

NNTAC NEWSLETTER

ISSUE 23 • JUNE 2025



Ngadju

Ngadju Native Title
Aboriginal Corporation
RNTBC

JUNE UPDATES

NEW TEAM MEMBERS
CALENDAR OF EVENTS
NNTAC NEWS
NAIDOC WEEK
LAUNCH OF THE NNTAC DIRECTORY



OUR NEW TEAM MEMBERS

Welcome to the Team!

Diana Blacklock **BUSINESS DEVELOPMENT MANAGER**



Diana Blacklock has been serving as the Business Development Manager for Ngadju Native Title Aboriginal Corporation and NEPL since January 2025. In this role, Diana is committed to building capacity and reducing barriers for Ngadju people, with a strong focus on empowering local businesses and supporting long-term community outcomes.

Diana brings a broad and values-driven perspective to her work, drawing on experience across family business, not-for-profits, outdoor recreation, tertiary education, and local government.

She leads with ethics, transparency, and integrity, and thrives in collaborative environments that strive for real, meaningful progress.

Outside of work, Diana enjoys camping, being outdoors, travelling, and spending quality time with her family.

Maria Mosquera **ADMINISTRATION OFFICER**



Maria joined us with a wealth of experience in administrative coordination, customer service, and team leadership, having worked extensively in both FIFO operations and the hospitality industry across Western Australia.

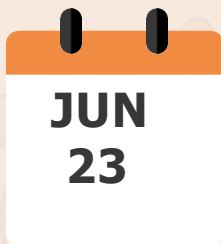
She brings over 15 years of hands-on experience supporting logistics, travel coordination, office administration, and team development. Maria is known for her professionalism and friendly approach in high-pressure environments, as well as her ability to streamline processes and improve overall efficiency.

She is highly proficient in key platforms, with a strong focus on customer service, problem-solving, and organizational excellence.

Maria holds a Diploma in Hairdressing & Business Management from Perth and a degree in Social Communication & Journalism.



CALENDAR OF EVENTS 2025



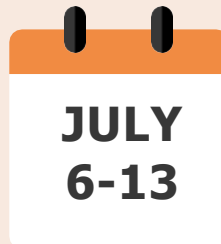
**INFORMATION
SESSION**
10:00am - 01:00pm
Quality Inn Railway
Motel, Kalgoorlie



**INFORMATION
SESSION**
2:00pm – 5:00pm
NNTAC Office,
Norseman



**INFORMATION
SESSION**
10:00am – 1:00pm
Comfort Inn Bay of
Isles
Esperance



**NAIDOC Week
Celebration**
Norseman



**INFORMATION
SESSION**
Kalgoorlie- TBA



**INFORMATION
SESSION**
Norseman- TBA



**INFORMATION
SESSION**
Esperance - TBA



**ANNUAL GENERAL
MEETING**
Norseman



WORDS FROM THE CHAIR

Christine Donaldson



NNTAC would like to inform members that the **Chief Executive Officer** position is currently vacant, and we have commenced the recruitment process to fill this important leadership role. In the meantime, we are pleased to have **Daryl Smith** stepping in to support NNTAC as **Interim CEO**. Daryl brings valuable experience and is helping to maintain continuity and stability during this transition period.

While leadership changes can bring questions, we want to reassure members that it is business as usual at NNTAC. Our senior management team remains strong and committed, and the strategic direction we developed alongside Elders, Ngadju Enterprises (NEPL), and the Trust Advisory Body remains unchanged.

Daryl Smith Interim CEO, NNTAC

Daryl Smith is an experienced executive, independent director, and business leader with over two decades of leadership across the resources, infrastructure, aviation, and Indigenous sectors. He brings a strong track record in operational management, corporate governance, and strategic planning, with a career marked by successful outcomes in business growth, joint ventures, and community development.

Daryl has held CEO and executive roles in several high-profile Aboriginal corporations. Where he led major reforms, expanded employment opportunities, and delivered sustainable economic outcomes for Traditional Owners. His leadership has been instrumental in resolving complex governance issues, modernizing agreements, and building strong organizational foundations.

He was most recently Project for a Pilbara based Aboriginal Corporation, where he assisted post-Juukan Gorge negotiations with Rio Tinto, delivering enduring benefits.

As Interim CEO of NNTAC, Daryl is committed to strengthening systems and developing the operational plan in consultation with Ngadju people, to deliver the Ngadju Strategic Plan, and ensuring a culturally strong and future-focused organization. He is passionate about supporting Indigenous employment and working alongside Ngadju people to embed cultural values into all aspects of governance and operations.

Daryl is a Member of the Australian Institute of Company Directors and a recipient of the CSIRO Aboriginal and Torres Strait Islander Engagement Medal. He continues to advocate for strong Indigenous-led futures through governance, enterprise, and collaboration.

Message from Daryl

As Interim CEO, I am committed to ensuring that NNTAC is built on a strong foundation — one that supports Ngadju people, culture and aspirations well into the future. Over the coming months, our focus will be on putting in place the structures, systems and plans needed to deliver our Strategic Plan and create meaningful opportunities for our community.

We are currently developing the Operational Plan that sets out clear steps to implement the Strategic Plan. This includes aligning our work with proper resourcing and budget planning. A high-level draft of this plan, along with a proposed organisational structure, will be expected to be available by August 2025.

We are finalising the process to recruit for a new Chief Executive Officer, with the support of an independent specialist consultant experienced in recruiting both CEOs and Board members. This process is being designed to ensure fairness, equity, and the selection of the right person to lead the Corporation. This is an important leadership role, and we want to ensure it reflects and supports the values and needs of Ngadju people.

We also recognise the vital role of the Elders Committee in guiding our work. I look forward to meeting with the committee to listen, learn and prepare a paper — in consultation with the elders — that sets out recommendations to the Board on how we can better involve the committee in our decisions and activities.

We'll continue to provide regular updates to both the Board and the community. Going forward, we will do this through a regular newsletter and an Annual Report. Each newsletter will also include a Q&A section, where we will be transparent and answer all questions from members.

We encourage you to submit your questions at any time by emailing reception@nntac.com.au — your voice matters. This is a time of transition, but also of great opportunity. Together, we are laying the groundwork for a strong, culturally safe and thriving future for the Ngadju people.



Nova IGO

Ngadju Employment Program and Mine Closure Planning

The Nova Project, located on Ngadju Country east of Norseman, continues to play a pivotal role in creating opportunities for Ngadju people. Operated by IGO Ltd, Nova involves underground mining of nickel and copper within the Ngadju Native Title Claim area (WC99/002), under a formal agreement signed on 4 August 2014.

Ngadju Employment Program – A Growing Success

In partnership with the Ngadju Native Title Aboriginal Corporation (NNTAC), IGO's HR team has successfully delivered employment pathways through the Ngadju Traineeship Program launched in 2021. The outcomes so far are promising:

- 164 total applications received
- 70 Aboriginal applicants
- 54 Ngadju applicants
- 12 Ngadju candidates employed, with 8 still working on site today.

This strong uptake reflects both the commitment of Ngadju people and the effectiveness of targeted, culturally informed recruitment.

Mine Closure Planning – Working Together for a Ngadju-Led Future

As Nova approaches its final production phase in late 2026, IGO and NNTAC have started working together to plan mine closure in a way that honors Ngadju values and aspirations. The emerging land use vision focuses on three key areas:

- Cultural and Environmental Conservation
- Economic Development
- Community Infrastructure

Ngadju Involvement- Leading the Way

In the coming months, community consultation will be conducted to ensure a Ngadju-led vision shapes closure outcomes. This process aims to:

- Ensure the Implementation Committee has an active decision-making role.
- Provide the right to review and influence rehabilitation plans and infrastructure design.
- Support capacity building in project management, business development, and technical fields.
- Embed Ngadju cultural heritage and traditional ecological knowledge in land rehabilitation.
- Secure ongoing funding for post-mining initiatives that support long-term Ngadju stewardship.

This is a unique opportunity for Ngadju people in shaping the future use of Country after mining, grounded in cultural authority and driven by community priorities.



Ngadju Success at Gold Fields Renewables Project Employment Event



On 19 May 2025, the Ngadju Native Title Aboriginal Corporation (NNTAC) proudly supported 14 Ngadju candidates to attend the Gold Fields St Ives Mine employment event – an initiative focused on opening pathways to both short-term and long-term roles in the Renewables Project on Ngadju Country.

The event brought together Ngadju jobseekers, the Renewables Project Team, and key contractors, providing a space for connection, questions, and opportunities. It highlighted the strength of the growing partnership between NNTAC, Gold Fields, and the Ngadju community.

Since the project operates on Ngadju Country, all major contractors are required to implement Aboriginal Engagement Plans, with Ngadju people prioritized for employment and subcontracting. Events like this bring those commitments to life in a real and practical way.



Participating contractors – Genus, Westforce, and Pacific Energy – alongside Ngadju-owned business Tucker Dust and Diesel, expressed strong interest in collaborating with and employing Ngadju people.

Thirteen Ngadju jobseekers attended from across the region, supported by David Graham (NNTAC Heritage Team) and Diana Blacklock (NNTAC). We're pleased to report that eight Ngadju candidates have already secured employment – four have completed induction and are now on-site, while four more are in the final stages of recruitment.

This event is a powerful example of what's possible when partnerships are built on respect, collaboration, and action. NNTAC and Gold Fields thank everyone involved and look forward to continuing to support long-term, meaningful employment outcomes for Ngadju people.



The Heritage Conference 2025

The 2025 State Heritage Conference was held on 12–13 May at the Esplanade Hotel in Fremantle, bringing together Traditional Owners, heritage professionals, and sector stakeholders under the theme *“The Heritage Ecosystem Approach.”*

Representing Ngadju Native Title Aboriginal Corporation (NNTAC) were:



David Graham – Senior Liaison Officer
Dajana Lakic – Heritage Manager
Faith Joanes – Legal Officer
Jade Popovic – Heritage Officer

The team participated in diverse sessions covering future-proofing the heritage workforce, cultural mapping technologies, the Albany 2026 project, Wadjemup/Rottnest heritage initiatives, and the role of technology in preservation and interpretation. A standout keynote from Dr. Steve Brown introduced the idea of heritage as a dynamic ecosystem shaped by environmental, cultural, and social forces, and stressed the value of cross-disciplinary and cross-cultural collaboration.

The most powerful moment for the NNTAC team came from Amy Stevens’ presentation, *“Intersection of Heritage and Human Rights at Murujuga.”* Her heartfelt reflection on the deep connection between Country, culture, and Indigenous rights resonated strongly and underscored the need to view heritage not only as cultural preservation but as a human rights issue. The conference offered important insights that will support NNTAC’s ongoing work to protect and promote Ngadju heritage in a culturally grounded, forward-thinking way.

AIATSIS Summit 2025

Ngadju Native Title Aboriginal Corporation (NNTAC) was proud to take part in Summit 2025, a key gathering of Aboriginal corporations, government representatives, and industry stakeholders, aimed at shaping stronger futures for Indigenous communities through collaboration, innovation, and cultural leadership.

Held earlier this month, the summit provided a platform for open discussion on native title, economic development, governance, and the future of Aboriginal-led organizations. Representing NNTAC were members of our West Perth office team, alongside several Board members, who contributed to workshops, panel discussions, and networking sessions focused on strengthening community outcomes and building capacity within the native title sector.

The summit was an opportunity to share the Ngadju experience, connect with other Aboriginal organizations across the state, and explore pathways for greater self-determination, land management, and cultural protection. NNTAC remains committed to being a strong voice for the Ngadju people, ensuring that participation in events like Summit 2025 leads to real outcomes for Country, Culture, and Community.





Ngadju Rangers

The Ngadju Rangers have had a busy and productive few months on Ngadju Parna! We've been hard at work giving the Ranger Base a fresh coat of paint and some well-deserved TLC. Out on the land, our team has been monitoring vital water trees, tackling invasive weeds, and visiting significant cultural sites to continue caring for and protecting Ngadju Parna.

Our skills have also been growing—we recently completed both 4WD and first aid training to ensure we're well-prepared for all aspects of our work.

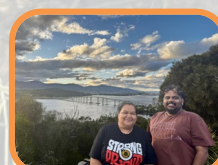
We're excited to share that we've welcomed several new team members. With the onboarding of casual rangers, we now have a strong crew of two full-time and seven casual rangers working together to look after Country.



Building Skills for Country: Healthy Country Planning

In January, our full-time Rangers Johnine Graham and Darius Evans Wicker travelled to Lutruwita (Tasmania) to attend the Healthy Country Planning short course. The training focused on practical tools and strategies for setting goals, making plans, and working effectively to care for Country.

Johnine and Darius returned inspired and full of ideas—and they're eager to put their new skills into action as we continue to strengthen our land management work here on Ngadju Country.



Representing Ngadju at the Indigenous Carbon Industry Network

From 18–20 February, some of our Rangers were fortunate to attend the ICIN Savannah Fire Forum on Larrakia Country in Darwin. This was a fantastic opportunity to connect with other Indigenous ranger groups, share best practices, and collaborate on solutions to common challenges. These conversations are vital in strengthening the collective impact of Indigenous-led fire and land management, supporting the growth of the Indigenous carbon industry, and improving fire management practices across the nation.



New Ngadju Ranger Logo Coming Soon!

We're also excited to announce that a new Ngadju Ranger logo is currently in development and will be presented to the community in the coming weeks. Stay tuned—we can't wait to share it with you and get your feedback!

NAIDOC Week 2025 4–12 July 2025 is just around the corner, and the Ngadju Rangers have been busy planning some exciting activities to celebrate in Norseman! It's a special time to honour the history, culture, and achievements of all Aboriginal and Torres Strait Islander people and we're looking forward to sharing it with the community.

Stay tuned for more details and be sure to mark your calendars!



NAIDOC WEEK

Celebration

4-12 July 2025

Day 1 – Friday 4th July 2025

NAIDOC School Day

Time: 10:00am - 2:00pm

Location: **Norseman District High School**

Activities:

Ngadju Traditional Cooking
Ngadju Cultural Knowledge Transfer

Day 2 – Monday 7th July 2025

NAIDOC Opening Ceremony

Time: 10:00am - 2:00pm

Location: **Ngadju Ranger Base**

Activities:

Ngadju Opening Ceremony
Ngadju Welcome to Country
Introduction to the Ngadju Community/Journey
Ngadju Firepits and Kangaroo Tails
Ngadju Hand Painting
Norseman Business Booths – Open Invitation to all
local businesses to attend
Ngadju Arts and Crafts
Ngadju Cultural Morning Tea

Day 3 – Wednesday 9th July 2025

NAIDOC Morning Tea

Time: 10:00am - 1:00pm

Location: **RSL Town Hall**

Activities:

Shire of Dundas - Morning Tea
Ngadju Arts and Crafts Booth
Ngadju Gift Baskets
Bingo
Door Prizes
Photo Booth

Day 4 – Saturday 12th July 2025

NAIDOC Ball

Time: 06:00pm - 11:00pm

Location: **RSL Town Hall**

Activities:

NAIDOC Community Ball
NAIDOC Dinner
NAIDOC Bell and Beau of the Ball
Entertainment – Live Band
Door Prizes
Photo Booth
Alcohol Free Event
Entertainment: Lindsay Wells Band

50 Years of NAIDOC



Native Title
Aboriginal
Corporation



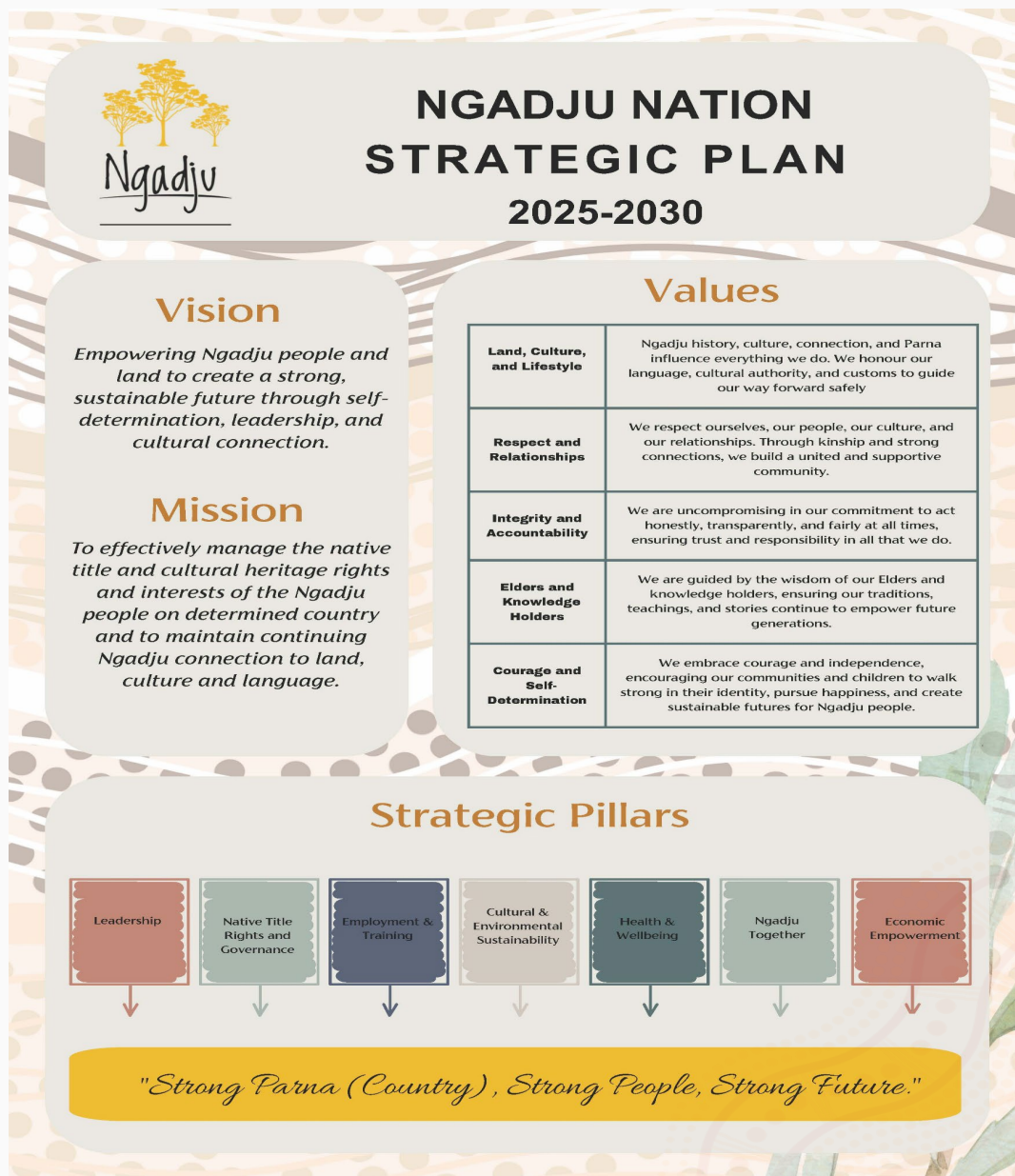
MESSAGE FROM NNTAC

STRATEGIC PLAN

We're proud to announce that the Ngadju Nation Strategic Plan 2025–2030 has been finalized. This important milestone reflects our shared vision for a strong, sustainable future guided by Ngadju leadership, cultural connection, and self-determination.

This Strategic Plan is the result of a combined effort. Together, NNTAC, Ngadju Enterprises, and The Ngadju Trust Committee Services form a strategic framework that upholds Ngadju governance, protects native title rights, builds a strong economy, and invests in future generations. It outlines a unified vision for the Ngadju Nation, ensuring that land, people, and prosperity remain at the heart of all decisions.

With the Strategic Plan in place, we now move forward into **Operational Planning**. This next phase will turn our shared priorities into real, measurable action – outlining clear steps, responsibilities, and timelines to support Ngadju people and Country.





MESSAGE FROM NNTAC

Empowering Ngadju Enterprise Launch of the Ngadju Business Directory

NNTAC is proud to launch the Ngadju Business Directory — a vital step toward ensuring that economic opportunities from mining and emerging industries reach the right people. By creating a trusted, transparent way to identify eligible Ngadju suppliers and contractors, the directory will help connect community businesses with real opportunities.

Why a Business Directory?

NNTAC has several mining agreements that commit to supporting Ngadju business development. But too often, these opportunities haven't reached the community members they're intended for. Both mining companies and Ngadju business owners have called for a reliable, transparent way to connect with eligible Ngadju suppliers and contractors. The Business Directory responds to that need, helping ensure that jobs and contracts go where they belong: to our people.

What is the Directory?

The Ngadju directory will be:

- A secure, verified register of Ngadju-owned business.
- A connection point between Ngadju businesses and project partners.
- A tool to promote transparency, fairness, and accountability in awarding contracts under our agreements.

Who can be listed?

To be included in the directory, a business must:

- Be **Ngadju-owned** – with at least 50% ownership held by a registered NNTAC member (descendant of an Apical ancestor).
- Be **verified** – proof of ownership must be provided through an ASIC company extract, showing a Ngadju person listed as a director or office bearer.
- **Sign a declaration** – confirming the ownership details and agreement to the directory's terms.

How is it managed?

- The policy and criteria were endorsed by the NNTAC Board in May 2025.
- Oversight is provided by the Interim CEO and Business Development Manager.
- A secure digital platform will be created to host and manage the register.
- Ongoing reviews and checks will ensure the directory remains accurate and trustworthy.