



IBN WANGKA

Newsletter for the IBN Community
DECEMBER 2023



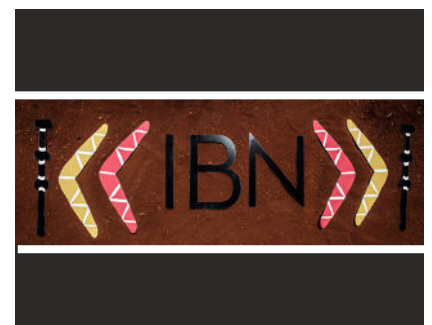
Inside this edition...



New Team Member's Profile:
Julie Walker, Yinhawangka



Kids Kicking Goals!
Kalissa heads to the Gold Coast



Executive Update:
CEO & CFO Announcements

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FRONT COVER PHOTO:

IBN children at Wakathuni
Community sundowner.

*IBN acknowledges that this publication
may contain images of people who
have since passed away.*



EXECUTIVE UPDATE

From the Co-Chairs

Welcome to the December edition of IBN Wangka. This issue we have some wonderful stories from the IBN community to share with you.

We find ourselves in a tough economy and most households are seeing an increase in grocery, fuel, housing and electricity prices. At the December board meeting, the IBN Board made the decision to offer two cost of living payments to Members.

The first payment of \$500 will be paid in early January to provide a post-Christmas buffer. The second payment of \$500 will be paid in late January to help relieve some “back to school” financial pressure. IBN will send payment details after 3 January 2024.

The IBN Enterprise Resource Planning (ERP) is underway. The ERP will overhaul IBN’s IT systems and pave the way for the IBN Member Portal. The process-mapping component of the ERP has been completed and sessions with the provider are set for late January.

This will be the most significant investment into IBN’s systems in over a decade. It will increase IBN Members’ access to information about program eligibility and application updates.

We look forward to sharing the project timeline with you in next quarter’s edition of IBN Wangka.

AGM announcement

The decision to postpone the AGM in November was not taken lightly. Given the rate of COVID infections in Perth and the Pilbara the Board made the decision to reschedule the event in order to keep our members safe.

We can now confirm that the AGM will be held on Saturday 27 April in South Hedland. Please read the [AGM information on the Events page](#) for further details.

Please keep adding to the questions that you would like raised at the AGM. To make sure that your voice is heard please visit the website and fill out the [AGM Q & A Comment Box](#).

Annual Report

The [IBN Annual Report for 2022/2023](#) is available online. Please go to the website and have a read through. We look forward to sharing the Annual Report with you at the AGM in April.



We wish you a happy and safe Christmas and New Year. We are looking forward to catching up with you in April.

**CHRISTINA STONE
& GEOFF PARNELL**

EXECUTIVE UPDATE

IBN CEO & CFO Announcements

We are very pleased to advise that after an extensive recruitment process, IBN has appointed Kerry Bosch as our new Chief Executive Officer and Michael Felix as our new Chief Financial Officer.



KERRY BOSCH | CEO
Commencing 22 Jan 2024

Kerry has established leadership credentials with an extensive commercial sales and business development background before moving into a CEO position in the NFP sector. He impresses as an innovative, passionate and committed Senior Executive with a strong understanding of relevant compliance and corporate governance.

Kerry is a highly flexible professional with proven problem solving and analytical skills. He has a focus on aligning organisational vision to strategic outcomes.

Kerry demonstrated ways in which he provides valuable contributions and solutions to a problem by taking responsibility for outcomes, meeting targets, contributing to meetings, mentoring staff and leading by example.

Kerry and his wife, Ceah, are relocating from Darwin to Western Australia. Kerry is excited and enthusiastic about joining IBN and their move. Ceah identifies as both Aboriginal on her mother's side and Torres Strait Islander on her father's side and having spent many years working in the Aboriginal development and disability spaces, she is also very excited about the move to Western Australia and becoming involved in the local communities.

Michael has a Bachelor of Commerce degree from Curtin University and is a Certified Practising Accountant. He is an experienced senior finance management professional with extensive experience in strategic financial planning and governance.

Michael has experience in establishing and accomplishing strategic company objectives through effective implementation of business planning, policy and strategy, budgeting, forecasting, and reporting, amongst other key competencies.

Michael's leadership style is based on fostering a culture of continuous improvement, integrity, and the ability to build consensus and relationships. Michael has advocated for and is an active member of 'for-purpose' organisations. He is currently the President of Pride WA and is Non-Executive Director for Samaritans Australia.



MICHAEL FELIX | CFO
Commencing 9 Jan 2024

STRATEGIES IN FOCUS

Pillar 2: Balance

IBN's Strategic Plan is built on three core pillars of Members, Balance and Tomorrow.

Each newsletter we introduce some of the strategies we are implementing to meet the objectives of the Strategic Plan. These projects form our yearly Operational Plan, setting out specific goals and what we need to do to achieve them.



BALANCE

To have strong organisations and leaders that are confident in both worlds, building on Elders' knowledge and supporting emerging leaders.

OUTCOMES:

- 2.1 Build collaborative and stronger relationships with internal and external stakeholders.
- 2.2 Build long term employment and leadership opportunity pathways for members in employment and governance.
- 2.3 Our Boards and administration are well-governed, efficient, and effective.

STATUS: ONGOING

Language Revitalisation Project

IBN sought to employ a suitably qualified consultant to compile a summary of the current state of the Banyjima, Yinhawangka and Nyiyaparli languages and deliver findings and recommendations to the IBN Board.

See [page 7](#) for more on this project.

Joint Boards

A way to engage more regularly with the Rep Corps, particularly in our efforts to gather feedback from members.

BHP Relationship Committee

A committee of IBN and BHP stakeholders that meet regularly to monitor and discuss ways to advance the benefits to members.

AICD Program

Placing future and current IBN leaders through Governance Training.

Traineeships within IBN

A program which offers traineeships to selected school leavers to develop employment skills.

STATUS: PLANNING

Joint Projects with other Indigenous Organisations

Investigate ways to collaborate with other organisations to ensure we are maximising the overall opportunities and to reduce duplication.

STATUS: RESEARCHING

Youth Program

We are researching the feasibility of individualised programs for all members' children aged 14 and under.

Future Leader's Program

Testing the feasibility of identifying future leaders for individualised coaching programs.



In focus next issue  *Pillar 3: Tomorrow*

STRATEGIES IN FOCUS

Strategic Plan Workshop

On 15 December we gathered together and held a workshop to go through the Strategic Plan with the IBN team.

Co-Chair Geoff Parnell facilitated the early part of the session which focussed on the 3 Pillars, the Objectives related to each of these and the projects or initiatives that have been set to achieve the plan.

The team participated in a session where they identified:

1. What their roles were in delivering the Strategic Plan and;
2. Continuous Improvement suggestions.

As was expected, the feedback received was perceptive, member focused and impactful.

The day came to a close with an art activity which tied the theme of the day together. HR Officer, Rebecca designed a simple piece depicting the three Pillars of the Strategic Plan. She then “cut” this image up into smaller canvas tiles. Without revealing the theme or the overall image each workshop attendee was given a random canvas. The instruction was to paint our individual tiles and try not to cover the black marks on the tiles.

Fuelled by a dynamic workshop (and pavlova!) the result was this beautiful mural:
Members, Balance, Tomorrow.



PROGRESS REPORT

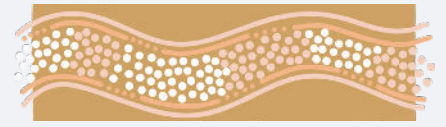
Language Revitalisation Project

This year IBN initiated a new project to support the revitalisation of the Yinhawangka, Banyjima and Niyaparli languages. To begin, there were two main questions to be addressed: “Where are things at?” and “Where to from here?”

To address the two main questions we required a review of the state of the languages, existing resources, and past and current language projects. To align with best practice, there was a need to look at the research on revitalising Indigenous languages in Australia and around the world. Most importantly, conversations with community members and other key stakeholders would help us to learn from past projects and identify people’s aspirations for the future of the languages.

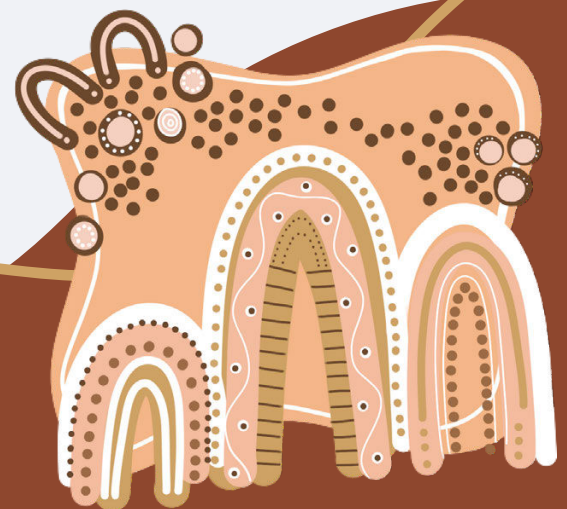
Many lessons have been learned from this initial discovery phase of the project, and many more are yet to be unearthed. The review has highlighted the critical state of all three languages, and the need for commitment and cooperation to support community aspirations to keep these languages alive and see them thrive.

The IBN board has committed to a three-year project to support language revitalisation by implementing recommendations from the initial report.



An independent consultant, Debra Hannagan was contracted to undertake this work. Debra is a non-indigenous woman of Celtic-Anglo ancestry who lives in Broome and is connected to the Djugun, Jabirr-Jabirr, and Gooniyandi communities through her husband, Isaac Torres.

Debra has worked predominantly in education for 20 years and has a MA in Applied Linguistics. Having seen the importance of language for identity through her teaching, research, and the experiences of her husband, family, and friends, she is passionate about valuing and strengthening Indigenous Australian languages. She is excited to learn about and support community aspirations for the Yinhawangka, Banyjima, and Niyaparli languages.



We'd love to hear your dreams for your language/s, what matters to you, and what you would like to see to help strengthen language and community.

To get involved or find about more about the project, please contact Debra at ibnlanguageproject@hannagan.id.au



Debra Hannagan
Language Consultant



FEATURE PROGRAM

Community and Environmental

As a result of feedback from Member Co-Design Workshops and the most recent Member survey, IBN has implemented the Community and Environmental Program. IBN Members may be eligible for up to \$1,000 per financial year for the following:

- Skip bins, which may also be accessed under the Household Essentials program.
- Veterinary expenses including pet sterilisation, registrations, microchipping and other pet health related expenses.
- Bottled water or Water Purification Systems.

To date, the following applications have been received for this program: 27 pet applications, 49 skip bins and 10 water applications.

For more information, please visit: [Community and Environment Program](#)



THANARRU!

Welcome to the IBN Team



Buddy Cassidy
PROJECT OFFICER:
BOARD AND EXECUTIVE SUPPORT



Yow Srilak
PROJECT OFFICER:
COMMUNICATIONS



Ameliah Bell
SENIOR ADMINISTRATION
OFFICER



Molly Derschow
SENIOR ADMINISTRATION
OFFICER: PURCHASING CARDS



Julie Walker
COMMUNITY PARTNERSHIPS
OFFICER



Darrel-May Welsh
FIELD OFFICER: TOM PRICE



Samantha Perry
OPERATIONS SUPPORT OFFICER



Veronica Caisley
FINANCE OFFICER



TEAM MEMBER'S PROFILE

Julie Walker

IBN Member Services welcomed Aunty Julie to the IBN team in November in role of Community Partnerships Officer. We had a yarn with her to learn a bit more about her journey.



Julie Walker (Tommy), a proud Yinhawangka elder and former IBN Board Member (1 term elected at AGM), has been actively involved in advocating for Indigenous affairs in the Pilbara on a state and national level for more than four decades. Throughout her impressive career, she has been a trail blazer in promoting Aboriginal advancement and history, positive childhood outcomes, preserving language, Aboriginal representation in politics and empowering women in leadership roles.

Notably, Julie played a crucial part in establishing the first Nationally certified Aboriginal language worker program during her tenure as the Manager of Wangka Maya Pilbara Aboriginal Language Centre. Her remarkable team effort also led to the centre achieving Quality Innovation Performance (QIP) accreditation, making it the first and only one in Western Australia to do so.

To have Aunty Julie fulfil the role Community Partnerships Officer role will ensure IBN have the experience, passion and knowledge gained over her 40 years of community service to develop crucial relationships with government and private agencies to deliver better outcomes and opportunities for Members.

Tell us about your early years and how you began your education journey.

“I grew up around the Ashburton River Basin area on Yinhawangka country with my James Banyjima family. I was born in Roebourne and am a second twin to my brother Roy Tommy. As a child we spent most of our life on the Onslow native Welfare reserve. We then went into Gilliamia Native welfare hostel in Onslow when we were 5 years of age for primary school where I had little contact with my family, then to Moorgunya Hostel for high school.

I was the first Aboriginal student to finish year 12 at Hedland Senior High School. I then went on to Curtin University to do my Social Work training, completing a double degree in Social work and Social Science. To date I have completed honours in Indigenous cultural studies and research at Curtin University and I am now heading towards my final year of Ph.D. study in the Doctor of Philosophy course at Charles Darwin University.”



PHOTO PREVIOUS PAGE:

Julie, age 17 (front row, second from the left) at Hedland Senior High School in 1976. She was the first Aboriginal student to graduate.

PHOTO THIS PAGE:

Julie was manager at Wangka Maya. She is pictured here with KIWA Digital book producer Bryan Field, sharing a new language app developed in 2019. *Photo credit: North West Telegraph*

What inspires you to continue your educational pursuits?

“I consider myself blessed having been mentored by many Aboriginal people and Elders. Most significantly my old Dad, who was Aboriginal man of high order, a spiritual holy man. He would be walking around our reserve talking to people and healing people and I joined him as a small child carrying our kerosene lamp for him and watched him going about his work, he introduced me to what we now call social work.

Others that have shaped me, my education and career are Ms Jackie Morrison (Oakley), the late Mrs Pat Kopusar, and the teachers at Hedland Senior High School. Mr Leon Van-Erp who was a project teacher back then at Hedland Senior High School, he was the main one in the Projects classroom which was where they put all the kids deemed at risk but really it was just children who couldn't speak English as well as other students being our second language. We were segregated but he saw the potential in me and pushed me to be accepted into mainstream school where I did well, and I have never stopped learning and now heading towards completing my Ph.D.

As mostly a young single mum I have always tried to do the best to provide for my kids, in my day there was no IBN and I have always worked. My work history has largely been in managing Aboriginal organisations and social work. My first and most driving inspiration was with the Aboriginal childcare agency in Perth, this work introduced me to the Aboriginal political movement and the history of Aboriginal child removal.

I have worked for over forty years in community development and been at the forefront of establishing many organisations in the Pilbara including the Onslow youth centre, Roebourne safe house, Pilbara Community Legal Service, and managing others including Wirraka Maya Health and Wangka Maya, taking both to accreditation standards.”

What has been the most rewarding initiative you have been involved in?

“My proudest achievement is the Wirraka Maya Health Service, I was appointed Director in 1999 being part of the process that saw the improvements to infrastructure and the clinic grow and become what it is today. Being part of the wellbeing centre and advocating for and establishing the first Aboriginal Health Worker training in 2005. I stuck with it for years and saw the vision and dream become a reality. These programs now exist on a local and national level and made a lasting impact on the ability for Aboriginal people to access culturally appropriate health care provided by Aboriginal people. I think I did the right thing for the community and looking back watching it grow and knowing that we had 2 Aboriginal women as health workers go on to become medical doctors is truly inspirational.”

What impact do you want to make with your role at IBN?

“When I first came to Hedland, it had a good community spirit and everyone collaborating, I’ve seen that unity and community collaboration diminish over time. Everyone is now working in silos, separate without talking to each other the way we used to. I want to rekindle that spark in our community spirit that Hedland was once well known for. I was involved with Dr Ian Smith of the Rural Medical school there was once a queue of eager young doctors fighting to get a placement in Hedland and the Pilbara and now it’s all changed, we can’t retain those services and we need to remedy that. We need to improve what we already had before we can expand and truly grow again. Coming full circle as an IBN Member, IBN Board Member, Elder and now IBN Staff member is very special, I know I can work to making a difference on a practical level with all that I have learnt over the years.

As an Elder and mum now it is difficult, there is a lot more stress we face now than those Elders that came before us, my Mum knew what paths young ones would be walking on and could provide that guidance easily, now times are more complex. There is more trauma to resolve and unpack that we have not been prepared for. Our Elders don’t know where our young people are heading and what paths they are going to be walking on when there are so many choices. It can be very difficult with now so much uncertainty but I want and choose to stay optimistic, I want my role to be a positive one.

My focus will be building relationships and working towards unifying 50 plus community organisations in Hedland that are all working towards reducing indigenous disadvantage. We need to improve to coordinate, collaborate, reduce duplicated services, and maintain the cultural appropriateness of these services. We all want the same goals, we are working for the same people, our people, and we need to work together through interagency collaboration.

It all starts with talking, healing, and coming together. All these things worked in the past and kept us strong resilient people, we just need to rebuild.”

“

I have always believed education is the key to unlocking these new pathways.

I want to see our young people be trained in highly skilled roles as nurses, teachers, trade professionals, anthropologist, linguist, accountants, lawyers.

It all starts with education.



IN OUR COMMUNITY

Tom Price Netball Champ Heads to the Gold Coast

13-year-old Kalissa Smirke will be enjoying her school holidays on the Gold Coast in Queensland representing the Top End Indigenous Allstars Netball Team (TEIAN) at the National Indigenous Schoolgirls Netball Championships in January 2024.

Kalissa has been playing netball since the age of seven and loves playing because she feels it is something she is good at. She received the MVP award this year for her efforts on the court.

On a recent trip to Broome this year for the North West Regional Championships, Kalissa co-captained the Tom Price under 16's, making it to the B-grade semi-finals. This was where she was scouted and recommended to join TEIAN.

Besides playing for the Tom Price Netball Association as a goal shooter and goal attack, Kalissa also enjoys playing in the town's local touch rugby competition, basketball, women's football league and softball on the weekends. Her real passion is netball and she would like to become a professional netball player one day.

Kalissa will be travelling over to Queensland with her team, along with mum Ingrid Carey who is an Yinhawangka IBN Member. Both have never travelled out of Western Australia before so this will be a very exciting and new experience for them and Kalissa is looking forward to the competition. IBN is proud to support Kalissa and her mum on their trip and has contributed funding for their exciting journey.



PHOTOS ON THIS PAGE

TOP: Kalissa shines on court as goal shooter and goal attack.

MIDDLE: Kalissa receiving her Tom Price Netball Association MVP award.

BOTTOM LEFT: Ingrid and Kalissa with West Coast Fever player Verity Simmons on her recent visit to Tom Price.

BOTTOM RIGHT: Kalissa in action on the court at the Tom Price Netball Association 2023 Indigenous Round.



IN OUR COMMUNITY

Elders Events Calendar

Please check our website regularly for calendar updates, or call the office on: **1800 014 401** if you need more information or transport.

JANUARY 2024

Thursday 25 Jan 10.30am - 12.30pm Elders Craft Activity

IBN SOUTH HEDLAND

FEBRUARY 2024

Thursday 8 Feb 4pm - 7pm Sundowner Yarning & Music

MIRLI MAYA SOUTH HEDLAND

Thursday 29 Feb 10.30am - 12.30pm Elders Craft Activity

IBN SOUTH HEDLAND

MARCH 2024

Thursday 14 Mar 10.30am - 12.30pm Elders Craft Activity

IBN SOUTH HEDLAND

Thursday 21 Mar 4pm - 7pm Sundowner Yarning & Music

MIRLI MAYA SOUTH HEDLAND

APRIL 2024

Thursday 11 Apr 10.30am - 12.30pm Elders Craft Activity

IBN SOUTH HEDLAND

Thursday 18 Apr 4pm - 7pm Sundowner Yarning & Music

MIRLI MAYA SOUTH HEDLAND

CHRISTMAS CRAFT ACTIVITIES

IBN Elders, team members and friends from the community enjoyed a festive morning of Christmas wreath-making at South Hedland.



ASHBURTON ABORIGINAL CORPORATION LUNCH

IBN Elders were invited to the AAC Christmas luncheon in Wedgefield. IBN team member Bernard donated Desert Roses to distribute as gifts.

EDUCATION & TRAINING

School Based Traineeships 2024/25

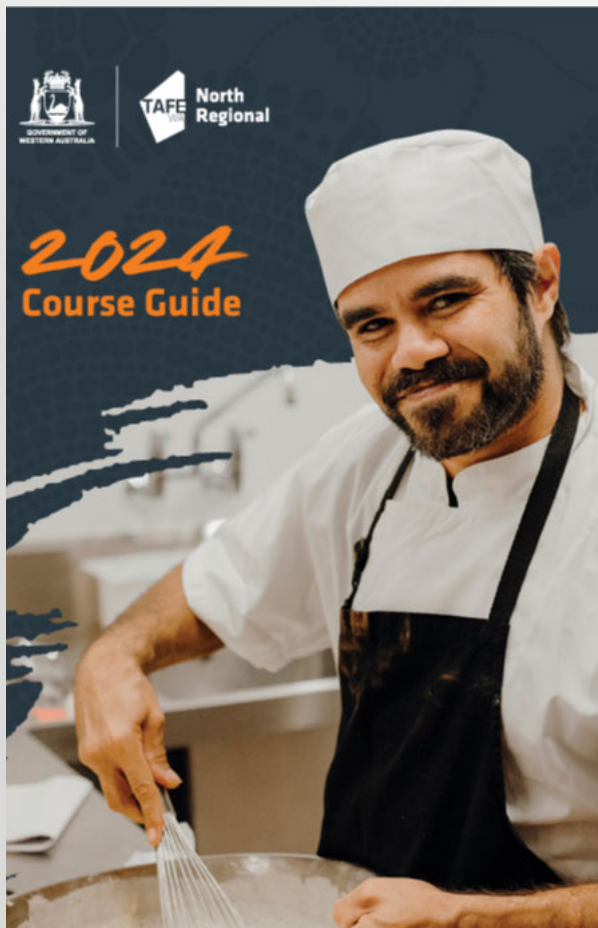
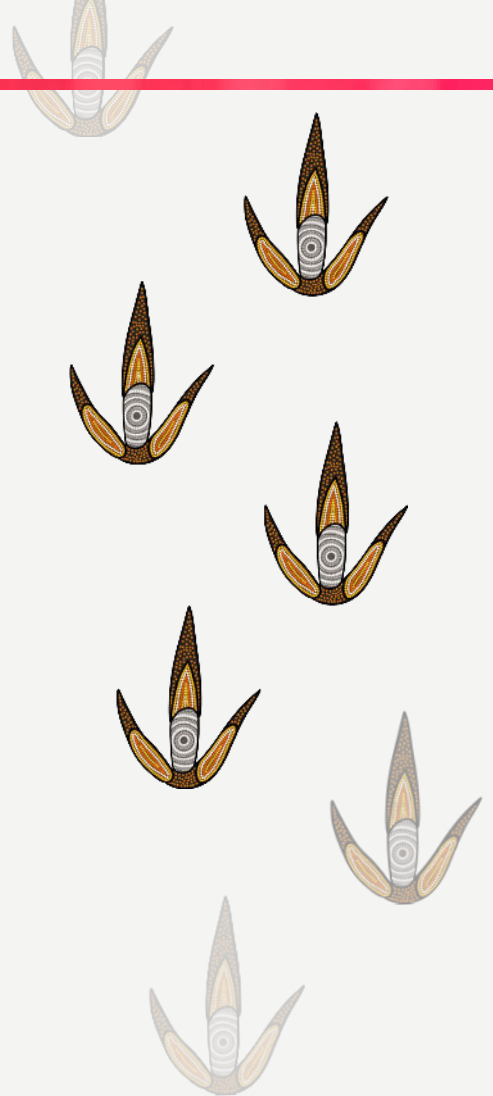
IBN are collaborating with School Based Trainee stakeholders including High School VET Coordinators (Port Hedland, Tom Price and Karratha), North West Regional TAFE and CAT5. We are working with this network to develop employment pathways for our IBN youth.

A range of certificate options are available for the children of IBN Members who:

1. Are heading into year 11 in 2024 or 2025.
2. Live in the school catchment areas of Tom Price, Karratha, Roebourne and Port Hedland.

Please contact us via EmploymentPathways@ibngroup.com.au

We can have a chat to you about what is possible for the young IBN student in your family.



North West Regional TAFE

NR TAFE has made the exciting announcement that selected full qualifications will continue to be **100% course fee-free** and all Job Ready short course skill sets will be fully fee-free from 1 January 2024. This free training will focus on priority industry areas to help build WA's skilled workforce, support employers and businesses, and create employment and career opportunities in WA.

The Women in Non-Traditional Trades (WiNTT) Scholarship is also being offered to encourage more women into roles that are traditionally male-dominated. The program gives successful applicants a \$5,000 scholarship placement in selected STEM and building and construction qualifications.

If you're ready to boost your skills for the future, check out the NR TAFE 2024 Course Guide now available online.



INDIGENOUS MINING & MARINE SERVICES

IMMS CEO Announcement



GORDON BRYDEN
IMMS Chief Executive Officer

We are pleased to advise the IMMS Board has appointed Gordon Bryden as our new Chief Executive Officer after an extensive recruitment process.

Gordon has extensive senior management experience and a track record of expanding service businesses, providing facility management, property management, environmental services, engineering, and construction services involving the mining infrastructure, construction, and government sectors.

He is an experienced change manager and a positive communicator who focuses on delivering business commitments to achieve sustainable growth and profitability. Gordon has significant experience in selling to the resource and government sectors at a senior level as well as extensive experience in providing business advisory services to indigenous business leaders.

There are sustainable growth opportunities for IMMS in our core services of labour hire and facilities management with significant identifiable expansion of our facilities management services beyond the current gardening and pool cleaning scopes. Gordon is excited and enthusiastic about the opportunity of working at IMMS and will commence on 8 January 2024.

Regards,

Darren Injie

IMMS Chair



IMMS recruits permanent, contract and temporary employees and provides ongoing training and induction services tailored to meet the needs of our clients.

We offer a complete range of employment services including site inductions, medicals and provision of PPE, skills assessments, training solutions and culturally appropriate mentoring services.

Visit ibngroup.com.au/imms-job-seeker/ to make further enquiries.



LET'S CELEBRATE!
**IBN Staff
Christmas Dinner**

The IBN team celebrated Christmas together at the Esplanade. It was a wonderful way to wind down and thank our team after a busy year.

Our beloved Jugari Drummond proved that she was capable of some swift decision making when she swooped in and managed to “steal” the most highly prized gift in the last manoeuvre in the Secret Santa Swap game.

It was a magical way to come together and farewell the year!



WHAT'S ON?

IBN Events & Reminders

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DEC

CHRISTMAS BREAK: IBN will close on Friday 22 December at 3pm. We will re-open on Tuesday 2 January at 8.30am. We look forward to hearing from you in the New Year.

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APR

2024 ANNUAL GENERAL MEETING: The IBN AGM has been rescheduled for Saturday, 27 April 2024 in South Hedland.

The Board had considered holding the AGM as a virtual meeting. It was decided that it was important for Members and their families to have the chance to be together if they choose to do so. You will of course have the opportunity to join the meeting virtually if you prefer.

In conjunction with the AGM, IBN will take the opportunity to consult with Members regarding IBN programs and service offerings. This will ensure that Member feedback will inform the budgeting process and shape support to IBN Members.

New events are added regularly to our online calendar.
Head to: www.ibngroup.com.au/ibn-events/ for the most up-to-date details.



Got a good yarn for the Wangka?

If you have any suggestions for topics for IBN Wangka, please let us know. We are keen to share stories about IBN people, businesses or events.

Drop us a line at:
orgsupportservices@ibngroup.com.au