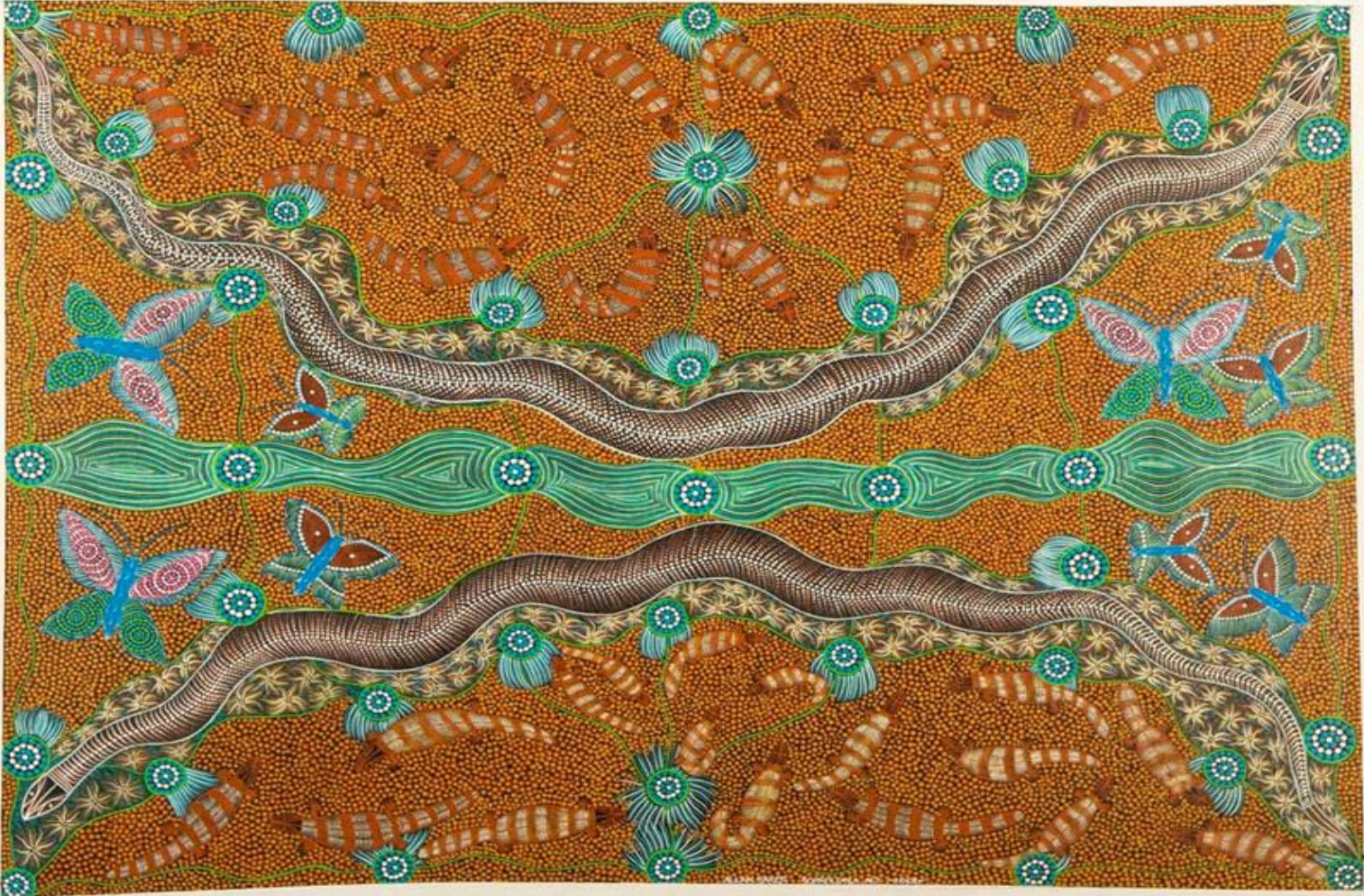


McArthur River Mine
**Community
Benefits Trust**



ANNUAL REVIEW 2010

30 September 2010

Executive Summary

This was a significant year of transition for the McArthur River Mining Community Benefits Trust for a number of reasons.

First, it marked a change in the types of projects prioritised by the community from immediate needs to major infrastructure.

Second, feedback from local Trust Board Members identified an opportunity to strengthen the grant application process and allow greater involvement in the decision-making process through an expanded Allocation and Investment Committee.

Third, the decision was taken during the year to change the designation of responsibilities by MRM and the Northern Territory Government with the mine now responsible for providing the Project Officer and the Government now providing Secretariat services. A number of months were required to affect this transition in roles.

Together, these activities have created a platform to help the Trust successfully work towards identifying and delivering its most significant pipeline of community projects to date.

In the three years since the Trust was established, \$4.6 million in grants has been committed.

This Annual Review provides a summary of the Trust's activities during the 2009 to 2010 financial year. It includes governance and planning initiatives undertaken to consult with the community about the long-term vision and needs of the Gulf region, which drive the priorities of the Trust.

Reports from grant recipients demonstrate the Trust continues to deliver tangible and substantial benefits.

The key outcomes during the three years to date are:

- An estimated **80 local Indigenous residents** undertaking or planned to undertake nationally-accredited employment training
- A further **25 new full-time jobs created**
- **4 local businesses** directly benefitting from significant investments in their assets and resources
- Improved sustainability of **3 popular arts and culture facilities and events**
- **38 school students** participating in work experience and vocational education training
- Over **4,000 breakfasts** served to school students and their families
- MRM **Indigenous workforce participation** increased from 9% to 20%.

The Review report prepared for the first two years of the Trust's operation included four grants approved in August 2009:

- Malandari Partnership acquisition of the Borroloola Bulk Discounts operation
- Two for the MRM Indigenous Employment and Training programs over two years
- Mabunji Aboriginal Resource Centre for the 2010 NAIDOC Festival.

Since then, the Trust had approved one additional new grant. This has been committed to the Roper Gulf Shire Council to support the operational sustainability of the Borroloola Swimming Pool Complex and is valued at \$60,000.

However, there are currently a further 12 grant applications with a total value of \$1.2 million which were received in the second half of the year and are still undergoing assessment and development. These provide a significant pipeline of projects for the 2011 financial year, in addition to any new applications which may be received in the year ahead and action on the priorities identified by the community.

Of these projects, 8 target enterprise and job creation representing 90% of the total grants and 4 are focused on art and culture (10%).

When tested against commitments and key performance indicators established under the Trust Deed and the Trust's own Annual Plan for 2010, it is clear that the priorities established by the community continue to be targeted and addressed.

MRM continues to meet its funding commitments with \$5.4 million invested since 2007. Of this, 85% has been committed to grant programs and 1.9% has been expended on operational costs.

During the 2010 financial year, the amount allocated to grants represented 64% of the budget available that year. Operating costs were 2.8% of the budget for the year reflecting the costs of the inaugural Annual Review (2008 – 2009).

The efficient management of the Trust and non-financial contributions by MRM and the Northern Territory Government through the provision of the Project Officer and Secretariat is ensuring that the vast majority of funding received is directed back into the community.

This commitment, together with a strengthened governance structure and a mandate to increase the Trust's scope of operation, will continue to deliver considerable benefits and opportunities to the Gulf region.

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Cover illustration: The painting shown on the cover is by Borrooloola artist Allan Baker. Allan is represented by the Waralungku Arts Centre in Borrooloola, which is supported by McArthur River Mining. Waralungku Arts represents over 40 different artists from the Gurdanji, Mara, Garawa and Yanyuwa traditional language groups. Borrooloola artists associated with Waralungku have been selected to show their work in the Telstra Indigenous Art Awards and are represented in the collections of major Australian art galleries.

1. MRM Community Benefits Trust

On 4 July 2007, McArthur River Mining (MRM) and the Northern Territory Government (NTG) entered into an agreement to establish the McArthur River Mining Community Benefits Trust (the Trust) as a vehicle for delivering social and economic benefits to the Borroloola regional community.

1.1 Objectives

The Trust aims to:

- Facilitate ongoing sustainable development of the community and the region including community capacity building and local business enterprise development
- Build infrastructure within the community to a level that will facilitate the creation of local jobs, diversity of new enterprise, beneficial social activity and improved health outcomes
- Enhance the positive social and economic impact of MRM's mining operations on the community and the region as far as is reasonably practical
- Create jobs and training opportunities.

1.2 Commitments

The Trust is committed to supporting:

1. Employment, training and enterprise development generated both through MRM's mining operations and in the wider Borroloola economy including:
 - Fulfilling MRM's target to achieve 20% workforce participation by Indigenous people
 - The commitment to generate and support the establishment of one new local business per annum to supply a product or service to the mine
 - The establishment of a Borroloola-based business hub to support the development of sustainable enterprises.
2. A community-based package of social and economic programs benefiting: enterprise and job creation; environment; education; social and community development; health; culture and art.

1.3 Trust Funding

The total value of MRM's commitment is in the order of \$32 million over the life of the mine, which is estimated to be up to 2027.

MRM will invest \$1.35 million per annum into the Trust for the Initial Period of the Agreement of eight years to October 2013. After this, the annual contribution will be \$1.25 million per annum, increased in line with CPI, for the remaining life of the mine. These payments are made in advance of each financial year.

The Trust can also raise money to support community programs through other sources such as grants from the Australian or Northern Territory Governments.

1.4 Charitable Purpose

The charitable purpose of the Trust is to provide:

- Grants, scholarships, bursaries and other assistance for education, vocational training and enterprise development
- Grants and other assistance for community infrastructure and community development, including the promotion of initiatives in the areas of health, law, arts, sport and culture.

1.5 Trustee Board

The Trustee Board comprises nine Directors whose roles are to manage the Trustee Company's business and affairs, authorise payments and appoint supporting officers. The Board members as at 30 June 2010 are:

- Two Directors nominated by MRM:
 - o Brian Hearne, Chief Operating Officer, Xstrata Zinc Australia (Chair)
 - o Col Fuller
- Two Directors nominated by the Northern Territory Government:
 - o Phil Anning, Regional Manager, Department of Regional Development, Primary Industry, Fisheries and Resources
 - o Shirley MacPherson, Chairperson, Indigenous Land Corporation
- One Director elected by Community Members
 - o Stan Allen
- Four Directors representing Indigenous Members:
 - o Tony Jack, Mayor, Roper Gulf Shire Council
 - o Frazer Baker, Chairperson, Mabunji Aboriginal Resource Association and Councillor, Roper Gulf Shire Council
 - o Samuel Evans
 - o Graham Friday.

The Trustee Board met three times in FY10.

1.6 This Report

This report covers the operations of the Trust for the financial year ending 30 June 2010.

As required under the Trust Deed, this Annual Review includes:

- A summary of the Trust's activities
- The financial position of the Trust Fund
- Details of the distributions made by the Trustee for that financial year and the projects to which the distributions relate
- Impact on regional development, new jobs and community infrastructure.

2. Trust activities

Governance

During FY10, the Trust underwent a number of changes to improve the grant application process and strengthen the assessment of funding applications through the Allocations and Investment Committee structure.

The purpose of these changes was to enable the Trust to increase its capacity to support long-term, landmark projects identified by the community as priority need areas, in addition to ongoing community programs and initiatives.

In response to feedback from local Trust Board Members, the Allocation and Investment Committee has been expanded to enable greater input into the review of grant submissions. The Committee structure now comprises 3 Directors, an MRM representative, the Trust Project Officer and Secretariat.

The benefits include:

- Creating a key forum for debate on the merits of grant submissions
- Enabling submissions to be fully considered and, if necessary, further investigated or developed to ensure the interests of the Trust, as well as legal/governance matters, are taken into consideration before presentation to the Board
- Greater efficiency and timeliness of the process from when submissions are received and decisions on support are made.

Funding Guidelines and Application Forms were also reviewed to increase the quality of information received by the Board to facilitate decision making. Furthermore, the Trust increased the frequency of its review process and set clear dates and assessment timeframes for applications. Together, these changes have added a more robust framework around both the application and review phases of the process to ensure funding is delivered in a timely manner and has provided improved transparency to this process for the community and its proponents.

The role and responsibilities of both the Secretariat and Project Officer were also reviewed in FY10. As a result, it was decided that MRM and the NTG would switch responsibilities, so that MRM is responsible for providing the Project Officer and the NTG is responsible for providing the Secretariat.

A competitive search was conducted to recruit the new Project Officer, Creative Options Pty Ltd, which was appointed in November 2009. In the seven months since their appointment, Jane Lawton and Dan Tillman of Creative Options have developed extensive networks with the Borroloola community, businesses and government to support the delivery of major projects.

Annual Plan Development

In the second half of FY10, the Trust's 2010/11 Annual Plan was developed. This document outlines the priorities and funding commitments for the year ahead and is developed in consultation with the community, government, and advisory committees.

The community engagement program involved:

- Personal meetings with representatives of community organisations, residents, business proprietors and government officers
- 4 workshops with representatives of the Community Members
- Various meetings with Northern Territory and Commonwealth Government Departments.

The resulting Annual Plan for FY11 identified the following priorities, which will require external support to assist the Trust with facilitating outcomes:

- Establishment of a Borroloola-based business hub to mentor and support new enterprise development
- The beautification of the Borroloola entry precinct as an environmental initiative
- Establishment of a Youth or Student Hostel to support education and training outcomes
- Support services associated with implementing an Alcohol Management Plan as developed by the community
- Provision of a visiting specialist medical service to meet community health needs
- Development of a sustainable, commercial facility to promote cultural education and art
- Continued support for MRM's Indigenous Pathways to Employment Strategy and the Indigenous Traineeship program and local procurement objectives.

Grant Applications and Commitments

Ongoing Programs

During FY10, the Trust continued to provide funding support to ongoing community programs run by The Smith Family, and the MRM Indigenous Employment and Training Strategy.

The Smith Family's 'Learning for Life Indigenous Program' completed its second year of a three-year implementation program, delivered in partnership with the Borroloola School. The grant provided by the Trust is valued at \$618,000 over three years.

The Trust also provided \$597,918 to MRM to help achieve its target of 20% Indigenous employment across its workforce. This is a key initiative of the Trust agreement between MRM and the NTG to maximise the number of people from the Borroloola region gaining long-term employment directly through the mine, and indirectly through sub-contractors and suppliers.

Applications Approved

In the three years since the Trust was established, \$4.6 million in grants has been committed. This includes \$1,752,343 approved during the 2010 financial year.

Four grants were approved in August 2009:

- Malandari Partnership acquisition of the Borroloola Bulk Discounts operation - \$543,000
- MRM Indigenous Employment and Training program for 2008-2009 - \$606,425
- MRM Indigenous Employment and Training program for 2009-2010 - \$597,918
- Mabunji Aboriginal Resource Centre for the 2010 NAIDOC Festival - \$5,000.

These were detailed within the Trust's Annual Review dated 30 September 2009.

Since then, the Trust had approved one additional new grant. This has been committed to the Roper Gulf Shire Council to support the operational sustainability of the Borroloola Swimming Pool Complex and is valued at \$60,000.

In-principle support was also provided for a grant of up to \$1 million to assist the development of a Multi-Purpose Indoor Sports and Recreational Facility by the Roper Gulf Shire Council. This community hub was one of the community's priorities as revealed through consultation for the Trust's 2010 Annual Plan. Little progress has been made since however while the Council seeks additional sources of funding. Active involvement by the Trust's Project Officers will occur throughout FY11 to assist with progressing this priority for the community.

New Applications

During 2010, 12 applications were received that were eligible for the consideration of the Trust. The total value of these applications was \$1,157,841.

Of these projects:

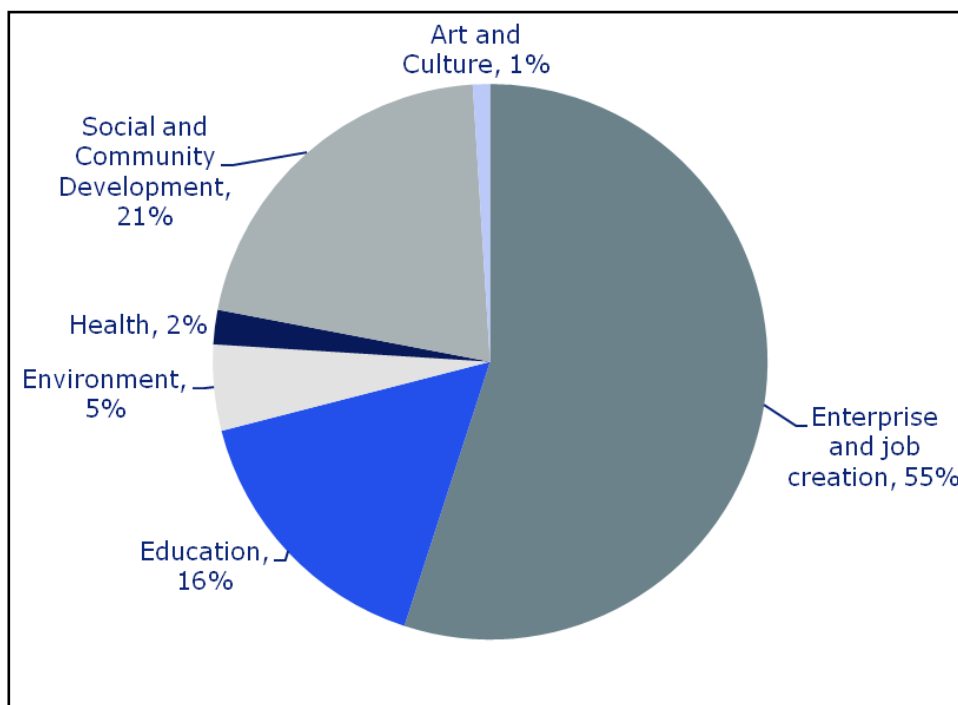
- 8 targeted enterprise and job creation representing 90% of the total proposed grants
- 4 are focused on art and culture (10%).

The majority of applications were received in the second half of 2009-10. Most did not meet the requirements of the Trust's guidelines and have required extensive refinement by the Trust Project Officer, in partnership with the applicants, to provide the necessary information.

Allocation of Grants Approved

In the first two years of the Trust's operation, 70% of grants committed were targeting enterprise and job creation initiatives and 21% focused on education. While these areas remain a significant focus, new commitments by the Trust have significantly increased the value of investment in social and community development.

Allocation of Grants Approved – Total Commitments between 2007 and 2010



Note: Total includes \$1m in-principle agreement for a multi-purpose Indoor Sports and Recreational Facility (Community Hub).

3. Financial Position

The Trust's financial accounts for the year are currently being audited.

A summary of the position based on financial statements as at 30 June 2010 is as follows.

Summary financial position	\$
MRM investment received November 2009	1,350,000
Interest earned	124,919
Grant payments issued	(1,582,370)
Operating expenses	(69,030)
Cash at bank	3,967,636

This summary shows that:

- MRM has continued to meet its funding commitments since the Trust's formation
- The non-financial support provided by both MRM and the NTG through their provision of the Project Officer and Secretariat roles respectively has kept operating expenses low at 2.8%
- There is a healthy cash balance remaining which, in addition to the 2011 investment by MRM of \$1.35 million, provides a sound position for future commitments.

In total, the funds available for investment in grant programs in 2011 is estimated at \$3.0 million, after taking into consideration MRM's annual financial contribution and current commitments for which funding has not yet been released.

Distributions

A summary of all the grants approved, or pending approval, is provided in the following table. Detailed reports on all grant programs which had commenced, or been completed during the review period, are provided in Appendix 1.

Grants Approved and/or Continuing in 2010

Project partner/s	Project name	Focus	Grant value	Date approved	Project funded	Funding committed	Status	Project description
Mungoorbada Aboriginal Corporation	New community store	Enterprise and job creation	\$145,960	May 2008	December 2008	\$145,960	Project underway	<ul style="list-style-type: none"> Develop a new community store to replace the aging existing shop which has poor refrigeration capabilities and lacks space for growth.
King Ash Bay Fishing Club	Barramundi fish monitoring project	Environment	\$214,172	April 2009	August 2009 June 2010	\$50,000 \$46,365	Two year project	<ul style="list-style-type: none"> Undertake a two year research program to examine the impacts of increased recreational fishing on barramundi fish numbers in the McArthur River near King Ash Bay.
National Trust of Australia (Gulf Branch)	Borroloola Old Police Station Museum Toilet Repairs	Health	\$76,162	April 2009	January 2010 June 2010	\$36,000 \$40,162	Project underway	<ul style="list-style-type: none"> Conduct necessary repairs to the museum's ablution facilities.
Malandari Partnership	Acquisition of Borroloola Bulk Discounts (For supermarket infrastructure requirements not including the liquor operation)	Enterprise and job creation Health	\$543,000	August 2009	Approved for distribution September 2010	\$543,000	Approved	<ul style="list-style-type: none"> Upgrade to the supermarket security system Relocation of the Post Office to a separate new building Construction of a supermarket annexe for the sale of furniture and boat equipment Construction of a two-bedroom accommodation unit for use by staff and visiting support personnel.

Project partner/s	Project name	Focus	Grant value	Date approved	Project funded	Funding committed	Status	Project description
McArthur River Mining (MRM)	2009/2010 Indigenous Employment and Training Strategy	Enterprise and job creation	\$597,918 (This is 28% of the total initiative cost of \$2.1 million in 2009/10)	August 2009	November 2009	\$597,918	Annual initiative	<ul style="list-style-type: none"> • Develop an effective and culturally appropriate framework for Indigenous recruitment, training and retention at MRM which encourages and motivates applicants within the local community • Individually tailor training and career development programs for all employees • Foster a supportive environment within the workplace, which eliminates racism and celebrates cultural diversity.
Mabunji Aboriginal Resource Centre	2010 NAIDOC Festival	Art and culture	\$5,500	August 2009	June 2010	\$5,500	Completed	<ul style="list-style-type: none"> • Support the costs associated with the delivery of the NAIDOC festival program in 2010 as an important annual celebration of Indigenous cultural heritage.

Grants Received in FY2010

Project partner/s	Project name	Focus	Grant value	Date approved	Project funded	Funding committed	Status	Project description
Roper Gulf Shire	Pool Maintenance	Social and Community Development	\$60,000	March 2010	To be provided in the 2010 to 2012 financial years	\$20,000	Approved Annual initiative over 3 years	<ul style="list-style-type: none"> Cover the cost of consumable materials and utilities to support the operation as it develops its sustainability as a business enterprise.
Papulu Apparr-Kari Aboriginal Corporation	Our Language, Our Culture, Our Future	Art and Culture	\$72,941	Under consideration			Pending	<ul style="list-style-type: none"> Create a set of children's books as written text to assist in multi-lingual literacy of all members of the Borroloola community Produce a short DVD to accompany each story book read in all languages to illustrate the way in which the languages sound and look when spoken.
Mungoorbada Aboriginal Corporation	Purchase Back Hoe for Civil Construction Team	Enterprise and job creation	\$140,000	Under consideration			Pending	<ul style="list-style-type: none"> To be used for all backhoe operations across all MAC current and future projects. Predominant use will be in civil construction for work such as trenching, plumbing, footings, foundations and septic tanks. A hire charge would be levied against all grant funded and private work projects.

Project partner/s	Project name	Focus	Grant value	Date approved	Project funded	Funding committed	Status	Project description
Mungoorbada Aboriginal Corporation	Purchase 90hp Tractor for Agricultural Team	Enterprise and job creation	\$100,000	Under consideration			Pending	Tractor would be used for : <ul style="list-style-type: none"> Fuel hazard reduction (Roberson River and Outstations) Airstrip contract slashing. Planned agricultural enterprises such as: <ul style="list-style-type: none"> Fodder production Hay making Natural pasture improvement and seeding of fodder crops.
Mungoorbada Aboriginal Corporation	Purchase truck for transport of store material	Enterprise and job creation	\$190,000	Under consideration			Pending	<ul style="list-style-type: none"> Transport of goods from Borroloola to Robinson River. Purchase will have a positive influence on freight operations as well as the health of the community.
Mungoorbada Aboriginal Corporation	Dismantle and re-erect/ recycle a Pre-School Demountable	Enterprise and job creation	\$40,000	Under consideration			Pending	<ul style="list-style-type: none"> Move and refurbish the building and use it as accommodation for the Carey Baptist Grammar School teachers and other visitors.
20 Mile Research and Development	20 Mile Research and Development	Enterprise and job creation	\$450,000	Under consideration			Pending	<ul style="list-style-type: none"> Develop local Indigenous Business to provide employment and training in rural and life skills.
Borroloola Amateur Race Club	Bucking Chutes replacement	Art and Culture	\$23,450	Under consideration			Pending	<ul style="list-style-type: none"> Purchase 3 new bucking chutes tpo improve safety for animals and riders and assist the sustainability of the event.

Project partner/s	Project name	Focus	Grant value	Date approved	Project funded	Funding committed	Status	Project description
Mabunji	Little River Youth Diversion Program	Enterprise and job creation	\$33,906	Under consideration			Pending	<ul style="list-style-type: none"> Create a Juvenile diversion/life skills development for 13-16 year olds.
Waanyi Nation Aboriginal Corp	Ronnie Raggett Enterprise Development	Enterprise and job creation	\$40,000	Under consideration			Pending	<ul style="list-style-type: none"> Develop a viable business concept to enable contracts at MRM to proceed along with other contract opportunities.
Mabunji	Funding for NAIDOC Celebrations 2010/11	Art and Culture	\$5,000	Under consideration			Pending	
Mabunji	Funding for Boonu Boonu Festival 2010/11	Art and Culture	\$15,000	Under consideration			Pending	
Mabunji	Creche Fencing	Enterprise and job creation	\$47,544	Under consideration			Pending	

4. Impact on the Community

Key Performance Measures

Key performance measures were established under the FY10 Annual Plan to assess the performance against commitments and priorities.

Area	Indicators	Status
Governance	Number of projects funded that have failed to meet stated objectives	0
	Proportion of 2009/10 Trust budget committed	64%
	All projects commenced have met compliance obligations	✓
Activities	Percentage of High Priority projects actioned	75%
	Number of other Priority projects supported	86%
	Outcomes of projects implemented during 2010	22 local Indigenous residents undertaking or planned to undertake nationally-accredited employment training 18 new full-time jobs created 2 popular arts and culture facilities and events 6 school students participating in work experience program >4,000 breakfasts served to school students and their families
Engagement	Growing level of community awareness of Trust	→
	All compliance obligations met	✓
	Number of proactive meetings to encourage High Priority and Priority projects	57
	Level of participation with other funding bodies	Increasing
Monitoring and planning	All compliance obligations met	✓

Legend:

- ✓ Delivered
- X Not progressed
- Work continuing

Action Against Community Priorities

The Trust Annual Plan for 2010 set out priorities for the community revealed through consultation. The following table summarises action taken against these priorities.

Focus area	FY10 Annual Plan Priorities	Addressed	Action taken
Enterprise development and job creation:	MRM Indigenous Employment and Training Program	✓	<ul style="list-style-type: none"> 22 new trainee positions have been provided and 18 have moved into career roles through opportunities at MRM.
	Audit of new sustainable enterprise opportunities	→	<ul style="list-style-type: none"> Following the preparation of the Annual Plan 2010, the Trust learned that the Northern Territory Government's Department of Business and Employment - Implementation Service Delivery Coordination Unit had already conducted an audit and is currently in the process of updating it. There was no requirement then for the Trust to duplicate this work.
	Identification of local champions	✓	<ul style="list-style-type: none"> A local Women's Group has been commenced by the Project Officer. This group comprises a number of strong women who are highly supportive of the Trust's activities.
	Establish one new enterprise	→	<ul style="list-style-type: none"> Two potential business opportunities are being investigated with the support of the Project Officer.
Education:	Family support and health programs	→	<ul style="list-style-type: none"> Currently there is limited capacity within existing service providers to assist with establishing new programs External organisations have been approached however issues with lack of office and accommodation facilities have precluded any action occurring This will be carried into 2011 as a priority.
Social and community development:	Establishment of an indoor support/ community centre and complementary infrastructure	→	<ul style="list-style-type: none"> In-principle commitment has been given by the Trust to assist with funding the project to \$1million.

Legend:

- ✓ Delivered
- X Not progressed
- Work continuing

Appendix 1. Grant Reports



THE SMITH FAMILY

Learning for Life Program

Project Summary

The Learning for Life Program is in its first year of a three-year implementation program and is being delivered in partnership with the Borrooloola School. The grant is valued at \$618,000 over three years and aims to:

- Improve student school attendance and retention
- Improve student social and emotional wellbeing
- Help students to positively transition from school to work.

Action and Results

Breakfast with a Mentor program

This program operates out of the secondary campus each school morning and encourages parents, carers and members of the community (vetted and briefed) to listen and talk with the students over a free breakfast.

The program is designed to keep students at School all day and encourage greater parent interaction to support the student's emotional and social wellbeing. The program is growing strongly in popularity, making a positive daily impact on the school community by providing a welcoming and supportive environment for students to start their school day.

Highlights

- 4,098 breakfasts were served in Semester 1 2010
- The average daily attendance is 50 students. This is approximately 1/5th of the school's enrolment and approximately 1/3rd of average school attendance
- An average of 8 parents attended weekly

- 2 “Big Breakfast” community events were hosted with senior students helping as part of their volunteering hours
- 280 people were recorded at the two breakfast events
- An average of 18 personnel from local services/agencies, and an average of 23 family members ,attended each event
- All school teachers and the Principal attended both events as well.

In interview with the school Principal, he indicated that: *“the Breakfast with a Mentor is key in providing students with a nutritious start to the day and the breakfast events are an excellent way of engaging a greater portion of the Borroloola community into the school.”*

As the numbers attending the Breakfast had become so large in 2009, discussions with the School Principle outlined the need to offer the breakfasts at the primary campus.

The Smith Family, with the support of the Trust, engaged a second coordinator to manage the breakfast at the primary school. The program coordinator noted that there are large numbers of students attending as well as parents who have consistently been coming and eating with their children. One parent who had begun to help consistently was employed as an assistant coordinator in term 2, 2010.

The **Big Breakfast Community Events** continue to be a highly effective community event to bring together parents, children, school staff and the wider community. During Term 1, a total of 130 students, parents, police, school and medical clinic staff were delighted by a rare spectacle. An appearance by “VEGEMAN”, who encourages parents and their children to increase their daily fruit and vegetable intake, proved to be a very entertaining way to get the health message out. Three Smith Family staff joined community members in making breakfast and playing games with kids at the increasingly popular event.

In Term 2, the Borroloola School held another successful 'Big Breakfast' on May 21. The event followed a whole-school Fun Run, which saw all the students running laps of the oval and working up their appetites. All students from Transition through to year nine participated in the Fun Run. Each year level ran for 10 minutes, with prizes awarded to the two students from each grade that ran the most laps.

In a positive development from previous Big Breakfasts, the senior secondary students took on a lot of the responsibility involved in preparation, cooking and serving.

Students, school staff and community members enjoyed a spread of juice, toast, bacon and eggs. 150 people were in attendance and enjoyed a fantastic school-community event.

Experiential Mentoring

Experiential Mentoring is offered to Borroloola Senior students in years 10 to 12. Students who achieve 80% attendance become eligible to undertake work placements outside of Borroloola. Work placements are selected by identifying workplaces that are relevant to job opportunities within the local community. Suitable employers are identified based on their commitment to Indigenous students achieving their potential. Students learn the expectations of urban work culture, including:

- Punctuality
- Conversational English and communicating with new people

- The importance of asking questions
- Social etiquette: eye contact, responding verbally, smiling and using manners.

This year, 6 students were eligible to participate in the trip, work placement and home stays in Darwin. Students were coached to ensure adequate life skills to participate through the following means:

- Students were supported during the weeks leading to the trip through their PLP (Personal Learning Plan) classes
- Students were consulted about their preference for work placements and every effort was made to place them in their preferred area
- The Smith Family had several meetings with both Rachel Kelly and Clare Schoeller to discuss the student's individual needs to design the most beneficial experience for each.

Work places were: Hardy Aviation, Charles Darwin Childcare Centre, Traditional Credit Union, African Beauty Salon and Marrara Construction College. Feedback from the work placements was very positive about the student's capabilities and attitudes toward the work.

Students, through their home stays, participated in social activities not available within Borrooloola. Students thoroughly enjoyed a visit to the Deckchair Cinema to watch "Bran Nue Dae" on their first night in Darwin. Family members from the billet families also attended and the enjoyment of the evening, movie and dinner created a genuine rapport between all present. Later in the week, students went to Mindil Beach Markets and on the final day had a personal reception and lunch with Minister Gerry McCarthy at Parliament House.



Celebrate School at Borrooloola

Celebrate School is a community event that is conducted twice annually. Approximately 350 people from Borrooloola attend the events, which are supported by local businesses which have an active role within the celebrations through hosting career stations.

Parent Participation

This program receives funding from both FaHCSIA and the Trust. The joint funding has enabled The Smith Family to engage 4 workers whose responsibilities will be to deliver the program through conducting parenting workshops designed to assist parents to understand the value of school system, deepen their skills in promoting pre-numeracy and literacy, and empower them to support their children to embrace the culture of the school as well as the culture of their homes. Parents will be supported to better understand their own very valuable role in how children can develop a healthy understanding to balance the culture of school and family.

Mabunji have also been engaged to recruit train and employ local staff to run the ISP. These staff will be local Indigenous people who will receive accredited training that will go toward skilling and qualifying them to be Early Childhood Workers.



KING ASH BAY FISHING CLUB

Barramundi Fish Monitoring Project

Project Summary

King Ash Bay provides access to a large system of rivers and channels including the McArthur River, Carrington Channel, Batten Creek and Crooked Creek. These all lead to the Gulf of Carpentaria approximately 30 kilometres downstream.

King Ash Bay is renowned for its fishing and attracts thousands of fishermen and women to the area each year.

To ensure fish stocks are being sustainably managed, the Trust has approved a grant of \$214,172 over two years, commencing in June 2009, to support studies into the impacts that increased recreational fishing is having on barramundi fish numbers in the McArthur River.

The process will involve:

- Undertaking a two-year baseline survey to gather data relating to the status of the barramundi fishery with the McArthur River
- Providing results of the baseline study to the King Ash Bay community, McArthur River Trust Fund and the Northern Territory Government.

It is hoped the monitoring project will contribute to the establishment of an educational centre to promote the project and encourage good fishing practices, and potentially the establishment of a barramundi hatchery at King Ash Bay.

Action and Results

Despite some delays to data collection due to flooding caused by the wet season and Cyclones Olga and Paul in early 2010, at the end of May 2010 the following progress had been achieved:

- Details of 819 fishing trips collected from boat ramp surveys and trip sheets
- Trailer counts on 234 days
- Tagging of 392 barramundi
- Four presentations and workshops held by Infofish Services with local anglers.

Further data will be collected in 2010 through ongoing boat ramp surveys. Liaison with Northern Territory Fisheries is also underway to coordinate their visit with the use of an electrofishing boat to undertake a recruitment survey of juvenile barramundi, together with a tagging workshop.

MCARTHUR RIVER MINING

Indigenous training and employment program

Project Summary

Under the Trust Agreement between MRM and NTG, a commitment has been made to maximise the number of people from the Borroloola region gaining long-term employment directly in mining activities, and indirectly in activities conducted by sub-contractors and suppliers as well as in the wider regional economy.

This includes action by MRM to achieve its target of 20% Indigenous employment across its workforce.

Action and Results

As at 30 August 2010, MRM successfully reached its target of 20% Indigenous employment. During the financial year, a total of 22 Indigenous trainees commenced employment at MRM with 2 of these being recommencements from previous intakes. Of these Indigenous trainees who commenced, 18 were from local communities and two were engaged on a fly-in, fly-out basis out of Darwin as they had previous relevant work experience.

The retention rate has improved significantly with 95% of trainees undergoing pre-employment trainees now in career roles at MRM, up from 65% in 2009.

The ongoing inclusion of onsite pre-employment training, Workplace English Language and Literacy training and onsite mentoring support has meant that trainees have had an increased understanding of the onsite requirements once employed with MRM and a level of support that has enabled increased success within the program.

Improved coordination of available positions has also supported the transitioning of trainees into various departments within MRM. This has seen increased retention and job satisfaction.

During FY10, 13 trainees were transitioned into roles within various MRM positions. Of these, 5 are completing training to move into haul-truck operator roles with a further 2 to follow once positions become available. One will commence as an apprentice Diesel Fitter, 2 will be undertaking admin based work-placements and 2 will move into permanent roles within ground maintenance. The remaining 8 trainees will be rotated through various job roles to help determine suitable career paths.



BORROLOOLA OLD POLICE STATION MUSEUM

Project Summary

This project has been facilitated by the national Trust of Australia Northern Territory (Gulf) to undertake refurbishment of the toilet facilities of the Borroloola Old Police Station Museum. The museum has 1,500 visitors per year, of which 60% are from interstate or overseas. The project will provide increased local amenities which are not currently available in Borroloola for the general public.



Roof from the Northern Side 2010

Action and Results

The first stage of the project has now been completed, with the old building stripped and a new roof constructed. It is envisioned that the work will be completed well before the end of the 2010 calendar year.

The remaining work to be undertaken is the upgrade of the toilets and refurbishment of the rooms to cater for record storage and an office to allow more formal management by the National Trust.

The Old Police Station Museum is one of the linchpins in recording the history of the region and is a major tourist attraction for visitors to the area.