



2013.2014 Annual Report

Quick Facts

Mandandanji Limited

- 7 Directors
- 10 Board Meetings
- 57 MAF applications
- \$43,000⁺ in MAF funding assistance
- 55 policy/procedure documents adopted
- 349 members

Mandandanji Enterprises

- 7 staff
- 200⁺ different customers
- 312 trading days open for business
- 15,000 hours injury free
- 6,000⁺ certificates issued
- 3030 vehicles & trucks washed
- 132 people participated in training
- 13 different training courses

Mandandanji Cultural Heritage Services

- 1041 days monitoring projects
- 8328 hours monitoring
- 15 unique clients
- 28 Cultural Heritage Monitors
- 1 Caretaker (Roma Park Lands)
- 2 Cultural Heritage Induction staff



Mandandanji Limited sets the standards for Indigenous participation in the region. Our companies are 100% Indigenous owned. We employ over 45 Indigenous people in casual, part-time or full –time positions across our companies.

Our staff help us to be recognised as the leading provider of Cultural Heritage investigation and protection services; 3rd party weed certification and wash down services in the Surat Basin and through out the Mandandanji claim area.

Our business continues to evolve, change and grow as we expand the range of services we provide to meet our customer needs.

The Board is proud to present this summary of our achievements in 2013.14 financial year.



GENERAL MANAGER REPORT

Firstly thank you to the directors and the effort you have all put in this year, by taking on a portfolio and the hard work with policies and procedures, a lot of gaps have now been filled in the policy and procedure area.

Thank you to all our staff who worked hard this year to make sure our companies are successful and profitable.

Mandandanji Limited is the parent company of Mandandanji Cultural Heritage Services (MCHS) and Mandandanji Enterprises (ME). Mandandanji Limited is the only member of each of these companies. These companies were initially setup with loans from Limited and this year repayment of these loans began. MCHS paid back \$300,000 and ME paid back \$250,000.

Mandandanji Limited has 2 full time workers. Across the companies we now have over 40 staff, MCHS have 28 casual active employees and 8 inactive employees. An employee may be inactive for variety of reasons (ie: require further medical tests or induction training is incomplete) ME including Muddy Waters has 8 staff including a school based trainee.

In 2013.14 I worked in Narangba and at Condon Treasure in Roma.

Mandandanji attended the AEMEE in October 2013 at the Gold Coast; Bob Carlo (Manager ME) presented a talk 'Caught in the Crossfire'. I also attended an Indigenous Business Development workshop held by Santos in June 2014 in Gladstone.

Together with the Board we have formalized and developed a whole range of policies and documents. We have drafted a 5year (2015-2020) Strategic Plan which is ready for members comment, we hope to finalise this plan later this year.

I'd like to acknowledge and thank our corporate partners, particularly; Nathan Jarro ; Condon Treasure; RREDD ; Michael Owens Ashurst; Audit Solutions and QGC

In the coming financial year I will work with the Mandandanji Limited Board to;

- Make further improvements and update our website
- Distribute 3 issues of the newsletter
- Expand our presence in the Roma community
- Commence the Mandandanji Enterprise Fund
- Finalise the strategic plan
- Secure funding to develop a Cultural Centre in Roma

Lorraine Tomlinson

MCHS Program Manager Report

In March this year MCHS completed a full Induction program for all our Cultural Heritage Monitors. This program was designed to refresh the skills of our Monitors particularly technical skills like using GPS and tablets to complete reports. All Monitors now have a Work Ready kit.

This training program was a 2day course; other traditional owner groups and proponents have shown interest in this course. In 2015 we hope to be registered with 'Caring for Country' as an Indigenous provider of Cultural Heritage training and expand this area of our business.

A lot of bridges have been mended and crossed this year. Those that stand out include the work with Maranoa Council in Roma which means Mandandanji now have certainty over the Roma Parklands (town water will be supplied to the park in the next few months). A new fence has also been erected at the Parklands thanks to Shadforth's. We are now approaching other companies to build a toilet block, history board and weatherproof signage at the Park.

As Program Manager I have worked from an office in Dalby.

Our key clients in 2013.14 were;

- SANTOS
- Maranoa Council
- Ostwald Brothers
- AGL
- Ergon Energy
- Main Roads
- PowerLink
- Origin
- Shadforth's

Our newest project, 'Eco-Mapping' is in conjunction with Mipela. Mandandanji will have a complete mapping system, which will detail all the sites we have recorded over the last 20years. This will mean we can easily and accurately identify all the areas of High, Medium and Low importance. We hope to have the system ready for use early in 2015. Other groups have shown interest; this could be another business opportunity for Mandandanji.

In the 2013.14 year the Board made the decision to end the lease at the Barracks accommodation in Roma, which was used by the Monitors. This decision wasn't easy but was made because of Health and Safety concerns for our staff.

Looking forward into 2015, I personally would like to complete the work at the Roma Park Land and secure enough funding to see the development of the Cultural Centre.

Theresa Manns

ME Program Manager Report

Mandandanji Enterprises was set up to provide Mandandanji people with opportunities for training and employment opportunities to work with Coal Seam Gas Contractors and the Resource Sector and to develop businesses which give Mandandanji people real jobs.

Our board has 3 directors, Bob Carlo, David Combarngo and Alex Costa. The board meets every second month, meeting minutes are available in the members portal of the Mandandanji website.

In 2013.14, we have successfully provided training and certifications in the following areas;

- earth moving; excavator; bobcat and front end loader licenses
- weed certification and wash down procedures
- chemical handling (ACDC course)
- working at heights
- working in confined spaces
- train the trainer (certificate 4)
- reckon (book-keeping)
- first aid
- administer drug and alcohol testing
- traffic controllers
- truck driving lessons

The Muddy Waters (weed certification and wash down services) business is based in the Coates yard at 29 Taylor Street, Chinchilla QLD. This is a 'for profit' business, which currently employs 7 staff that work on a 3week on/1 week off roster.

This year the business completed Pre-Qualification for Origin & SANTOS, updated MANGO records and completed staff Inductions and gave all staff contracts.

Muddy Waters now has well over 200 customers and has a good working relationship with each of them. Contracts or regular purchase orders have been secured with many of these customers. Our top customers include, Origin, Murphy Pipe & Civil, Coates, Veolia Water, Transfield Services and QGC. We have sent out 3 newsletters this year to our customers in touch with what we are doing.

Muddy Waters successfully applied for a grant from QGC to help work on our office systems, policies and procedures, as well securing 2 houses in Chinchilla, which are available for staff and trainees.

Muddy Waters has lodged a tender with SANTOS and is hopeful of expanding to Roma early in 2015. We also hope to expand to include a weed eradication service.

The Board is also offering a new fund to all members the 'Mandandanji Enterprise Fund' that we hope will help people start new businesses.

I look forward to the expansion of the Muddy Waters business over the next 12 months, which will create more employment for Aboriginals and profit for Mandandanji. We will continue to improve and be flexible enough to move, with the ever-changing business world, to provide employment for future generations.

Bob Carlo

CHAIRMANS REPORT

The Mandandanji Limited Board has 7 members – Alex Costa, Rebecca Landers, Theresa Manns, Julie Thomas, Lorraine Tomlinson (Company Secretary) Vivien Wybenga and myself. Thanks also to Donna Lacey who began the year with us but resigned due to work commitments.

The directors, have worked hard to create and update all the operational policies and procedures and to create a tighter and committed board working in the organisation.

I attended various meetings over the year as a Director and Applicant. On a daily basis I would talk to management staff and attended meetings every week all while still holding a full time job with Queensland Health and being involved in other community commitments in Roma

I regard our major achievements during 2013.14 as;

- Signing new work contracts (MCHS and Muddy Waters)
- Induction workshops and signing contracts for all staff
- Review and update of all policies and procedures
- Development of cultural heritage training

Our relationship with the Applicants has been dynamic, at times we have been divided and although Mandandanji Limited did develop an agreement which set out how we could work together and a budget was set aside, not all members of the claim group wanted to sign the agreement. So what began as a positive year quickly changed and ended with in house court proceedings, which will cost Mandandanji Limited.

The reason for my involvement with Mandandanji Limited was to secure the future of Mandandanji for all of us, not only my children and grandchildren but all future generations. I have lived in Roma for most of my life; I have a clear understanding of what the community requires and what the Indigenous community and broader community want.

My commitment is to be involved in the Board in 2015 and take Mandandanji to the next level –, by establishing respect, communication with mainstream organisations as well as by participating in community activities like NAIDOC and Sorry Days

I look forward to Mandandanji being well on the way to establishing a Cultural Centre in Roma on the Parklands and expansion of the Muddy Waters and Cultural Heritage Services businesses. On a strategic level I hope we can develop more ATSI businesses and develop a Mandandanji health service.

In summary, I am confident that Mandandanji has the policies and procedures in place to further opportunities for all our members, which secures a stable future for us all today and into the future.

We need to be vigilant and mindful that some members and people within our mob are working against the interest of Mandandanji and not building our businesses for the benefit of all.

Rodney Landers

