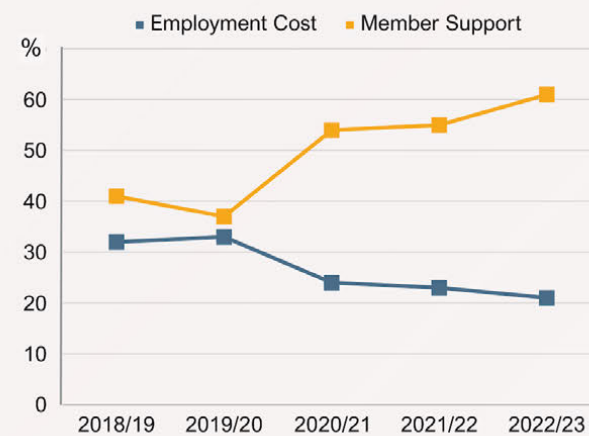
Cultural Support



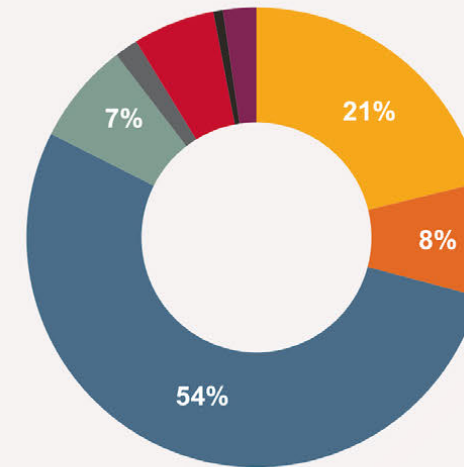
Household Essentials



EMPLOYMENT COST VS MEMBER BENEFITS

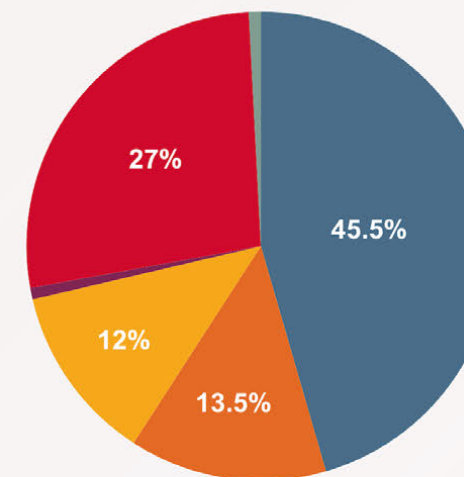


IBN MAJOR EXPENDITURE - DETAILED



Staff Employment	21%
Administration & Operating Expenses	8%
Community Programs	54%
Community & Member Services Operations	7%
Rep Corps Expenses	1.5%
Group Meeting Expenses	6%
IBN Services (operating expenses)	0.5%
Board Expenses	2%

COMMUNITY PROGRAMS



Household Essentials	\$7,094,714
Education, Training & Enterprises	\$2,122,916
Cultural Support	\$1,903,846
Employment & Enterprises	\$122,397
Health & Wellbeing	\$4,215,370
Member Advocacy & Advice	\$128,014



Photos on this page: IBN members at Wakathuni Community sundowner



Financial Statements

IBN Corporation Pty Ltd As Trustee
for IBN Charitable Foundation

Our complete financial statements are online at:

<https://ibngroup.com.au/media/>

- Go to [Media - Resources - Strategy and Governance](#)
- 2022/23 Consolidated GPFR - IBN Corporation P/L
 - 2022/23 SPFS - IBN Financial Assistance Trust (FAT)
 - 2023/23 SPFS - Indigenous Mining and Marine Services

Contact

IBN SOUTH HEDLAND HEAD OFFICE

FREE CALL 1800 014 401
Call 08 9140 0900
Email: admin@ibngroup.com.au

3 Brand Street, South Hedland, Western Australia, 6722
Postal Address: PO Box 2390, South Hedland, Western Australia, 6722

IBN TOM PRICE OFFICE

Call 08 9189 3706
Email: admintp@ibngroup.com.au

Shop 1, 973 Central Road, Tom Price, Western Australia, 6751
Postal Address: PO Box 592, Tom Price, Western Australia, 6751

IBN KARRATHA

Call 08 9185 1499
Email: karreception@ibngroup.com.au

Unit 3/4 Welcome Road, Karratha, Western Australia, 6714
Postal address: PO Box 1840, Karratha, Western Australia, 6714