



WIRRAWANDI
ABORIGINAL CORPORATION

ANNUAL REPORT 2024-2025



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About Us

Wirrawandi Aboriginal Corporation (WAC) RNTBC was registered in 2018 to hold and manage the native title rights and interests for the Mardudhunera and Yaburara people. We are an Aboriginal-owned and governed, non-profit corporation located in Karratha in the Pilbara region of Western Australia.

Our Vision

Build a legacy on country of belonging, inclusion and innovation for our members and marketplace.

Our Mission

Self-determination through good governance and values-based decision making.

Respect



We live because of the journey of our ancestors and elders:

- Respect helps us hold our stories and honour our connection.
- Respect means we know who we are because we are committed to learning from each other through our shared cultural and community experiences.
- Respect gives us belonging because culture connects us and history reminds us that with respect, we can strengthen our existing connection and be stronger together.

Responsibility

We live to empower each other:

- Responsibility includes cultural governance.
- Responsibility includes corporate governance.
- Responsibility includes commercial governance.
- Responsibility includes family governance.

We must:

- Revitalise our cultural values & language.
- Recognise our own cultural mentors.
- Respect our own cultural identity.
- Recognise and respond to the burden and blessing of history.
- Respect and respond to the need for belonging in all our families.

Recognition

We live with the constant tension of:

- Recognition of the fight, our fight because what has happened in the past, and how we had to represent ourselves, work together and get our Native Title Determination and associate rights.
- Recognition for continued need for high exposure of our cultural voice and cultural direction – to keep us unified. We want to make sure culture keeps us all connected community is where we recognise and celebrate who we are and what we have been through.
- Recognition that our traditional lands include an industrial estate where our rights give us a seat at the table and the right to negotiate but not the power to veto (stop) any industrial development.

Chairperson's Note



On behalf of the Board of Directors, I am proud to present the Chairperson's Report for the Wirrawandi Aboriginal Corporation. This year has been a period of growth, learning, and strengthening partnerships as we continue to build a strong and self-determined future for the Yaburara and Mardudhunera People.

Our Directors have demonstrated a strong commitment to good governance and capacity building. Several members successfully completed ORIC Governance Training, which has enhanced our understanding of our roles, responsibilities, and the regulatory requirements under the CATSI Act. This investment in Board development ensures that we continue to govern with integrity, accountability, and in line with cultural protocols.

Throughout the year, the Corporation has focused on securing its long-term sustainability. We have been actively negotiating a funding agreement with key stakeholders to support the strategic development of the PBC, including projects that strengthen our governance, administration, and future planning capacity. This work reflects our collective determination to create a stable foundation for the Corporation and our members.

Wirrawandi Aboriginal Corporation has continued to work in close partnership with the Trust Advisory Committee to align corporate and trust objectives. Together, we have sought to ensure that investment decisions and program delivery reflect community priorities and deliver meaningful benefits to Traditional Owners. This collaboration has strengthened trust governance and improved transparency between our entities.

A major highlight for the year has been our efforts to secure funding for our Ranger Program. Through

"A large emphasis has been placed on governance and human resources to ensure WAC is setup to meet its full potential."

collaboration with government agencies and corporate partners, we successfully secured grants to guarantee the short-term future of the Wirrawandi Rangers. This achievement is a testament to our shared commitment to caring for Country, protecting cultural heritage, and creating meaningful employment opportunities for our people.

I would like to acknowledge my fellow Directors for their dedication and the hard work they continue to put in to represent our community with pride. I also extend thanks to our staff, the Trust Advisory Committee, and our partners for their ongoing support and collaboration.

Together, we are laying the groundwork for a strong and sustainable future, one that honours our ancestors, empowers our people, and protects our Country for generations to come.

Janice Brettner
Chairperson

Operations Manager's Report



This year has marked a period of strong consolidation and forward momentum for Wirrawandi Aboriginal Corporation. Through strategic management, effective governance, and the unwavering commitment of our Board and team, WAC has advanced key operational priorities across heritage, ranger, and commercial portfolios, laying the foundations for a sustainable future grounded in cultural integrity and self-determination.

The Marduthuni Ranger Program continues to be a cornerstone of our on-Country operations. With essential funding now secured for the next four years, the program is positioned for long-term stability and growth. Our Rangers proudly participated in the Onslow Ranger Training Camp with the Pilbara Ranger Network and the Healthy Country Planning Workshop in Darwin, connecting with PBC representatives from across Australia to share knowledge and strengthen skills.

Heritage protection remains central to WAC's responsibilities. This year saw significant focus on fulfilling cultural heritage obligations with government and industry stakeholders, ensuring that all works on Country align with Traditional Owner expectations. The establishment of structured heritage processes and the active involvement of the Heritage Advisory Committee have enhanced decision-making transparency and accountability.

A major milestone was the successful acquisition of a permanent headquarters in the Karratha Light Industrial Area, secured at no cost to the Corporation. This facility will serve as WAC's Ranger Headquarters and operational hub, supporting administrative, training, and equipment needs for on-country programs.

Wirrawandi's commercial arm, Manarri Enterprises, has now commenced operations, marking the next phase of WAC's economic growth strategy.

"Through strategic management, effective governance, and the unwavering commitment of our Board and team, WAC has advanced key operational priorities across heritage, ranger, and commercial portfolios."

Commercial negotiations are underway, positioning the Corporation to diversify income streams and strengthen long-term financial independence.

While challenges remain in recruitment and operational scaling, these have been met through strategic management and continued Board support. Improvements in governance systems, financial tracking, and stakeholder engagement have positioned WAC to respond effectively and maintain operational resilience.

Looking ahead, WAC will continue to strengthen its workforce, advance heritage agreements, and expand commercial operations through Manarri Enterprises. With a stable funding base, a dedicated headquarters, and strong community partnerships, Wirrawandi is well placed to deliver lasting benefits to Traditional Owners and Country for generations to come.

Steve Graham
Operations Manager

Commercial Managers Report



My name is Nathan Christophers, and I currently serve as the Commercial Manager for Wirrawandi Aboriginal Corporation. I bring over two decades of experience in both corporate and community leadership, including previous roles as Managing Director and Chairperson of Wirrawandi, and more than 15 years as a committee member of the Yaburara & Coastal Mardudhunera Aboriginal Trust.

My work is grounded in a deep commitment to the community I've represented since 2012, and a strong focus on building resilient, transparent governance systems. I combine strategic oversight with technical discipline, shaped by my career in major industry where I held senior planning and compliance roles across complex operational environments.

In my current role, I'm focused on establishing commercial systems that support financial clarity, operational efficiency, and long-term sustainability. This includes the recent development of a SharePoint site for Manarri Enterprises, designed to manage commercial documentation, track governance deliverables, and support structured reporting. I'm also working to implement digital tools that streamline grant tracking, compliance workflows, and board engagement.

I'm proud to contribute to Wirrawandi's growth and integrity, and to help ensure our systems reflect the values and aspirations of our members.

"I'm focused on establishing commercial systems that support financial clarity, operational efficiency, and long-term sustainability."

Nathan Christophers
Commercial Manager

Administration and Member Manager updatet



I can't believe it's been more than six months already. Time has flown by since I started with Wirrawandi, and I want to take a moment to reflect on this incredible journey. As the Administration and Member Manager with WAC, I can honestly say it has been an amazing experience.

I was truly touched by how welcoming, supportive, and kind everyone has been — from our Operations Manager, Chairperson, Directors, Members, and key stakeholders. Your encouragement, direction and shared information have made all the difference. My training with AIM's and our legal representative including my relationship with the trust has been detrimental to the success of this role.

Throughout these months, I've had the privilege of assisting and supporting our team as we work together to align with our Vision, Mission, Intent, Purpose, and Values. It's inspiring to be part of a community so dedicated to growth and positive impact.

Back in August I was assigned the Monitoring and Surveying, minor hiccups but as the nerves settled, I found my planner and scheduler experience kicked in and soon I was plastering my colour coordinated schedules throughout the office. Trying my best to make sure everyone is given an opportunity, and I do apologise if you have been overlooked, my wish would be to send more people together, protecting and caring for country. Having a well thought out plan and schedule helps us track and analyse who I've contacted and assigned to monitoring and surveying, being transparent and honest about the process, builds trust and respect and I hope to be able to deliver, and I thank you all for your collaboration. I am looking forward to many more

successful times ahead.

Memorable moments at WAC, had to have been our first ever stall at the NAIDOC on the green this year, painting, activities, food and networking, we had a such a good time, I forgot to take pics. To top it off a wedgetail eagle came and flew over the top of our marquee, noticing our logo was special. I look forward to holding our very own NAIDOC event on our green or our ranger's hub, I think would be awesome. Also big thank you to BCI for their contributions to the event, I have a sweet tooth, and the cookies were an amazing touch to the event.

If we haven't met, please feel free to come to the office, call, email, text, I am very approachable and look forward to putting faces to names and meeting all our traditional owners.

"I can honestly say it has been an amazing experience."

Vanessa Motlop
Administration & Member Manager

Ranger Program Manager's Report

My name is Maddie George, and I have recently started as the Interim Ranger Manager for the Marduthuni Ranger Program.



I have been working in the Pilbara for almost three years now, most recently with the Nyamal Rangers, and before that in Queensland working with the Quandamooka People. My background is in ecology, water management and fire, and I have spent most of my career working alongside Indigenous ranger groups to support them in caring for Country.

I've really grown to love the Pilbara – the Country, the people, and the kind of work that happens here. There's nothing better than being out on Country, sleeping in a swag under the stars, and eating turkey and damper while having a chat around the fire. I'm a mad fisher and love camping, so being part of a program that's out on Country feels like the right place for me.

Over the next few months I will be helping to set up the foundations for the program, developing work plans, supporting consultation with families, and working with our new recruits as they begin their ranger journey. It is an exciting time as we start shaping what the Marduthuni Ranger Program will look like into the future.

"Taking the time now to get things right will help build a strong and lasting ranger program for years to come."

It might be a little slow at the start as we all learn and grow together, but taking the time now to get things right will help build a strong and lasting ranger program for years to come. We have a great team of rangers and strong guidance from the board and family representatives, which makes me confident we are building something special.

Looking forward to the year ahead.

Maddie George

Interim Ranger Manager of the Marduthuni Ranger Program



Ranger Program Highlights From 2024-25

This year has been an exciting time of growth and progress for WAC as we worked hard to bring the Marduthuni Ranger Program to life.

Starting a ranger program from the ground up takes time and careful planning, and our team has put in the effort to make sure everything is set up the right way. Behind the scenes, we've been developing employment processes, creating work plans, securing funding, and building the systems needed to support a strong and lasting program.

All that groundwork paid off when our first team of Marduthuni Rangers officially started work in October. The team, made up of five rangers and a ranger manager has already begun building skills, gaining experience, and reconnecting to Country through on-ground works.

This is just the beginning. With solid foundations now in place, we are looking forward to growing the program, creating more opportunities for Mardudhunera and Yaburara people, and continuing to care for Country.

Healthy Country Planning

Caring for Country begins with our people, listening to stories, learning from Elders, and understanding what's important for the next generations. This year, WAC has started the journey to develop our first Healthy Country Plan.

With support from the WA Aboriginal Ranger Program and the Pilbara Ranger Network, this planning process will bring Mardudhunera and Yaburara families together to talk about what "Healthy Country" means for our land, waters,

culture, and our people.

Starting in November, representatives from the four family groups will take part in family conversations, workshops and trips out on Country to share knowledge, memories, and ideas. These conversations will help build a strong foundation for our Ranger Program and ensure that the work rangers do reflects what our Elders see as most important.



Earlier this year, WAC staff travelled to Darwin for Healthy Country Planning training, supported by the Pilbara Ranger Network. The training gave us new tools and confidence to play a leadership role in the planning process and make sure it's grounded in our voices, values, and ways of working.



Indigenous Ranger Program Funding

This year, a big achievement was securing Indigenous Ranger Program funding, which is now the main support for the Marduthuni Ranger Program. This funding has made it possible for our rangers to be employed, trained, and to get out on Country to start their work.

The program focuses on supporting our female rangers, giving them the chance to learn new skills, build confidence, and reconnect with Country. Rangers have started learning about land management, cultural knowledge, and how to look after Country the right way, guided by Elders and family.

The funding covers all of the Mardudhunera and Yaburara native title area, so the rangers can work across different parts of Country. As the Healthy Country Plan develops, our work will start to follow what families say is most important for looking after their land and culture.

The Indigenous Ranger Program means more than just money, it gives our people the chance to work on Country, build skills, and take pride in caring for our own land once again.

Heritage and Mapping Project

With support from the Department of Planning, Lands and Heritage, our team has been working on a project to build skills and tools that help us manage and protect important heritage places across Country.

A big part of this project has been the creation of a new mapping database. This database helps us keep track of heritage information, including site details, reports, and approvals, in one safe and easy

to use system. Having this system in place makes it easier for staff to manage heritage matters and make sure important cultural places are properly protected.

Now that the database is built, the next step is to expand it to support the Marduthuni Ranger Program. This means adding tools to record data from on ground ranger work such as water monitoring, site visits, and Country reports, while also finding ways to include cultural knowledge in a respectful and secure way that protects Indigenous Cultural and Intellectual Property.

New Ranger Base

One of the biggest highlights this year has been setting up our new Marduthuni Ranger Base in the light industrial area in Karratha. The base is an excellent fit for our growing program and gives us the space and facilities we need now and into the future.

The site has plenty of office space, a large shed and workshop area, and lots of parking for our vehicles and trailers. It is the perfect place for the rangers to plan work, store equipment, and get ready for trips out on Country.

Our rangers have done an awesome job getting the base set up, cleaning, organising, and making it feel like home for the team. There is still a bit more work to do to get everything fully ready, but the base is already making a big difference in how we operate.

Over the next few months we will keep improving the space so it is ready to fully support our 2026 field season. The new Karratha base is a big step forward for the Marduthuni Ranger Program and sets us up well for many years of caring for Country.

Pilbara Ranger Network Training Camp – Onslow

In April, members of the Marduthuni Ranger Program attended the Pilbara Ranger Network Training Camp on Thalanyji Country in Onslow. The camp brought together more than 70 rangers, coordinators, and managers from across the Pilbara for a week of training, learning, and connection.



Throughout the week, participants took part in courses including Leadership and Teamwork, Media and Storytelling, Fauna Project Planning, and Two-Way Science. The team also joined a field trip along the Ashburton River guided by Thalanyji Traditional Owners, learning about local history, ecology, and cultural sites.

It was incredible to see the scale of the Indigenous ranger sector across the Pilbara, with so many groups working together to care for Country. The camp gave the Marduthuni team a chance to build confidence, make valuable connections, and share experiences with other ranger groups from across the region. It was also a great opportunity to learn new skills and ideas to bring back to the growing Marduthuni Ranger Program.

A real highlight was seeing rangers from all over the Pilbara coming together, supporting one another, and celebrating their shared goal of caring for Country.

On Country Trips

Being out on Country is one of the best parts of being a ranger. It's where real learning happens and where the team gets to see first-hand the places they're working to look after. This year the Marduthuni Rangers spent time travelling across different parts of the native title area to build skills, share knowledge, and get to know their Country better.

Out on Country, the team checked weed areas, visited important waterholes, and set up fauna cameras to help monitor species like the Northern Quoll and Olive Python. These trips gave everyone the chance to learn more about land management, talk through ideas for future work, and plan what needs to be done for the seasons ahead.

It was also a chance to slow down, yarn, and learn from each other while spending time on the land. Each trip adds a bit more experience and confidence to the team and keeps the rangers connected to what the Marduthuni Ranger Program is all about — looking after Country the right way.



Partnerships Updates (2024–25)

The Wirrawandi Aboriginal Corporation is proud to partner with leading industry organisations across our region to create profitable, sustainable projects that deliver **real outcomes for our people**. These partnerships are built on mutual respect and a shared commitment to supporting local employment, protecting cultural and environmental values, and fostering long-term sustainability for the Pilbara.

Through these collaborations, Wirrawandi is also actively building a sound business system that supports the evolving needs of our Corporation and community. Our goal is to establish a strong foundation that enables us to thrive for generations to come, ensuring that our people benefit from meaningful opportunities, our country is cared for, and our voice is heard in shaping the future of our region.

Woodside Energy

Wirrawandi actively participated in quarterly Community Heritage Meetings with Woodside, fostering open dialogue and cultural exchange. WAC offered support to Woodside contractors to promote employment opportunities for local Indigenous people, with a strong focus on Yaburara and Mardudhunera Traditional Owners. Two Environmental Plan Consultations were scheduled to assess potential impacts on Wirrawandi's cultural sea values, reinforcing our commitment to environmental stewardship and cultural protection.

Santos

Engagements with Santos focused on evaluating the effects of project activities on land and sea values. These consultations helped deepen mutual understanding and trust. Commercial discussions progressed steadily, reflecting a shared commitment to building a resilient and respectful partnership that supports Wirrawandi's long-term goals.

BCI Minerals

Our partnership with BCI Minerals remains strong, with ongoing collaboration through Board meetings and the Implementation Committee. BCI has worked closely with WAC to align corporate activities with Wirrawandi's strategic vision and community goals. WAC members played a vital role in heritage surveys and monitoring programs, contributing to all industry partnerships. Participation in community functions has further strengthened this relationship, highlighting BCI's commitment to genuine engagement and cultural respect.



Citic Pacific Mining

Negotiations with Citic Pacific Mining continued throughout the year, focusing on long-term outcomes that benefit both parties. The partnership maintained a positive trajectory, with ongoing heritage management opportunities. Planning and discussions are expected to extend into 2026, ensuring a thoughtful and inclusive approach that reflects Traditional Owner priorities.

Leichhardt Industrial

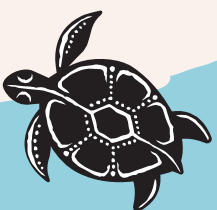
Negotiations with Leichhardt Industrial remain active and are a priority for the Board. The recent appointment of legal representatives marks a significant step forward in formalising the partnership. WAC is optimistic about the potential outcomes and the shared commitment to sustainability and community benefit.

Biomass Projects

Following the signing of key agreements, the Biomass partnership transitioned to WAC's Commercial Unit, Manarri Enterprises, to advance the next phase. The collaboration remains focused on developing sustainable economic opportunities for the Wirrawandi community, with environmental innovation and carbon reduction at its core.

Chevron Australia

Chevron continues to support the Marduthuni Ranger Program, a vital initiative for cultural and environmental preservation. The WAC Board attended several meetings to review Chevron's activities and shared environmental priorities. A highlight of the year was a week-long heritage survey on Barrow Island, involving all four Wirrawandi family groups, captured in powerful photographs that reflect the strength and unity of our community.



Upcoming Projects & Priorities (2025–26)

Wirrawandi Aboriginal Corporation is focused on building a strong, sustainable future for our people and country. As we move into 2025–26, our priorities reflect a commitment to cultural integrity, operational excellence, and community empowerment.

Expanding the Ranger Program

- **We will broaden the scope of our Ranger Program** to include marine, coastal, and cultural monitoring activities, ensuring our country is cared for across land and sea.
- **Community Infrastructure Planning** Planning and scoping will begin for future infrastructure initiatives, including potential cultural and operational facilities that support our long-term vision.
- **Digital Governance Implementation** We are introducing digital tools to strengthen governance, including policy and compliance registers and reporting frameworks that support transparency and accountability.
- **Strengthening Commercial Partnerships** WAC will continue to build strategic commercial relationships that support long-term financial sustainability and community benefit.
- **Governance & Leadership Training** Advanced training will be delivered to our Board and staff to enhance leadership capacity and ensure strong governance across all levels.
- **Cultural Data Sovereignty & Knowledge Management** We will begin developing a framework to protect and manage cultural knowledge,



ensuring our data sovereignty is respected and upheld.

- **Employment & Economic Development** Employment, training, and economic opportunities for Wirrawandi people remain a core focus, supporting self-determination and prosperity.
- **Commercial Growth & Self-Determination** We will progress commercial and economic development initiatives that align with our community's aspirations and long-term goals.
- **Recruitment & Capacity Building** Recruitment will be prioritised to strengthen internal resources and build the operational capacity needed to deliver on our strategic objectives.



Grant Funding Update

In 2024–25, Wirrawandi Aboriginal Corporation successfully secured multiple short-term grants to sustain its Ranger operations and support vital capacity-building activities. These funds have enabled the Corporation to continue delivering on-ground environmental and cultural programs while strengthening internal capabilities.

In addition to these achievements, WAC has submitted new funding applications to the National Indigenous Australians Agency (NIAA), the Department of Water and Environmental Regulation (DWER), and Lotterywest, aiming to support future infrastructure development and cultural initiatives.

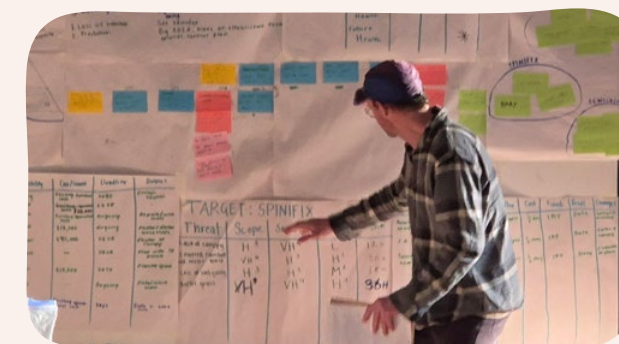
Internally, WAC has made significant improvements

to its grant management processes, including enhanced tracking systems, streamlined acquittals, and more robust reporting frameworks. These upgrades have not only improved compliance with funding body requirements but also strengthened the Corporation's audit readiness, positioning Wirrawandi for continued success in securing and managing future grants.

Governance & Leadership Milestones

In 2024–25, Wirrawandi Aboriginal Corporation made significant strides in strengthening its governance and leadership capacity. Board members successfully completed ORIC Governance Training and participated in targeted professional development sessions, enhancing their ability to lead with confidence and cultural integrity.

These efforts have reinforced WAC's compliance with the CATSI Act and the Corporation Rule Book, ensuring that decision-making processes remain transparent, accountable, and aligned with best practice. The Corporation also continued its valued partnership with the Trust Advisory Committee, working collaboratively to ensure that strategic decisions reflect the interests and aspirations of the Wirrawandi community.



Our Board of Directors

Our Board of Directors is dedicated to guiding Wirrawandi Aboriginal Corporation with strong leadership, strategic vision, and a deep commitment to our community and cultural heritage. Our Board of Directors is made up of the following people:



Janice Brettner
(Chairperson)



Collin Cosmos Snr
(Casual)



Mary Como



Colin Cosmos Jnr



Michelle Boona



Shandelle Boona



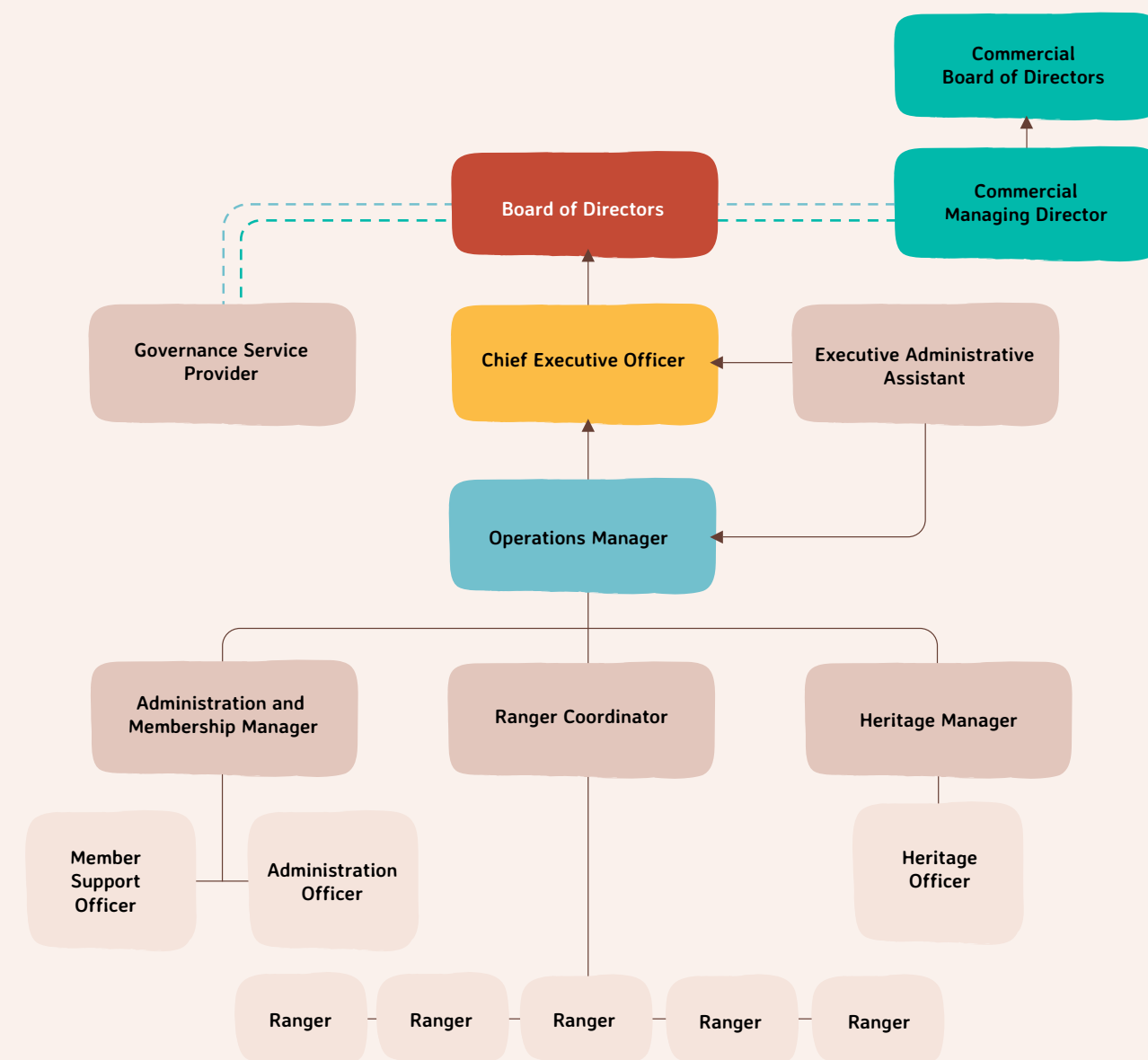
Melissa Boona



Josie Alec
(Secondary Director)

Organisational Chart

In 2024–25, Wirrawandi introduced a new organisational structure designed to improve accountability and better deliver on community priorities. The new framework separates Governance, Operations, and Commercial Units, creating clearer lines of responsibility and enhancing strategic alignment. Dedicated roles have been established for Ranger Coordination, Heritage Management, and Administration Support, ensuring that key functions are resourced and responsive. Reporting lines between the Board, Operations Manager, and external service providers have been clarified, strengthening oversight and operational efficiency.







📍 Shop 50, 5-15 Sharpe Ave, Karratha 6714

☎ 9128 4788

✉ admin@wacrantbc.com.au



WIRRAWANDI
ABORIGINAL CORPORATION