



GANDANGARA
Local Aboriginal Land Council

ANNUAL REPORT 2022-2023

A MESSAGE FROM THE CHAIRPERSON



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Ensuring We Move Forward With Integrity And Honesty

As Chair I see my role is to keep an eye on the risk management of the organisation and ensure that we put prevention measures in place that allow us to keep moving forward with integrity and honesty. I Chair a Board of ten Directors and I work with the CEO on the agenda for all our meetings, and oversee that the functions of the Land Council are run accordingly. I also Chair all our meetings to make sure everybody attending, including Directors, Managers and Members, are adhering to our code of conduct. We have a clearly defined code to abide by and we need to keep within it, to prevent emotion taking over. In this regard I see myself as the mediator, ensuring that people keep on the point of discussion, and not allow anyone to become a personal target of upset or disagreement.

Being Respectful And Fair

The Board is there to create opportunities for the organisation, and the Members have to appreciate that this is a positive feature of their role which is necessary for keeping us moving forward. I have been the Chair of the Council for six years, and before that I served as a Director. I was also the Deputy Chair from my first ►

Anthony Scholes

joining here eight years ago. So I know the organisation and the Members quite well and I have earned a reputation for being respectful and fair. In my role I understand that Members may want certain things but I have to make sure the organisation operates to its best on behalf of all Members.

Navigating The Possibilities And Opportunities To A Secure Future

Delivering the priorities of the Community, Land and Business Plan are operational matters, however the Board do fully understand, agree to and sign off on the stated priorities across all our areas of service and responsibilities.

We are currently overseeing the start of the refurbishment of 103 Moore Street, Liverpool which is the result of many years of consultation and development, and is now being contributed to by funding we have been granted as a result of our successful WestInvest submissions. This wonderful project will see the creation of a central Cultural Hub which will provide us with a meeting place for us to gather in and engage with each other, a Keeping Place to preserve, protect and display our artefacts, a learning centre to teach our children and others about our culture and history, and a fine new administrative centre from which all our entities will be managed.

The Members have a lot of knowledge about the region but they don't always have the business experience and understanding of the many, often complex processes such as planning and development submissions to

Council, complying with various statutory regulations and undertaking risk assessments, that need to be undertaken for us to achieve our objectives. It takes the right people with the right skills and experience in place for that to happen, and it is the CEO's job to find them on behalf of the Board. Every stage of every project and program is presented to, and discussed by the Board and then we sign off as required.

In what ways have you delivered against the four leading priorities for growth and improvement in your role as Chairperson, this past year?

1. THE PROTECTION AND PROMOTION OF ABORIGINAL CULTURE AND HERITAGE

Our Focus Is On Preserving Land

We are in the process of setting up our own Keeping Places and learning centres to take care of, protect and promote our culture and heritage. We also host many cultural events and Welcome to Country ceremonies. As the caretakers of the land it is our position to make sure the land is protected, and that we have a sustainable future for our people. The Welcomes and Acknowledgements are about learning, awareness, understanding, and realising the importance of Aboriginal culture to Aboriginal people: it's not about taking the land, it's about preserving it. To us the land is not merely soil or real estate, it's Mother Earth. It's where creation started, in the Dreaming. Everything we have around us, outside of man-made structures, is Mother Earth, where everything else was created.



That's at the heart of our beliefs and who we are.

That's why the protection plan we have, to restore and rehabilitate Heathcote Ridge, is such a big opportunity for us to show everyone how to protect and manage our land the way it deserves to be looked after, for the benefit of us and everyone else in the community.

2. THE PROVISION OF COMMUNITY BENEFIT SCHEMES

Supporting The Continuation Of Benefits And Encouraging Participation

As a Board, we support the continuation, development and growth of all the community benefit schemes we already have in place – our Health and Transport Services, the Marumali Health Promotion and Brokerage service, our housing stock, the ►



scholarships and traineeships we provide. These deliver a wide range of benefits to our Members, their families and our wider community, and will continue to do so.

We also host and fund many events such as NAIDOC lectures, community cultural events and social gatherings, Christmas parties and barbecues, all of which are benefit schemes that our people enjoy. Members are our central responsibility and the focus of all our work, which is why we are always encouraging their participation

in these events, and in everything else we do on their behalf. We promote Membership activity to get us all meeting and engaging with each other, to get to know and appreciate each other.

3. THE ACQUISITION, MANAGEMENT AND DEVELOPMENT OF LAND AND OTHER ASSETS

Planning. Advocating. Restoring. Developing.

We have been involved in the plans for

the development of Apex Park and Phillips Park to ensure the cultural aspects of the parks were maintained. We have also advocated the addition of cultural stories, paintings, murals and native gardens to promote our culture, arts and history. We have an agreement in place with the local councils to engage with and inform us about any changes that may need to be made.

Once Heathcote Ridge is restored we will be in a position to decide on how best to exploit its development potential with various options such as eco-tourism, housing, industrial parks and commercial buildings being considered. All our land is historically important to us so we would never sell it, but we would consider leasing it for our economic advantage.

4. THE DEVELOPMENT OF BUSINESS ENTERPRISES AND INVESTMENTS A Successful Management Process In Place

The Board meets to discuss relevant issues and opportunities for the organisation, we listen to and read every proposal presented, and discuss and debate the merits and vote accordingly. We don't have an operational role but we have a successful process in place to manage our operation, led by our very experienced and dedicated CEO and her team. Our current investment and asset management programs are providing regular, sustainable growth. ►



When One Thrives We All Thrive

As a Chairperson I connect with the staff through the CEO. I connect with the Members through engagement at our meetings, events and when I'm out in the community. I thrive knowing that the organisation is in a positive position, and is sustainable for the future. I thrive when I see our Members benefit from our services. I thrive when I hear Members express their appreciation for what we do for them.

R.E.S.P.E.C.T. Where has it gone?

I see respect as remembering the past. Remembering those who got us to where we are today. If it wasn't for our Elders in the past we'd still be fighting for our rights, our land and our culture. They've given us the Land Rights Act which led to our creation as an organisation. Because of them we have NAIDOC and Sorry Day. We have to remember to respect what they did for us. We have to respect our environment, how we live, how we sustain ourselves, how we look after our land and our people.

Our whole culture was built on respect. Respect of our land, our Dreamings, our families. It's who we are as a people, how we act as a people and how we treat others. Sadly, not everybody appreciates that, and not everybody acts in line with that enduring ancient Lore. In the past, if someone in the tribe spoke to an Elder the way some people speak to the Board at meetings there would have been serious consequences to their lack of respect for authority. We need to remember that.

Respect is the dominant word for life. 🙏

The Next Chapter For Gandangara Is Development

I am looking forward to us securing sustainability, so that we do have a future. That's why the next chapter for Gandangara is development. We have many projects at various stages of planning, development and implementation.

We are now focusing on the protection and rehabilitation of Heathcote Ridge, the two successful WestInvest submissions for the development of 103 Moore Street, Liverpool into a Cultural Hub, and McCredie Cottage into a First Peoples

Veteran Rehabilitation and Youth Diversion Centre. In addition we are also focusing on the development of our property on Park Street, and our housing portfolio. We continue to provide services, more housing and more support for our people. These things have a cost demand: in time, effort, dedication and money, that never ends. Sustainability is what we need, and we just don't have enough of it. Each development, each improvement, each successful submission for grants improves our sustainability.

A MESSAGE
FROM THE

CHIEF EXECUTIVE OFFICER

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**Melissa
Williams**

The primary objectives of the Chief Executive Officer is to effectively manage the operations of GLALC in accordance with delegated authorities; to provide accurate and sound advice to the Chairperson and Board to enable informed decisions and to ensure the implementation of the Board's resolutions in a timely and appropriate manner. ►



1. LAND ACQUISITION, LAND USE AND MANAGEMENT RESPONSIBILITIES

We Are Growing Our Land Assets

Each year we continue to work on growing our land assets. Recently we won two successful WestInvest grants worth \$24.3 million: 1) to refurbish 103 Moore St, Liverpool into a flagship **One Gandangara Cultural Connections Hub** and 2) The refurbishment of McCredie Cottage into a Gandangara First People's Support Centre for Veteran Rehabilitation and to establish another facility for Youth Diversion programs. The Funding Deeds are expected to be received by quarter two next financial year. We also continue to grow the number of qualified staff. Bronwyn Partell joined the team as a Senior Project Officer (Lead

Archaeologist) also bringing in-house expertise in Geographic Information Systems (GIS). This will enable us to recognise and reconcile cultural and heritage sites of significance to ensure those sites are recorded on our database.

Kath Schilling comes to GLALC as a Senior Project Officer (Anthropologist by trade) and is setting up our Memberships Unit.

We have a Deed in place with Sutherland Shire Council that outlines restoration, protection and access measures to be carried out at our Heathcote site. Transport for NSW have agreed to provide us with effective means of blocking illegal access to the land and prevent further damage. This work is being led by Strini Pillai, Manager Heritage Implementation,

Ecology and Land Management. We also won a grant to establish an Eco-Depot at Heathcote. The Eco-Depot will serve to rehabilitate and restore Heathcote, safeguarding it from degradation and cushioning impacts for all to enjoy. Other features include a living seed bank that provides habitat and green belt ecological services offering the unique authenticity to Ecotourism in its representation of First Peoples knowledge systems. We continue to work diligently on our land claim strategy and are prioritising these claims because the land is very important to us culturally and spiritually, increasing our asset values, which is essential to keeping us both independent and viable as an organisation. We have worked in

partnership with Liverpool City Council through the signed Deed of Agreement on the appropriate cultural development of Apex Park and Phillips Park, which presents as an attractive educative experience to all visitors. We are auditing the land we already have, to determine how to put it to best use in line with what our Members have asked us to do on their behalf, and how to best protect and restore it. It's very important that we do not lose any precious genetic material such as plant species and seed sources or diminish the land's cultural value through unnecessary or inappropriate development. In doing all these things we are guided by a simple, powerful truth – the healthier our land is, the healthier we are as a people.

2. FINANCIAL STEWARDSHIP RESPONSIBILITIES

Growing Financially Stronger, And Fitter

Our long-term investment strategy put in place is working well in our interests, especially given what all businesses endured during the COVID lockdowns and restrictions. Our financial, land and property assets are growing steadily. Our progress can be appreciated in one simple measure: In 2018 we were an organisation valued at around \$67 million. Today, we are valued at just over \$96 million. We remain solvent but need to be looking at generating more cash flow to ensure we continue to cover our costs. We have strengthened our financial position by adding new revenue streams through the WestInvest funded projects once they are fully realised and operational.

3. ABORIGINAL CULTURE RESPONSIBILITIES

Our Cultural Influence And Authority Continues To Grow

Influence continues To grow our reputation for Aboriginal cultural and heritage expertise, and our passion for protecting our land, continues to grow stronger. Our authority is being respected and our voice is being listened to in Council Chambers and Boardrooms regarding decisions about development and Aboriginal land interests are being made. Earlier this year, as the CEO of the GLALC Group, I had the privilege of being a signatory of the historic Deed of Agreement between GLALC and Liverpool City Council. This is the first time a Deed like this has been signed. It marks a long, positive step forward in our growing relationship, that continues to work for the mutual benefit of both First Peoples and the people of Liverpool City Council region. It defines a legitimate, two way, honest and open working relationship. We now go forward, together, in a genuine partnership that encourages the celebration of shared cultures and joint projects that improve and protect our shared lands, our shared heritage and our common interests. It is our specific responsibility and duty to protect our land in every way possible, which means finding it, fighting for it, and managing it. This process is never ending and includes a wide range of plans and activities across our land . The various areas we are working on include the following:

- Creating a cultural map of our lands, and a geographical information tool

that enables us to look at where our land is within our jurisdiction, and what policies exist around it

- Developing a range of land management strategies to protect our various land holdings
- Working closely with all our stakeholders – the local Councils and peak bodies, to ensure the protection of culture and heritage in our area
- Performing an advocacy role, to ensure the protection of significant sites in our area
- Providing cultural services and tours to schools, local government departments and industry on how to present and raise awareness of Aboriginal cultural knowledge systems
- Training the staff of local businesses in cultural sensitivities and Aboriginal Cultural protocols through education exhibitions and public talks
- We are scoping at the potential for cultural tourism locally in our region, as well as interstate and internationally, by making greater use of our lands and our history, to improve the understanding of our culture, and increase interest in it, and the income streams that can flow from them
- We have our own dedicated website online to provide information and easy access to all our services
- We run cultural capabilities programs
- With our continuing involvement and growing influence in our community, and the strengthening of our working partnerships with the other councils in ►



our region, we are becoming the foremost cultural education provider, leading the way to the many social and economic benefits to be enjoyed by our community

- We are raising the community awareness of our organisation's brand with our online and social media activities bus, vehicle and building signage.

4. HEALTH AND TRANSPORT RESPONSIBILITIES

Developing strong, effective working Relationships To Improve The Health And Life Outcomes for Aboriginal People

In our ongoing efforts to deliver



the priority objective of the National Agreement On Closing the Gap (Everyone enjoys long and healthy lives) for our Members and community, the Gandangara Local Aboriginal Land Council has recently signed a Memorandum of Understanding (MoU) regarding a Formal Partnership Agreement between the GLALC Health Services and the South Western Sydney Local Health District. The Partnership Agreement details how South Western Sydney Local Health District will work collaboratively with Gandangara Local Aboriginal Land Council to improve health outcomes for Aboriginal people in South Western Sydney. The MoU acknowledges the important role each organisation plays in meeting the health needs of Aboriginal communities and that there are significant benefits to a collaborative and coordinated approach to providing the necessary health services.

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MoU acknowledges the important role each organisation plays in meeting the health needs of Aboriginal communities and that there are significant benefits to a collaborative and coordinated approach to providing the necessary health services. The principles that underpin the Partnership are:

- Support for the principles of Aboriginal/ First Peoples self-determination
- A collaborative and inter-sectoral approach is critical to improving health outcomes for Aboriginal people
- A commitment to providing culturally appropriate care and health services for Aboriginal people
- Mutual respect for each organisation's role, objectives and governance requirements
- A holistic approach to health service provision.

The objectives of the Partnership are:

- Close the Gap in health disparity between First Peoples and other Australians
- Work collaboratively to improve health outcomes for Aboriginal communities in South Western Sydney
- Facilitate the sharing of resources and services
- Identify areas of specific health needs or gaps in access to services and work collaboratively to develop strategies to address them
- Develop ways to engage Aboriginal patients, carers and other consumers in the design and monitoring the outcomes of health services

- Improve the responsiveness and appropriateness of SWSLHD's health services for Aboriginal people
- Cooperate in seeking additional resources to improve health care delivery and services for Aboriginal people in South Western Sydney.
- Jointly participate in training and development initiatives.

We believe that this Partnership will measurably improve the breadth and quality of the health services provided to all Aboriginal people in our community and make real, practical improvements in their health and wellbeing.

Access to Our Health and Transport Services

We are making it much easier for our Members and community to access health services through the synergy between our Health and Transport Services and our lands, to enhance the holistic wellbeing of our Members and the community.

Our Transport Service is making sure more of our people are getting to the health services and providers they need to see more regularly, and on time. The ease of access to appropriate health care, getting to appointments, finding and talking to the right health professionals and receiving the right treatments, are all critical to achieving the improved health outcomes we want for all our clients. Our Transport Service has also expanded its services into chronic care patients, to ensure our most vulnerable are being cared for appropriately. Gandangara Transport





provide regular outings to various social and community events, bringing our people together with trips to country. This is true connection and belonging. We are working on the health and wellbeing of our lands, by protecting and restoring them to their true natural state. In turn, our restored, healthy lands are helping to restore our people by giving a place where they can enjoy the natural beauty of country, listen to and watch the wildlife, breathe fresh air and feel spiritually connected. It's here, on Country, that they can truly appreciate how everything is connected – the living land to the living being.

5. GOVERNANCE AND BOARD OF DIRECTORS RESPONSIBILITIES
Serving The Best Interests Of The Members

The main duty and responsibility of the Board of Directors is to represent and protect the interests of our Members. They do not have direct managerial or implementation roles within Gandangara, these roles are the responsibility of the CEO and the management teams in each of our entities. However, the Directors play a significant part in the process by attending all Member and management meetings. They present the expressed

needs, concerns and desires of the Members by sharing feedback received from Members and the wider community. Another vital part of their role is the reading of all relevant documents and proposals, then discussing, debating and deciding on proposals and business plans that are developed to serve the best interests of the Members. The Directors then oversee the implementation of all the annual objectives of each business entity as defined in each current Community, Land and Business Plan. The responsibility of the CEO and the Executive Management team is to provide the Directors with regular and





timely reports on all developments and implementations being carried out on behalf of the Members, through the agreed Community, Land and Business Plan.

Ensured Compliance

Local Aboriginal Land Councils are strictly regulated and checked to ensure the interests and assets of their Members are protected. Any failure to comply with relevant regulations risks the loss of funding and self-determination. So, we take compliance very seriously and we ensure that we do so to the highest degree.

The Gandangara Local Aboriginal Land

Council is obliged, by law, to comply with three sets of statutory guidelines, each of which has many stringent conditions. The GLALC itself, falls under the guidelines of the Land Rights Act 1983 and administered by the NSW Local Aboriginal Land Council, the state's peak representative body in Aboriginal Affairs. The individual operational entities of our organisation – our Health and Transport Services and Marumali Health Brokerage – are all regulated by the Australian Corporations Act as it applies to them. While our status as a not-for-profit organisation falls under the directions of the Australian Charities

and Not-for-profits Commission.

Compliance with all three sets statutory guidelines is a continual process of both administrative implementation, and quality control of performance of the various roles assigned by them. In each case we have completely fulfilled all our statutory obligations in exemplary fashion. Contributing to our high level of compliance and professionalism are our regular Board and Member meetings where all these important matters are openly discussed. In this calendar year we will have >25 meetings. Our diligent adherence is reflected in the 100% rating we



achieved in the NSWALC Risk Assessment System. This is a significant and valuable achievement and is a real testimony to our professional diligence and the integrity of all our management teams.

Honesty Is The Only Policy To Have

You simply can't have good, sound governance without transparency of actions and accountability of management. For that reason we have four controls of our own, in addition to the requirements outlined by the regulatory bodies, to avoid any possible conflicts of interest by Board Members.

All Board Members have undertaken the NSWALC governance training program to ensure they have a clear understanding of their responsibilities, and personal accountability for their actions.

Every Board Member must provide a signed Pecuniary Interest Declaration that has to be handed to the CEO before the start of each Board meeting.

Every Board Member must provide a signed Conflict of Interest Declaration and hand it to the CEO before the start of each Board meeting.

We have introduced a Gift Register to ensure all gifts over the value of \$20, that are offered to Board Members, executives, managers and staff members, are registered as a matter of public record. The reasons are obvious. It is to avoid any suspicion of our employees' motives, and to eradicate opportunities for anyone at Gandangara to be unduly influenced by the generosity, or other motives, of outside parties.

Setting And Protecting Our Own High Standards

We pride ourselves on our high standards of practice but we don't take them for granted. We have ensured the protection of our Members' interests with our own Code of Conduct embedded into the GLALC Governance Charter. The Code of Conduct makes the Board of Directors of the Council collectively responsible for the governance and strategic direction of the Council. The Code of Conduct also guarantees that the decisions of the Board are always made in the interest of all Aboriginal persons within the Council's area.

In the spirit of openness, and to provide transparency into the expectations of Land Council performance, all our rules and Codes of Conduct are available to Members, any time during normal business hours at the Land Council Head Office.

In addition to providing transparency of process we have also have our website and social media presence to give visibility to who we are and what we do. It gives people an opportunity to know about us, communicate with us, and provide additional access to our services. They are our direct line of connection with our Members, and the wider community. We also publish quarterly Newsletters, social media updates, texts and emails, to keep our Members informed and up to date with the Board and Council's decisions and initiatives.

To provide our Members with direct access to our Board and management teams, we hold as many meetings as possible. As a result, we have seen the

number of Members attending these meetings increase. Having these regular, open exchanges of ideas, thoughts and feelings are a benefit and encouragement to all of us because they help us to understand each other, drawing us closer together and making us all stronger.

Evaluating Our Leaders

It is important to know that everybody's performance matters and is regularly assessed. It helps us to be consciously good at what we do, especially those with the most responsibility. That's why it's not just the performance of the Board of Directors that is monitored and assessed, we also have a process in place to assess the performance of the Chief Executive Officer. The Chairperson of the Board is required to regularly review the performance of the Chief Executive Officer on behalf of the Board. The Chairperson has to evaluate how well the CEO fulfils the requirements of the role as stipulated in the Aboriginal Land Rights ALRA, the ALR Regulations and the ALR Model Rules. The CFO/Accountant is responsible for financial reporting to the Board and to our Members with the CEO accountable for the day-to-day management of GLALC business. In addition to this, the Directors, CEO and staff are required to complete annual NSWALC training programs.

Honest Governance And Complete Faith

We have strict governance compliance, training, conflict of interest and pecuniary controls in place to ensure that we all benefit from open, honest governance, and ►

that everyone in a management position is held accountable, for decisions. All of which give us the confidence to have faith in the Board to make the best decisions on behalf of our Members.

Seeing Today's Hard Work Becoming Tomorrow's Success

This year Gandangara Local Aboriginal Land Council was successful in two large State Government WestInvest grants worth a total of \$24.3 million to be used to provide much needed community culture, health and social wellbeing infrastructure in our region. This is a significant double achievement for all of us, as this is the first time such grants have been open to submissions from Aboriginal community controlled organisations. For us to have won two submissions against huge competition is an incredible vote of confidence in our understanding of community needs, our strategic development skills, and our capacity to deliver these projects. We now look forward to getting the funding deeds signed with government to commence the work on realising these wonderful programs. The first grant, worth \$7.4 million, is for the creation of a One Gandangara Cultural Connection Hub. It will become a significant contribution to our whole community by combining a state of the art cultural and arts facility with a curated Keeping Place for Aboriginal knowledge and artefacts of historical and cultural significance. Together, they will present a vividly attractive, and informative celebration of the very best of local

Aboriginal culture. The Hub is designed to enhance our sense of community and belonging, by providing a welcoming environment where our community can come to connect and learn together, and from each other, in the Living Culture and Learning Centre, in our native gardens and interpretive nature walks, our café and in our meeting rooms. Our second, more significant WestInvest grant win is worth \$16.9 million, to be used for the creation of the Gandangara First Peoples Support Centre for Veteran Rehabilitation and Youth Diversion programs. These grants will provide us with the social assets that are needed by all communities, but especially ours.

They not only give us the real practical means to close some of the gaps in our social, educational and health circumstances, they also nurture and enhance our self-esteem and pride in who we are. And that's something that money simply can't buy. We can also look forward to the launch of our Heathcote Eco-depot, made possible with \$350,000 of NSW Government funding. They have also provided an additional \$90,000 for a Ranger vehicle. We held an art competition amongst our Members and the ranger vehicle will be wrapped in the winning design, providing a vivid promotion of our art wherever it goes. At Gandangara we have many points of contact with our Members and community at our various sites and service entities, where they have a direct personal customer experience with us. It is important for us all that their experience is a pleasant one which is why

we continue to improve and enhance it at every level of their engagement with us. As a Member-based organisation we encourage as much Member engagement as possible. For that reason we organise several Member meetings every year to give the opportunity to be involved. We want to see attendance increase at our Community, Land and Business Plan meetings where decisions are made. It's important that as many Members as possible attend, to give the Board and Management the chance to hear their voice, and act on it. As a modern, forward-thinking organisation we continue to upgrade our technology to enhance our professional effectiveness and customer experience. The commitment and hard work of our management and service teams and the Directors continue to pay us wonderful dividends today and into the future. Every year we continue to grow stronger and are able to provide more of what our Members and community need. Helping us all to connect, belong and thrive together. 🍷

OUR MEMBERS Who we are

Our Land Council has a large and growing Membership base comprising of Aboriginal people from across the country, who now live in our Land Council's area.

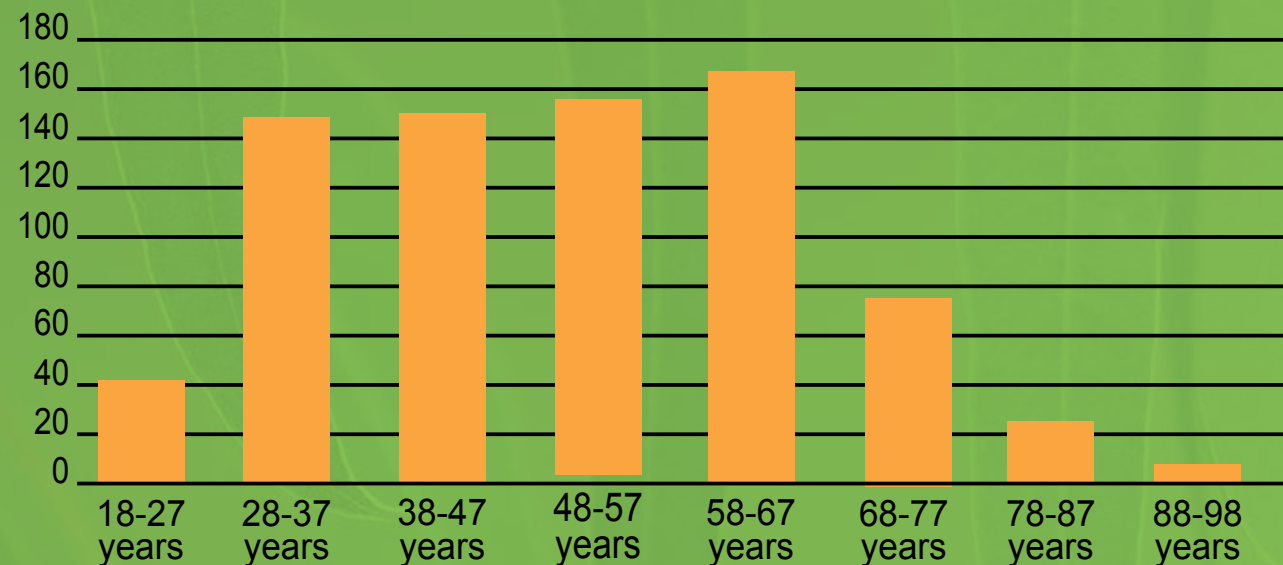
We have over 700 Members. Our strategic direction has been developed to increase our Land Council's engagement with, our services and ensure that operations are working to meet the needs of our Members and the broader Aboriginal community.

Applicants must be aged 18 years & over to become a Member of GLALC.

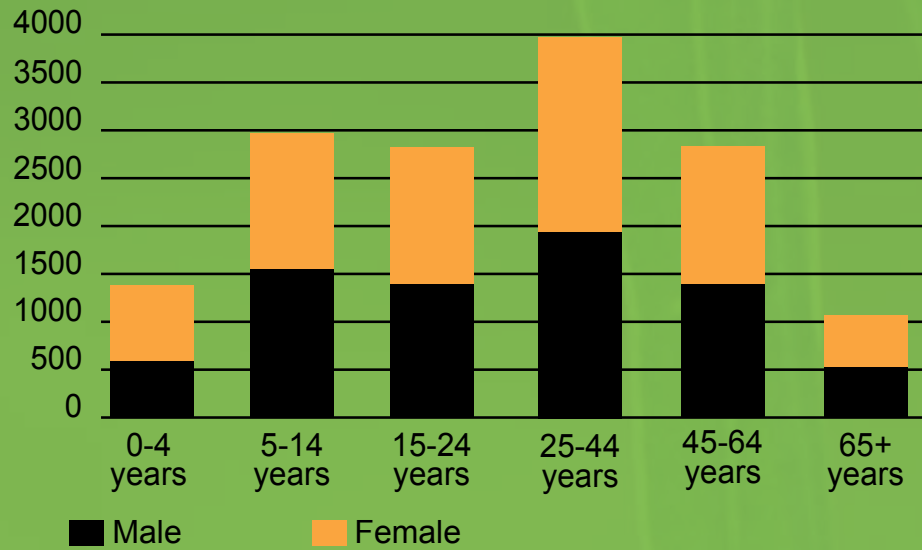
774 Members

15

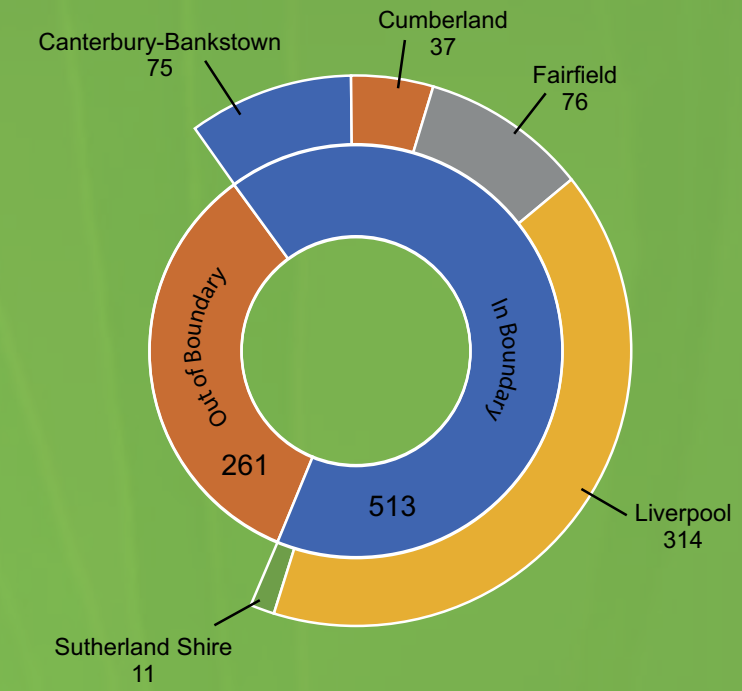
Members by Age range



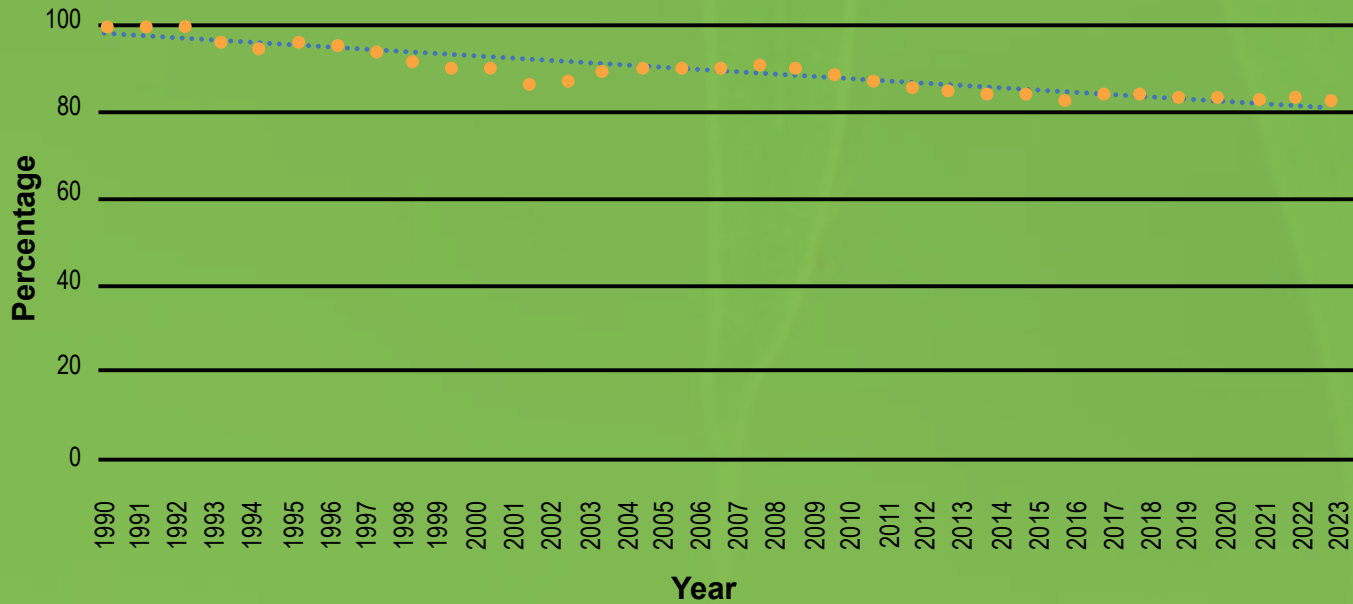
First Peoples Population by Age and Gender within the six LGAs that contribute to GLALC



Residence of our Members by LGA



% of Voting Members



Gandangara Local Aboriginal Land Council Members' Meetings within the Financial Year 2022/2023

Meeting	Date
Annual Ordinary	14 Sept 22 (held)
Ordinary	14 Dec 22 (held)
Ordinary	22 Mar 23 (held)
Ordinary	21 Jun 23 (held)

Current Board Members elected from 18 September 2019



Gandangara Local Aboriginal Land Council Board of Directors

(Left-Right): Tanya Ellis, Steve Ingram, Dr Melissa Williams (CEO), Gail Smith, Roxanne Sheridan, Tony Scholes (Chairperson), Bernadette Compton, Barry Brooker, Troy Davis, Diane Van Aken (Deputy Chairperson), Matthew Fellingham

GLALC Board of Directors who held office in the reporting year

The names of the Directors in Office at the date of this report and throughout the entire financial year of 2022-2023 are as follows:

Anthony Scholes (Chairperson)
Diane Van Aken (Deputy Chairperson)
Barry Brooker (Director)

Bernadette Compton (Director)
Troy Davis (Director)
Tanya Ellis (Director)

Matthew Fellingham (Director)
Steve Ingram (Director)
Roxanne Sheridan (Director)
Gail Smith (Director)

GLALC BOARD MEETING ATTENDANCE

Board Member	Meetings Attended	Meetings Eligible to Attend	Date Appointed	Date Resigned
Anthony Scholes	11	11	30/09/2015	
Diane Van Aken	9	11	01/05/2019	
Barry Brooker	10	11	18/09/2019	
Bernadette Compton	9	11	18/09/2019	
Troy Davis	7	8	14/09/2022	
Tanya Ellis	9	11	18/09/2019	
Matthew Fellingham	10	11	18/09/2019	
Steve Ingram	11	11	18/09/2019	
Roxanne Sheridan	8	8	14/09/2022	
Gail Smith	11	11	30/09/2015	

GLALC BOARD MEETINGS HELD WITHIN THE REPORTING YEAR

Meeting Type	Date
Ordinary	18 July 22
Extra-Ordinary	15 August 22
Ordinary	12 September 22
Ordinary	21 November 22
Extra-Ordinary	9 December 22
Ordinary	30 January 23
Extra-Ordinary	13 February 23
Extra-Ordinary	27 February 23
Ordinary	21 March 23
Extra-Ordinary	17 April 23
Ordinary	22 May 23

Elections for GLALC Board Members are held every four years. Board Members hold office for four years or until the election of

the next Board. The current Board Members were elected at the Annual General Meeting of Gandangara Local Aboriginal Land Council

which was held on 18 September 2019, the next election is expected to be held in September 2023.

Compliance Dates

CHECKLIST FOR IMPORTANT COMPLIANCE DATES

15/7/2022	PAYG – STP Finalisation	22/12/2022	IAS – PAYG Lodgement
15/7/2022	Bank Reconciliations	15/1/2023	Bank Reconciliations
28/7/2022	SGC Superannuation Payments	23/1/2023	Review of Policies
28/7/2022	IAS – PAYG Lodgement	28/1/2023	Half Yearly Report to NSWALC
28/7/2022	Quarterly BAS Statements	28/1/2023	SCG Superannuation Payments
28/7/2022	NSWALC Half Yearly Financial Reports	31/1/2023	ACNC Annual Information Statement
30/7/2022	Public Interest Disclosure Report	14/2/2023	Public Interest Disclosure Report
15/8/2022	Bank Reconciliations	15/2/2023	Bank Reconciliations
17/8/2022	Accounts to Auditor	28/2/2023	IAS – PAYG Lodgement
22/8/2022	IAS – PAYG Lodgement	28/2/2023	Quarterly BAS statements
14/9/2022	Complete Annual Report (presented to AGM)	5/3/2023	IAS – PAYG Lodgement
15/9/2022	Bank Reconciliations	15/3/2023	Bank Reconciliations
22/9/2022	IAS – PAYG Lodgement	23/3/2023	IAS – PAYG Lodgement
30/9/2022	Notification of NSWALC that AGM has been held	27/3/2023	NSWALC RAS Audit
15/10/2022	Bank Reconciliations	15/4/2023	Bank Reconciliations
21/10/2022	IAS – PAYG Lodgement	21/4/2023	2024 Budget and Funding Application submission to NSWALC
28/10/2022	SGC Superannuation Payments	21/4/2023	Lodge Certified Membership Roll to NSWALC
28/10/2022	Quarterly BAS Statements	28/4/2023	IAS – PAYG Lodgement
1/11/2022	Audited Financial Statements to NSWALC	28/4/2023	Quarterly BAS Statement
1/11/2022	Auditors Management Letter and GLALC Response to Auditors Management Letter	28/4/2023	Superannuation Payments
1/11/2022	Annual Report to NSWALC	15/5/2023	Bank Reconciliations
1/11/2022	CLBP Implementation Report to NSWALC (contained in Annual Report)	21/5/2023	IAS – PAYG Lodgement
15/11/2022	Bank Reconciliations	15/6/2023	Bank Reconciliations
21/11/2022	IAS – PAYG Lodgement	26/6/2023	IAS – PAYG Lodgement
15/12/2022	Bank Reconciliations		

BOARD MEMBERS	Sub-Committees of the Board			
	MEMBERSHIP	RISK, AUDIT, INVESTMENT, PEOPLE & PERFORMANCE	HOUSING	CULTURE, HERITAGE & LAND MANAGEMENT
Anthony Scholes		●		
Diane Van Aken	●			
Barry Brooker		●	●	●
Bernadette Compton	●	●	●	●
Troy Davis	●			
Tanya Ellis		●		●
Matthew Fellingham				●
Steve Ingram		●	●	
CEO & MANAGERS	Managers' Sub-Committees			
Melissa Williams		●		
Mark Spithill		●	●	
Trudy Healey	●		●	
Kath Schilling	●			

A woman with white body paint on her face and arms, wearing a black top and a long, fringed grass skirt, sits on a large, reddish-brown rock. She is holding a small branch in her right hand and another in her left. The background is a textured rock wall.

Gandangara
Local Aboriginal Land Council

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Connect. Belong. Thrive.