Unity Through Enterprise
The Arnhem Land Progress Aboriginal Corporation

THE ARNHEM LAND PROGRESS

ABORIGINAL CORPORATION

ANNUAL REPORT 2023/24

Unity Through Enterprise

The Arnhem Land Progress Aboriginal Corporation

Front Cover: Photo Credit Darleen Richardson – Store Manager at the Lajamanu Christmas Colour Run.

This year's concept design was created by Campaign Edge Sprout and inspired by the Bukaway Branding Guide designed by Susie Alderman.

THE ALPA COMET LOGO

The ALPA logo represents Halley's Comet. The colours in our logo relate to the belief in the spirit of our people, and our life force and light for future generations. Being owned not by one person, or shareholders, but by our ALPA communities, we are here for the long run, shining a light for future generations so our corporation may see many returns of Halley's Comet as it goes on into the future Bitjan bili (always).

@ALPA1972

@BukmakConstructions

@Dinybulu

@RulkuEnterprises

@ManapanFurniture

@arnhemland_1972

ALPA VALUES

PURPOSE

To empower First Nations People.

COMMUNICATION

Communication is the key to our shared success.

OUTCOMES

Delivering outcomes everyday.

RESPECT

We respect each other and celebrate diversity.

INTEGRITY

We act honestly and do what's right.

WWW.ALPA.ASN.AU

CONTENTS

Chairperson's Report 2

Our Board 2023/2024 4

Investing Back: ALPA Strategic Plan 2023/2024 8

Chairman Rev Dr Gondarra OAM - 1945-2024 22

A tribute to Chairman M Wunungmurra 24

Manymak Ŋatha Dhawul (Good Food Stories) 26

ALPA Retail 32

Corporate Services 40

ALPA Community Services 44

Community Development Program (CDP) 45

Guŋga'yunga Djamarrkuḻiny 51

Community Engagement Team 54

Training at ALPA 56

Enterprise and Economic Development 60

Bukmak Constructions 62

Manapan 66

Dinybulu Regional Services 70

Rulku Enterprises 72

Financial Overview 73

ALPA MISSION STATEMENT

Our mission is to operate successful and responsible businesses emphasising local employment, training, career pathways, customer service and safety.

We strive to improve the health, quality of life and economic development of our members giving priority to our cultural heritage, dignity, and desire for opportunity and equality with fellow Australians.

CHAIRPERSON'S REPORT

MÄTJARRA (FAYE) GARRAWURRA

ELECTED JUNE 2024

Nhä mirri nhe, Ŋarra yäku (Hello, how are you? My name is) Mätjarra Garrawurra. I would like to introduce myself as the new Chairperson of the ALPA Board of Directors. I live in Ramingining, am a proud leader of the Buyu-yukuḻuḻmirr family group and I grew up at Langarra Homeland. Outside of my time supporting ALPA I am a passionate pastor with the Uniting Church.

As this is my first annual report, I would like to acknowledge the legacy of ALPA founding members and past directors. On behalf of the current ALPA Board, I would like to thank those past directors for your hard work and dedication over the years, it is no coincidence that the business is as strong as it is today because of your focus and commitment. I would like to take this opportunity to also welcome acting - Deputy Chairperson Ganygulpa Dhurrkay. She brings much passion and heart to this role.

I would like to pay my sincere respects to the extended families of our two most recent Chairperson's, Mr M Wunungmurra and Rev Dr Gondarra. I consider myself lucky to have worked closely with my two friends who have recently passed. When I first joined the ALPA Board in 2014, it was these men that I looked up to. The way they led the business with such clarity and focus on the best outcomes for our members was a inspiration to witness. Our business and the whole Arnhem Land region is still mourning their losses and I encourage you to take a moment to reflect on the work they have left as their legacy.

During my short time as Deputy Chair from 2023, I was bought up to speed by the late chairperson Mr M Wunungmurra on the state of the business. I would like to provide an update on several affairs that the ALPA Board will be focusing on over the coming year.

I would like to welcome our new General Manager of Community Services Catherine Fairlie. Catherine joins us with an impressive background and has hit the ground running already. She has experience in working with Aboriginal remote services and boards.

(L-R) Chairperson Mätjarra Garrawurra and acting Deputy Chairperson Gangulpa Dhurrkay.

Cat Fairlie, Incoming Community Services General Managaer.

L-R Hon Minister Selena Uibo, ALPA Director Lily Roy and Senator Malardirri McCarthy signing the agreement at Gapuwiyak in April.

In early 2024 we were able to secure an additional five-year's support from Northern Territory Government and NIAA.

I would also like to thank the outgoing General Manager of Community Services Emma Kelly for her hard work over the eight years she was with us. I am sure she will continue to have an impact to those in need wherever she ends up working next.

The Community Development Program (CDP) has some significant changes on the horizon. The director and I have been monitoring this very closely, we have all seen this program evolve over the last decade with various levels of success. We hope that National Indigenous Australians Agency (NIAA) and our Minister for Indigenous Australians continues to prioritise the outcomes that are most meaningful to our remote community members and their families.

In late 2023, ALPA regrettably stepped away from the Remote School Attendance Strategy (RSAS) program as we were unable to accept the lack of commitment from the Federal Government that the program was going to be funded on an ongoing and long-term basis. Without this commitment the board decided it was not viable to deliver this program without a long-term plan of what the program would look like for our children and the people supporting them through their schooling. The ALPA Board continues to be concerned with the standard of education in our communities.

However, ALPA does continue to deliver programs with youth front of mind, through the Guŋga'yunga Djamarrkuḻiny *(Helping our Children)*, otherwise known as East Arnhem Land Youth Model (EALYM). It is promising that both governments are seeing value in a Yolŋu co-designed youth program.

Our Enterprise and Economic Development Division continues to deliver some amazing outcomes as they continue to build some excellent new homes in Galiwin'ku as well as some significant works upgrading homelands in our region.

More recently (and closer to home for me) the new Logistics Hub in Ramingining will assist ALPA and other stakeholders in managing their logistics as well as creating new employment opportunities for Yolŋu in community, which sounds like a win-win to me.

The Retail team has been working tirelessly on softening the impact of the cost-of-living challenges the whole country is facing. This is incredibly important to our members, many of whom continue to face financial hardship. To our retail djämamirr mala (retail workers), your hard work means so much to us. It affects us every day and we thank you. In addition, mother nature also impacted stores with a heavy and extended wet season seeing some of our Independent Stores cut off from road transport for up to 29 weeks.

One of the ongoing challenges our stores face is low local team attendance in community. This problem effects everyone. Firstly, it affects the store managers as they are put under extra pressure to keep the store open without enough team members. When the stores need to close early this impacts the whole community. I know of many elderly people who have missed out on meals due to store closures. The final impact is our staff miss out on wages. Can I please ask for all our Bininj, Yolŋu and other community Retail team members to please support your community, support your family and support the business. Please come to work.

The Nutrition team is still working hard to make stores healthier across the Northern Territory.

Thanks to their efforts, 67% of the meals sold in our takeaways are now healthy options, which is a 2% increase from last year at our ALPA member stores.

Looking forward, I am excited to work further with the ALPA Board and gain a deep understanding of each of their strengths and areas of interest. We have some amazing leaders on the Board, and I am sure if we all play to one another's strengths we can provide our Yolŋu corporation with the strategy and support they need to continue to be one of the strongest businesses across our region and the country.

Sincerely

MÄTJARRA GARRAWURRA
ALPA Chairperson

OUR BOARD 2023/2024

Our strong leadership is led by an all-Yolŋu Board of Directors with representatives from each of our five member communities of Galiwin'ku, Gapuwiyak, Milingimbi, Ramingining and Minjilang.

Traditional Owners from each community nominate a director to represent them and there is a community representative nominated by each Community Advisory Committee (CAC) as a separate process.

ALPA Board meetings are held quarterly in member communities, Crab Claw Island or the Darwin Support Office and are also attended by senior management, facilitators and invited stakeholders.

We have years of governance experience on our board and our directors have a strong focus on succession through our "Emerging Leaders" program. The program enables young and upcoming leaders to gain board and governance experience before being nominated for a formal board (voting) position.

Darwin support office 2023.

CHAIRPERSON MÄTJARRA FAYE GARRAWURRA

Ramingining representative, elected 2024

ACTING DEPUTY CHAIRPERSON ELIZABETH GANYGULPA DHURRKAY

Milingimbi representative, elected 2024

DIRECTOR LILY ROY

Milingimbi representative, since 2015

DIRECTOR DJAMALAKA DHAMARRANDJI

Galiwin'ku representative, since 2015

DIRECTOR MANDY NOINBA

Minjilang representative, since 2019

DIRECTOR JESSIE ROY

Galiwin'ku representative, since 2015

DIRECTOR ANITA YARMIRR

Minjilang representative, since 2023

DIRECTOR DAPHNE MALIBIRR

Ramingining representative, since 2022

EMERGING LEADER SERINA LEE

Minjilang representative, since 2022

EMERGING LEADER LLYOD GARRAWURRA

Ramingining representative, since 2022

BOARD COMMUNICATIONS FACILITATOR DJAWUT (JACKY) GONDARRA

since 1998

COMMUNITY LIAISON AND CULTURAL MENTOR DAVID DJALANGI,

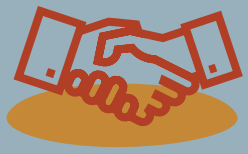
since 2004

OUR ALPA BOARD OF DIRECTORS CONSIST OF

1
Chairperson

1
Deputy Chairperson

10
Total Directors

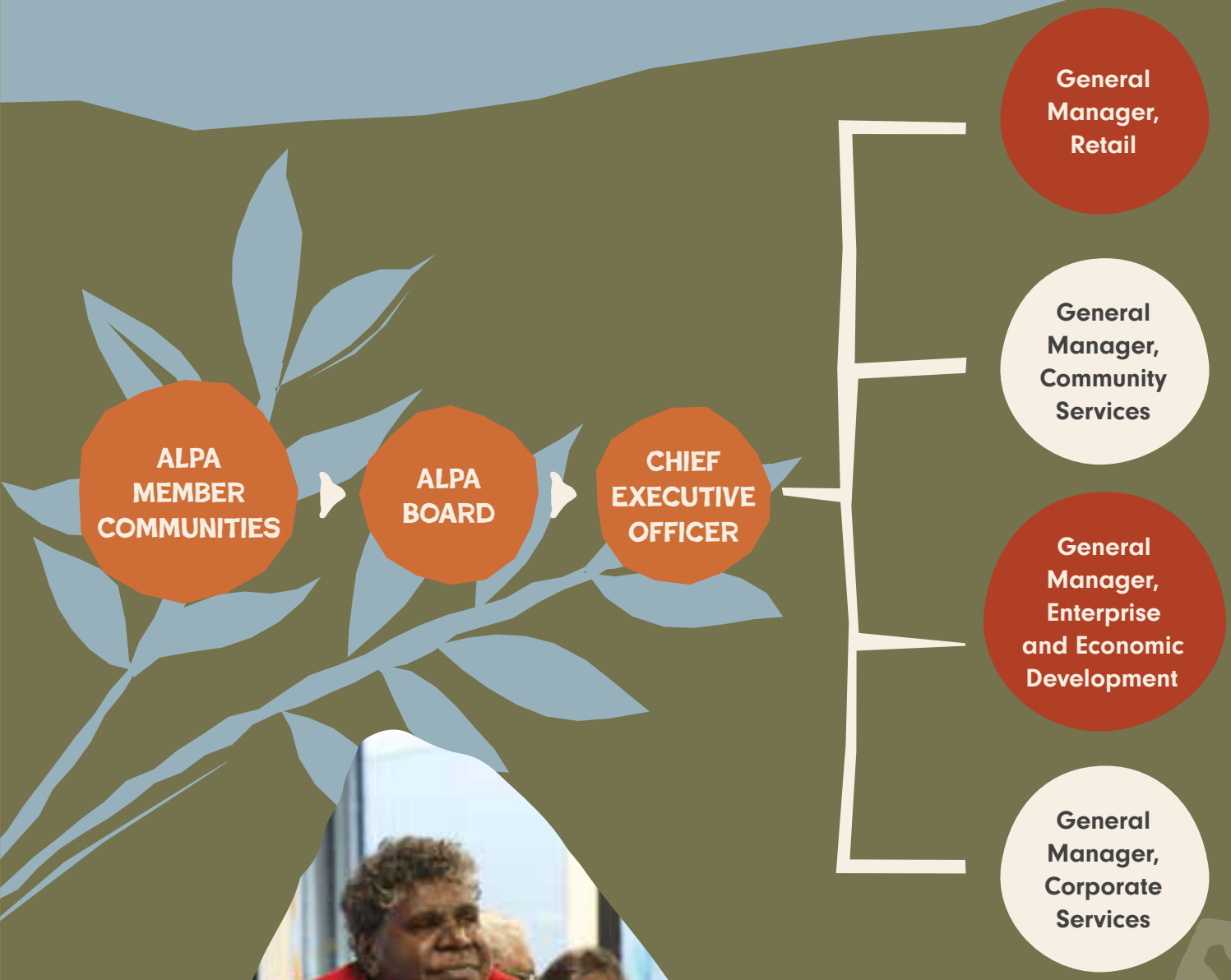


2
Board facilitators

2
Emerging leaders

ORGANISATION CHART

The structure of the organisation, shown below, gives a brief overview of our organisation's different divisions and governance. While our full organisation structure is much more than this, we all ultimately work to support our ALPA member communities.



INVESTING BACK:

ALPA COMMUNITY CARE PROGRAM 2023- 2024

ALPA continually gives back to improve our member communities and the lives of our people.

Spending of our Community Care Funds is decided by local community advisory committees, as well as our Board of Directors, made up of First Nations representatives from our member communities.

Being owned by Indigenous communities, we have a long-range vision to give back to the community, building sustainable growth for future generations. Below is a summary of the financial benefits we have provided to our communities over the past 12 months.

FINANCIAL CONTRIBUTION TO REGIONS

ALPA contributed nearly

$44 MILLION

to our member communities

in real wages, capital investment, repairs and maintenance, community care programs and other sponsorships.

Nhulunbuy Bukaway Shed Mens Team.

Gapuwiyak youth.

GALIWIN'KU & BUTHAN STORES

Community Care Program funds of **$61,672** from store surplus was made available for distribution during the year. The committee had brought forward balances of operational and preserved funds from the previous year totalling **$31,543**. As at year's end, **30 April 2024**, the closing balance of **$73,521** is available for future community projects.

TOTAL: $19,695

PAYMENTS MADE DURING THE YEAR:

COMMUNITY CHRISTMAS CELEBRATIONS

$14,400

FUNERAL CEREMONY

$2,921

OTHER TRAVEL COSTS

$875

CHURCH EVENTS

$1,499

Nutritionist - Sarah Funston and Buthan Team.

GAPUWIYAK STORE

Community Care Program funds of $106,391 from store surplus was made available for distribution during the year. The committee had brought forward balances of operational and preserved funds from the previous year totalling $240,782. As at year's end, 30 April 2024, the closing balance of $248,476 is available for future community projects.

TOTAL: $98,697

PAYMENTS MADE DURING THE YEAR:

COMMUNITY CHRISTMAS CELEBRATIONS
$47,965

COMMUNITY MEMBER TRAVEL
$7,737

FUNERAL CEREMONY
$15,766

YOUTH EVENTS
$1,000

OTHER COMMUNITY PURPOSE
$26,228

Nuwul Nursery Team Yirrkala.

MILINGIMBI STORE

Community Care Program funds of **$163,444** from store surplus was made available for distribution during the year. The committee had brought forward balances of operational and preserved funds from the previous year totalling **$353,914**. As at year's end, **30 April 2024** the closing balance of **$452,355** is available for future community projects.

TOTAL: $65,003

PAYMENTS MADE DURING THE YEAR:

FUNERAL CEREMONY
$4,099

COMMUNITY CHRISTMAS CELEBRATIONS
$14,000

COMMUNITY MEMBER TRAVEL
$5,049

YOUTH EVENTS
$3,349

FESTIVALS
$22,436

OTHER COMMUNITY PURPOSE
$11,567

CHURCH CELEBRATION
$3,500

SCHOOL EVENT
$1,000

Milingimbi fresh produce.

RAMINGINING STORE

Community Care Program funds of $195,910 from store surplus was made available for distribution during the year. The committee had brought forward balances of operational and preserved funds from the previous year totalling $440,865. As at year's end, 30 April 2024, the closing balance of $558,371 is available for future community projects.

TOTAL: $78,404

PAYMENTS MADE DURING THE YEAR:

FUNERAL CEREMONY
$7,818

SCHOOL EVENT
$4,545

COMMUNITY CHRISTMAS CELEBRATIONS
$26,798

COMMUNITY MEMBER TRAVEL
$9,740

CEREMONY
$4,413

OTHER COMMUNITY PURPOSE
$25,088

Youth Acitvities Ramignining.

MINJILANG STORE

TOTAL: $4,218

Community Care Program funds of **$5,102** from store surplus was made available for distribution during the year. The committee had brought forward balances of operational and preserved funds from the previous year totalling **$18,529**. As at year's end, **30 April 2024**, the closing balance of **$19,414** is available for future community projects.

PAYMENTS MADE DURING THE YEAR:

COMMUNITY CHRISTMAS CELEBRATIONS
$1,000

CHURCH EVENTS
$482

CARNIVAL SPONSORSHIP
$2,273

OTHER FOOD HAMPERS
$463

Minjilang CAC member Steven Nabalmarda.

ALPA STRATEGIC PLAN 2023/2024

Hello,

Our ALPA journey continues to impress with the incredible growth and diversity achieved, particularly over the last 11 years. It is something we are all very proud of. This could only be achieved through the board's vision and commitment to operating successful and responsible businesses, enhancing remote economic development and improving Yolŋu quality of life.

The board continues to inspire and challenge us to remember why we are here and what our mission is. We are grateful for their ongoing encouragement and direction. We are presented with many opportunities throughout the year, both in business and new service delivery opportunities, but we must ensure opportunities align with our strategic plan.

I would like to congratulate and thank our team who have achieved another strong result for FY24 which was another challenging year.

In FY24 ALPA contributed nearly **$44 million** back into our remote communities in wages for real jobs, capital investment, repairs and maintenance, community care programs and sponsorships, which benefits our communities and region as a whole. This is slightly less than last year's record $46m, and is due to lower staff wages in retail as we had ongoing challenges with our local staff not coming to work. This is something we are addressing as we need our local teams to share the load with our managers to present the best possible stores for our customers. If they don't come to work, it also means they don't get paid. That means less money going to families. The other factor was we didn't have a major project in progress like the Milingimbi Store refresh as we did in FY23, however Gapuwiyak refresh will commence in FY25.

Congratulations to our Retail team who delivered a solid result exceeding budget and delivering a strong result. This achievement in the face of significant challenges including, increasing costs, ongoing antisocial behaviour, break-ins and the biggest wet season in a decade which saw many of our Independent Stores cut off for long periods of time. This required government intervention to get stock to those affected communities. It is fair to say the team came together and showed their best when the going got tough. I would like to thank our operations team, merchandise team and store teams for going above and beyond in the interest of our remote stores effected by the "big wet".

Alastair King OAM FAICD Chief Executive Officer.

"OUR COLLECTIVE HARD WORK WITH THE ONGOING SUPPORT OF OUR COMMUNITIES, CLIENTS AND SUPPLIERS HAS DELIVERED A SURPLUS OF $8.2 MILLION."

ALPA Directors meet at the Darwin support office in 2023.

Robinson River food drops after roads were cut off by severe flooding.

The community service team also delivered a strong result considering the changing environment of our most significant Government program CDP. The changes made budgeting for FY24 very difficult as management did not know how the proposed changes would affect us during the year, but the team showed resilience and commitment in navigating the changes to deliver an admirable result.

High inflation continues to affect our community members more than most due to their remoteness and our higher operating costs. We continue to do what we can to mitigate high fuel prices which are driving increased freight costs, by negotiating with suppliers for deals and lower prices.

Finally ALPA has suffered tremendous loss recently. Chairman M Wunungmurra passed away just six months into his first year as our Chairperson. We have also recently seen the passing of long-time Chairman Rev Dr D Gondarra OAM, just seven months after he retired as Chairman of ALPA. It is with tremendous sorrow we mark their passing and extend our condolences to their families. It has been a sad year for all losing these great men.

Chairperson Wunungmurra was our Deputy Chair for 13 years and a true man of the people. He touched the lives of so many with his warm and caring personality. He passed suddenly and unexpectantly, which shocked and distressed us all.

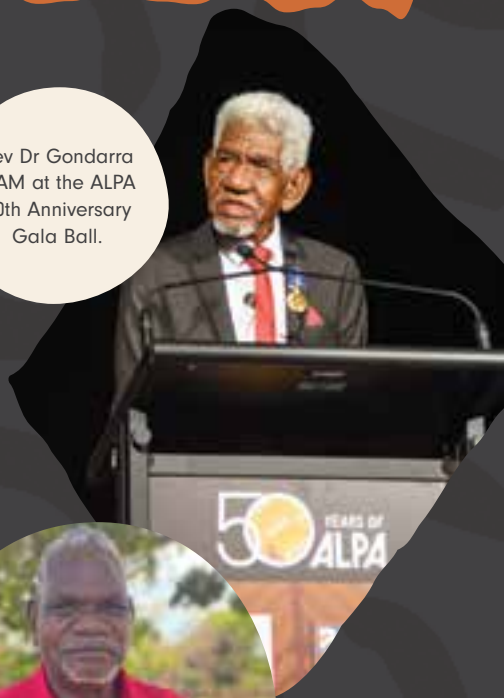
Chairperson Rev Dr Gondarra OAM, was truly the "Yolŋu father of ALPA"! He was elected in September 1993 as the first Yolŋu Chair of ALPA. His vision and passion to ensure ALPA fulfilled its potential and met the needs of its members, guided us from a small seven store retail organisation to the diverse organisation we are today. ALPA has become the largest Indigenous Corporation in Australia.

Both of these strong leaders were motivated by improving the lives of Yolŋu and other First Nations people we serve and to help them to have the same opportunities as their fellow Australians, including becoming financially independent and free of the shackles of social welfare.

We celebrate their contribution to ALPA in this Annual Report with the permission of their families.

ALASTAIR KING OAM FAICD
Chief Executive Officer

It is important to note that ALPA does not accept money from the Australian Government, nor the Australian public for its charitable work supporting our First Nations people in our region and elsewhere. Our charitable funds are self-generated through our commercial and non-commercial activities. The Board and more locally, the Community Advisory Committees (CACs) determine how best to support people in remote communities with our "Community Care Funds" or "Gungayunamirr Rupiah".



Rev Dr Gondarra OAM at the ALPA 50th Anniversary Gala Ball.

Mr M Wunungmurra at the 2023 AGM.

PILLAR 1. OPERATE SUCCESSFUL & RESPONSIBLE BUSINESSES

MODERN SLAVERY ACT

ALPA continues to be committed to reviewing and reporting on our Modern Slavery Act responsibilities. This comprehensive piece of work will ensure that ALPA and our selected suppliers and partners comply with the Act today and into the future.

CREATING SUSTAINABLE LOCAL JOBS

Across the group there are more than 1,300 employees, of which about 80% are Aboriginal, with local Indigenous staff in our stores being more than 90% of our workforce.

SUPPORTING INDEPENDENT STORES IN WET SEASON CHALLENGES

The ALPA Retail Operations and Merchandise team worked very hard to ensure stores were prepared for the wet season. This included increasing stock-on-hand levels at sites predicted to be cut off during the wet. Store holding capacity and a longer wet season made it challenging to get product out to stores, however, the team effort helped provide solutions to ensure food security in community.

Heavy rains saw a number of stores that were not "wet season stores" cut off for extended periods. The Retail team worked closely with the local community, NT and Federal government agencies and other stakeholders to organise alternate transport supplying essentials to the community during one of the worst wet seasons in more than a decade.

GROWTH AND DIVERSITY

Rulku Enterprises is a mature business, employing a small and dedicated 100% local team of people. The Rulku Board continues ongoing investment in infrastructure to improve the guest experience. In FY24, five additional rooms were upgraded to include private ensuites.

Dinybulu Regional Services is a diverse business with an accommodation lodge (with 18 ensuited rooms), homelands housing maintenance and repair services, aerodrome reporting and a mechanic workshop. FY24 has seen Dinybulu focus on reinvigorating existing services such as homelands contracts delivery and investing in visitor facilities at the lodge.

Bukmak Constructions continues to strengthen business operations through the delivery of ongoing contracts and the uptake of new projects. The company has worked on a mix of ALPA and government work in the past 12 months supporting our investment in local jobs and the associated upskilling of our Yolŋu workforce. Bukmak continues to implement a contextual approach to training and upskilling with on-site and hands-on mentoring to our local Yolŋu employees by trades mentors. In 2021, Bukmak was awarded a contract to build 87 houses in Galiwin'ku, the largest remote contract ever awarded to one contractor. In FY24, 22 new houses were delivered, with 12 houses in progress for delivery in early FY25. Bukmak completed the construction of ALPA staff and trainer housing in Milingimbi and Ramingining in FY24.

Manapan Furniture continues to strengthen as a furniture manufacturing business. FY24 saw the bolstering of Manapan's public reputation through media profiles with the ABC and award wins with the Northern Territory Indigenous Business Network's Blak Business Awards and the Telstra Best of Business Awards. This exposure supported the continued growth of Manapan's sales pipelines which saw the undertaking of extraordinary new custom pieces as well as longer-term projects.

Projects with Australian health insurance provider Medibank, as well as internally with ALPA staff housing, contributed to strengthening local Yolŋu craftsmen's skills and the exploration of new design opportunities. Refining the home furniture range, new product offerings appeal to new and broader demographics, whilst maintaining Manapan's distinctive elegance. Manapan continues to prioritise worker's health and safety with the recent installation of an integrated dust extraction system in the workshop.

The Bukmak team continues delivering homes to Galiwin'ku residents.

CULTURE OF SAFETY

ALPA has a robust culture around workplace safety, starting with the board and cascading through the organisation at all levels and throughout our business units. Our benchmarking against mainstream businesses shows we are performing very well in this important area.

This year we continued to develop our safety app to streamline reporting and follow through on all safety incidents and maintenance issues.

We have continued with our working group for safety and security to ensure we maintain adequate security for all our properties in the entire business.

EXPANDING THE REGISTERED TRAINING ORGANISATION (RTO) SCOPE

The ALPA RTO has now expanded its training offering to include Cert IV in Community Services, White Card and First Aid. These services are needed to support community members to gain and maintain their employment.

ENSURING BEST PRACTICE

ALPA's RTO has spent the last 12 months implementing system and program improvements. This has led to higher reporting and accountability for the completion of qualifications and student support.

A STRONG CDP SERVICE DELIVERY

ALPA's Community Development Plan (CDP) strategy is to ensure we are building strong relationships within the communities we work across. These are CDP Regions of 37, 39, 40 and 41. The Community Development Program has the opportunity to drive economic development in the Arnhem Land region and support the growth of Indigenous organisations. It also has the capacity to support Indigenous Australians to identify their goals and aspirations and build skills to achieve those goals.

EMPOWERING AND CELEBRATING YOUTH

This year ALPA worked with Arnhem Land schools to deliver a work experience program for remote students. This program saw 15 young people attend Darwin businesses such as North Australian Aboriginal Justice Agency (NAAJA), Independent Grocers (IG), and ALPA to undertake work experience programs for a week.

AUSTRALIAN GROCERY WHOLESALERS (AGW) PARTNERSHIP WITH I&C

ALPA continued their partnership with AGW to help reduce store pricing to help ease cost of living pressures. The ALPA Retail team will continue working closely with our supplier pipeline to help reduce the price of top-selling lines in community.

LOCAL PRODUCE IN ALPA STORES

The ALPA merchandise team is collaborating with CDP Pathways to Real Jobs to purchase local fish in Milingimbi. This is a great example of inter-divisional collaboration which ultimately creates real jobs for Yolŋu in our communities.

DELIVERING USER CHOICE HOURS

The ALPA RTO delivered over 28,000 hours of training to trainees across Arnhem Land and the Northern Territory, meeting their user choice contract.

SUPPORTING SPORTING CLUBS

ALPA continues to support sporting initiatives in Arnhem Land through the purchase of football and basketball equipment for many local teams.

TAKING ALPA'S TRAINING ONLINE

ALPA's RTO has spent the last 12 months developing an e-learning platform, which will make ALPA training available to other organisations online.

Milingimbi fishing project.

PILLAR 2. ENHANCE REMOTE ECONOMIC DEVELOPMENT

EXTENSION TO PARTNERSHIP WITH INDEPENDENT ABORIGINAL CORPORATIONS

Several Independent Stores have re-signed multi-year management agreements with ALPA; Nganmarriyanga and Kalkaringi. We are anticipating re-signing with Warnkurr Club by the end of FY25.

FINANCIAL CONTRIBUTION TO REGION

ALPA returned nearly $44 million to our member communities in real wages, capital investment, repairs and maintenance, community care programs and other sponsorships.

DEVELOPING A NETWORK OF LOCAL SUPPLIERS AND SERVICE PROVIDERS (COMMUNITY AND HOMELANDS)

We continue a strong and respectful relationship with the East Arnhem Regional Council (EARC). ALPA and the EARC have worked jointly on a number of projects including supporting ALPA to become EARC's recruitment place of choice for local team members across East Arnhem Land.

The CDP team has built relationships with a number of Aboriginal corporations within the region. We continue to work with organisations such as GongDal Aboriginal Corporation, Northeast Arnhem Land Aboriginal Corporation, Baniyala Garrangali Aboriginal Corporation, Laynhapuy Aboriginal Corporation and Marthakal Homelands and Resource Centre Association in the delivery of CDP services in the homelands.

BUILDING BUSINESSES IN REMOTE COMMUNITIES

Through the Community Development Program (CDP), ALPA has been working with participants to identify opportunities for small business and sole traders in remote communities.

ALPA is working across Nhulunbuy, Yirrkala, Gapuwiyak and Galiwin'ku to start up what could evolve to be microbusinesses in a safe operating environment, while supporting participants to build skills and capability to transition into full-time business ownership.

Rulku Enterprises, our joint venture business with a Milingimbi family business, has continued to achieve outstanding occupancy results throughout the year, driven by Bukmak and local contractor activities.

Rulku Family Pty Ltd

Our partners in our Rulku Enterprises business are engaged and continue to contribute to the business through their work with the board. The family is in the process of increasing their shareholding in the company through their earnings.

Dinybulu Regional Services Pty Ltd

Dinybulu operates in Ramingining and Bulungkunum Aboriginal Corporation (a local family corporation) holds 20% of the company and continues as an equity partner whilst maintaining its representation on the board.

Dinybulu Lodge is now a financial and active member of Tourism Top End, which will assist and promote local tourism.

LEVERAGING FUNDING OPPORTUNITIES

The enterprise division continues to source grant funding for subsidiary businesses to assist in major developments and generate new business. Funding secured in FY24 includes significant room upgrades at Rulku Lodge, additional support for the installation of communications infrastructure for Dinybulu Regional Services, ALPA Ramingining CDP site and ALPA Ramingining's store, additional security at Dinybulu's new freight and logistics facility, and funding for the construction of Galiwin'ku's first freight and logistics facility.

Through grant funding, ALPA's enterprises continue to grow and contribute to positive economic development. The securing of grant funding to facilitate new business under enterprise further allows for the development of new local industry, employment and economy within ALPA communities.

Anindiliyakwa woman, Katerina Bara was appointed new Chairperson of the Arnhem Aboriginal Business Council in October 2023.

ALPA BUSINESS ENTERPRISES COLLABORATE IN NEW BUSINESS

ALPA's business enterprises find ways to engage with each other and more broadly with other local Aboriginal bodies to take on new business and strengthen existing business. Manapan Furniture continues to collaborate with Ramingining's Bula'Bula Arts Centre in new custom projects delivered across Australia. Bukmak constructions assists Dinybulu Regional Services in homelands projects as well as being first choice contract provider for ALPA and consulting retail store renovations. Working closely with local Traditional Owner groups such as Milindji Aboriginal Corporation, the enterprise division continues to explore new business opportunities that will bring positive economic development and new industry to ALPA communities.

ENGAGING WITH PEOPLE ACROSS COMMUNITIES AND REGIONS THROUGH ENTERPRISE

ALPA is a founding member of the AABC (The Arnhem Aboriginal Business Council). This group includes 100% Aboriginal owned commercial businesses from across the region. It exists to create cooperation within the region and as a mechanism to advocate in one voice to all levels of government. Through this council, ALPA is engaging and building relationships with many communities and businesses across the region.

THE FUTURE OF EMPLOYMENT SERVICES

The CDP team has been undertaking the federally funded 'Pathways to Real Jobs' pilots. These pilots have seen the creation of more than 100 new jobs in Arnhem Land, through 14 different projects including commercial catering, fishing industries, paper making and laundry services.

SUPPORT FOR YOLŊU INTO HIGHER EDUCATION

This year we continued the delivery of the University Study Hubs program, working with Charles Darwin University, Batchelor Institute of Training and Education and many local private training providers to connect Aboriginal students with further education.

IMPROVING WORK PATHWAYS

ALPA has continued to work closely with the Department of Education and remote schools to deliver the Vocational Education Training in Schools offering.

ALPA continues to support the Northern Territory Government's Local Decision Making (LDM) process. It is important to ALPA's Board that Yolŋu voices are heard and valued in the decision-making processes.

The implementation of the NT Aboriginal Procurement Policy (APP) by the NT Government will provide significant opportunity for Aboriginal business enterprises to compete for NT Government tenders.

ENHANCING REMOTE EXPERIENCE IN GAPUWIYAK

Retail (in collaboration with Bukmak Constructions) is remodelling our Gapuwiyak store. The new look will officially be completed in 2025. The renovation includes a new front end, a complete reset of the aisles, cosmetic fixes as well as a new coolroom storage area to improve the overall stock levels held on site.

Ramingining Logistics Hub under construction.

PILLAR 3. IMPROVE YOLŊU QUALITY OF LIFE

RESPECTING CULTURAL HERITAGE

ALPA has a cultural leave provision for Yolŋu Staff. They are given two weeks per year over and above award conditions.

We continue to support important cultural events and ceremonies through our Community Care programs.

SUGAR REDUCTION STRATEGIES TO IMPROVE HEALTH

The store directors of ALPA and ALPA managed Independent Stores continue to make strong decisions to support community health through sugar reduction strategies. More stores have decided pack size reductions are the way to reduce sugar purchasing and consumption while maintaining customer choice.

These bold decisions have again resulted in less sugar being sold through stores. This year we saw 16 tonnes less sugar being sold compared to last year.

Roseanne at Kalkaringi is leaning to make Frittatas!

INCREASED FREIGHT SUBSIDY TO REDUCE STORE PRICES

ALPA has, for many years, provided funds to reduce freight costs on fresh fruit and vegetables. Our board has now initiated an extension of this subsidy to include all canned and frozen fruit and vegetables as well as introducing fresh meat, dairy and baby essentials to our freight subsidy benevolent program. This year ALPA spent over $875,000 at our ALPA stores subsidising freight on healthy food.

ADVOCATING FOR EFFECTIVE EDUCATION

ALPA operated the Federal Government's Remote School Attendance Strategy (RSAS) in Ramingining, Milingimbi, Gapuwiyak, Yirrkala and Galiwin'ku. ALPA ceased this program due to uncertainty about the program by the Federal Government.

ALPA continues to have an Education and Development Fund, spending over $120,000 to assist Yolŋu students, trainees, and small business to develop in our communities and region.

FESTIVALS ACROSS ARNHEM LAND

ALPA was able to support the delivery of two community festivals across Arnhem Land. Gattjirrk Festival in Milingimbi, and the Galwin'ku Healthy lifestyle Festival.

Through our Community Care Programs, ALPA sponsors travel and food costs for a diverse range of cultural ceremonies in our communities.

RECOGNISING AND ADVOCATING THE YOLŊU DESIRE FOR OPPORTUNITY AND EQUALITY WITH FELLOW AUSTRALIANS

Management and senior members of the board continue to represent and advocate on behalf of members at forums across Australia and will continue to do so.

We have also committed more than $400,000 to our Community Engagement team to ensure we are telling the ALPA story to our members and listening to their feedback on where ALPA is most needed. Each of our communities now has a Community Advisory Committee (CAC) to work with ALPA and feed back to us in key areas for their communities. Each CAC is representative of all of the family groups in that community.

Pete Nolan delivering White Card training.

SUPPORTING FREIGHT SUBSIDIES WITH ABORIGINAL CORPORATIONS IN THE NT

Our Nutrition team is working with some independent store boards to expand their freight subsidies for healthy products in the NT. In collaboration with the finance team, we have identified stores who can financially afford to subsidise these healthy items to reduce the cost for the entire community. The nutrition and retail operations teams presented to independent store Boards at three locations and have successfully implemented an extended freight subsidy on healthy grocery lines. The stores which adopted this were Lajamanu, Ajurumu and Numburindi.

ADVOCATING FOR IMPROVED HOUSING CONDITIONS FOR EAST ARNHEM LAND COMMUNITIES

Through the advocacy and works undertaken by Bukmak Constructions and Dinybulu Regional Services, ALPA advocates for improved housing outcomes for Yolŋu. In FY24, Dinybulu reinvigorated its homelands services to take on new contracted projects which will see significant improvements in homelands housing for surrounding Ramingining homelands. With some projects already begun, Dinybulu commenced works for the Homelands Housing Infrastructure Program at Ngangalala in March 2024, due to complete early FY25. Works are dedicated to 10 houses, with upgrades and refurbishments focussed on improving home hygiene and healthy living environments for Yolŋu. Further, Bukmak Constructions continues to advocate for improved remote Aboriginal housing conditions with the peak body Aboriginal Housing Northern Territory (AHNT), as well as continuing to push for the adoption of new housing designs better aligned with accommodating Yolŋu norms and living practices.

COMMUNITY WORK ORDER PROGRAM

This program has seen the integration of the Community Work Order project engaged through the CDP service delivery. It diverts low-level offenders from being incarcerated by providing an opportunity to undertake civic work in their community, supervised by a local Yolŋu team.

Through the CWO program, ALPA has successfully supported 134 people to avoid potential prison sentences. The success of this program has seen 63% of enrolments completed since 2019.

RESEARCH PARTNERSHIPS FOR HEALTHIER STORES IN THE NT

The Nutrition team has been working in partnership with Monash University on the development of the 'Benchmarking for Healthy Stores' study. Nutrition recruited 10 stores within the ALPA group to be part of the study and then shared their knowledge and experience with the research team to help design the benchmarking model. Store assessments were completed, and results reported back to the store boards and the store operations teams.

OFFICIAL SIGNING OF PARTNERSHIPS BETWEEN NIAA, NTG AND ALPA OF THE EAST ARNHEM LAND YOUTH MODEL

Funded to 2027 this joint partnership has successfully partnered with Yolŋu communities to deliver educational and culturally appropriate activities to our youth.

Driven by community-elected leadership groups, the EALYM identifies the needs of youth in Arnhem Land communities and supports the delivery of community driven activities across Milingimbi, Ramingining, Gapuwiyak and Galiwin'ku.

ALPA FOCUS ON HEALTHY TAKEAWAY MEALS CONTINUES TO IMPROVE

The work the teams have done in advocating for healthier stores has resulted in 67% of meals being sold in our takeaways being healthy meals (a two per cent increase from last year) at our ALPA member stores.

ACTIVELY SEEKING TO IMPROVE HEALTH OUTCOMES THROUGH COMMITMENT, ACTIONS AND PARTNERSHIPS

ALPA's commitment to our nutrition strategy was over $600,000 this year and continues to kick goals in key health metrics led by our self-funded team of three nutritionists.

Nutritionists Laura Baddeley and Jess Conser visiting the Badu Island & Cape store.

CHAIRMAN REV DR GONDARRA OAM - 1945-2024

YOLŊU ELDER, SPIRITUAL LEADER, VISIONARY

The Arnhem Land Progress Aboriginal Corporation (ALPA) bids farewell to a remarkable leader and former long-standing Chairman of ALPA, the late Rev Dr Gondarra OAM, who's passing earlier this year has left an indelible mark on the hearts of all who knew him. Rev Dr Gondarra's life was a testament to his unwavering dedication to the Yolŋu people and the broader First Nations community in Australia.

Rev Dr Gondarra's leadership journey with ALPA began in 1993 when he was elected as the first Yolŋu Chairman, a role he held with distinction until his retirement in 2023. Under his guidance, ALPA transformed from a modest retail organisation into the largest and most diverse Aboriginal Corporation in Australia. His vision and commitment to economic empowerment for his people saw ALPA grow from eight small stores into a thriving enterprise that now serves as a cornerstone of economic development and self-determination in Arnhem Land and beyond.

A respected Elder of the Dhurili Clan Nation and a spiritual leader in his community of Galiwin'ku on Elcho Island, Rev Dr Gondarra's influence extended far beyond his role at ALPA. In 1976, he became the first Yolŋu Minister ordained by the Uniting Church of Australia, where he served as the Northern Synod Moderator from 1985 to 1987. His spiritual leadership was a guiding light for many, and his ability to bridge cultural divides made him a revered figure not only within the Yolŋu community but also across Australia and internationally.

50 Year Anniversary Gala event.

Rev Dr Gondarra speaking at AABC launch.

Managers conference 2022.

Under his early leadership circa 1990's.

Rev Dr Gondarra's contributions were recognised with numerous accolades throughout his life, including an Order of Australia Medal (OAM) in 1995 for his services to the Uniting Church. He was also awarded a Cultural Doctorate in Literature from the World University Round Table in Arizona in 1991. These honours reflected his lifelong commitment to advancing the social, cultural, and spiritual well-being of First Nations people.

One of his most enduring legacies is the Mäwul Rom Project, which he established in 2007. This initiative, which continues through Charles Darwin University, fosters cross-cultural understanding and education, ensuring that Yolŋu traditions and knowledge are preserved and respected within the broader Australian society.

Rev Dr Gondarra's leadership, wisdom, and compassionate spirit have left a lasting impact on ALPA and the wider community. His ability to connect with people from all walks of life, coupled with his deep cultural knowledge and unwavering commitment to his people, made him a true pioneer in the pursuit of Indigenous self-determination and economic empowerment.

As we reflect on his remarkable life, we are reminded of the immense contributions he made not only to ALPA but also to all First Nations people. His legacy will continue to guide and inspire us as we strive to build on the foundations he laid.

Rev Dr Gondarra OAM is survived by his eldest sister, Rose, his children, and grandchildren. The ALPA Board of Directors and the entire ALPA team extend our deepest condolences to his family and the community. We honour his memory by continuing the important work he dedicated his life to, ensuring his vision for a prosperous and empowered Yolŋu people lives on.

His presence will be greatly missed.

Rev Dr Gondarra receiving his Order of Australia medal.

Being recognised at NT Goverment House for his 30 years of service as ALPA Chairperson.

Mr M Wunungmurra as Chairperson 2023.

Attending the Island & Cape Board meeting as Chairperson in 2023.

A TRIBUTE TO CHAIRMAN M WUNUNGMURRA 1958 - 2024

This past year, the Arnhem Land Progress Aboriginal Corporation (ALPA) mourned the loss of an extraordinary leader and strong cultural man for Arnhem Land communities, Chairman M Wunungmurra. His untimely and unexpected passing in March 2024 left a profound void in our organisation and across East Arnhem Land, where his influence was felt far and wide.

Chairman Wunungmurra's life was a testament to the power of dedication, resilience, and deep cultural pride. A Yolŋu man and Senior Leader of the Wunungmurra Clan Nation, he was deeply rooted in his cultural heritage, which guided his work and inspired those around him. Born in 1958 and raised in the communities of Numbulwar and Galiwin'ku, Chairman Wunungmurra's early years were marked by a commitment to learning and community service, values that would define his life.

In the early 1970s, Chairman Wunungmurra moved to Gapuwiyak, where he trained as a mechanic and worked at the local power station. However, his ambitions quickly led him into community leadership. He served as Acting Clerk (CEO) for the Gapuwiyak Council for five years, where he honed his skills in governance and advocacy. His passion for education also shone through when he returned to Gapuwiyak in 1989 after spending a few years in Sydney working with an Indigenous Arts Organisation. He took on the role of an adult literacy and numeracy teacher, sharing his knowledge and empowering others.

Chairman Wunungmurra's influence extended far beyond education. He played a pivotal role in the establishment of the Traditional Credit Union in 1995, where he served as the founding chairman. His leadership and vision were crucial in creating financial opportunities and promoting economic self-determination for Indigenous communities. He also held the position of Chairperson of the Uniting Church's Northern Synod, further demonstrating his commitment to service and spiritual guidance.

In 2000, Chairman Wunungmurra joined the ALPA Board as a non-executive director. He was elected Deputy Chair of the Board in 2001, a role he held with distinction for over two decades. In 2023, he was elected as Chairman, a position that allowed him to fully exercise his leadership and vision for the future of our communities. During his tenure, ALPA achieved significant milestones in economic development, community empowerment, and cultural preservation. Chairman Wunungmurra's leadership was marked by his ability to bring people together, foster collaboration, and inspire progress.

In addition to his role as Chairman of ALPA, Chairman Wunungmurra also served as Chairman of ALPA's Bukmak Constructions, Rulku Enterprises, Dinybulu Regional Services and Island & Cape our subsidiary in Queensland. His dedication to these enterprises ensured their strength and sustainability, creating meaningful employment opportunities for

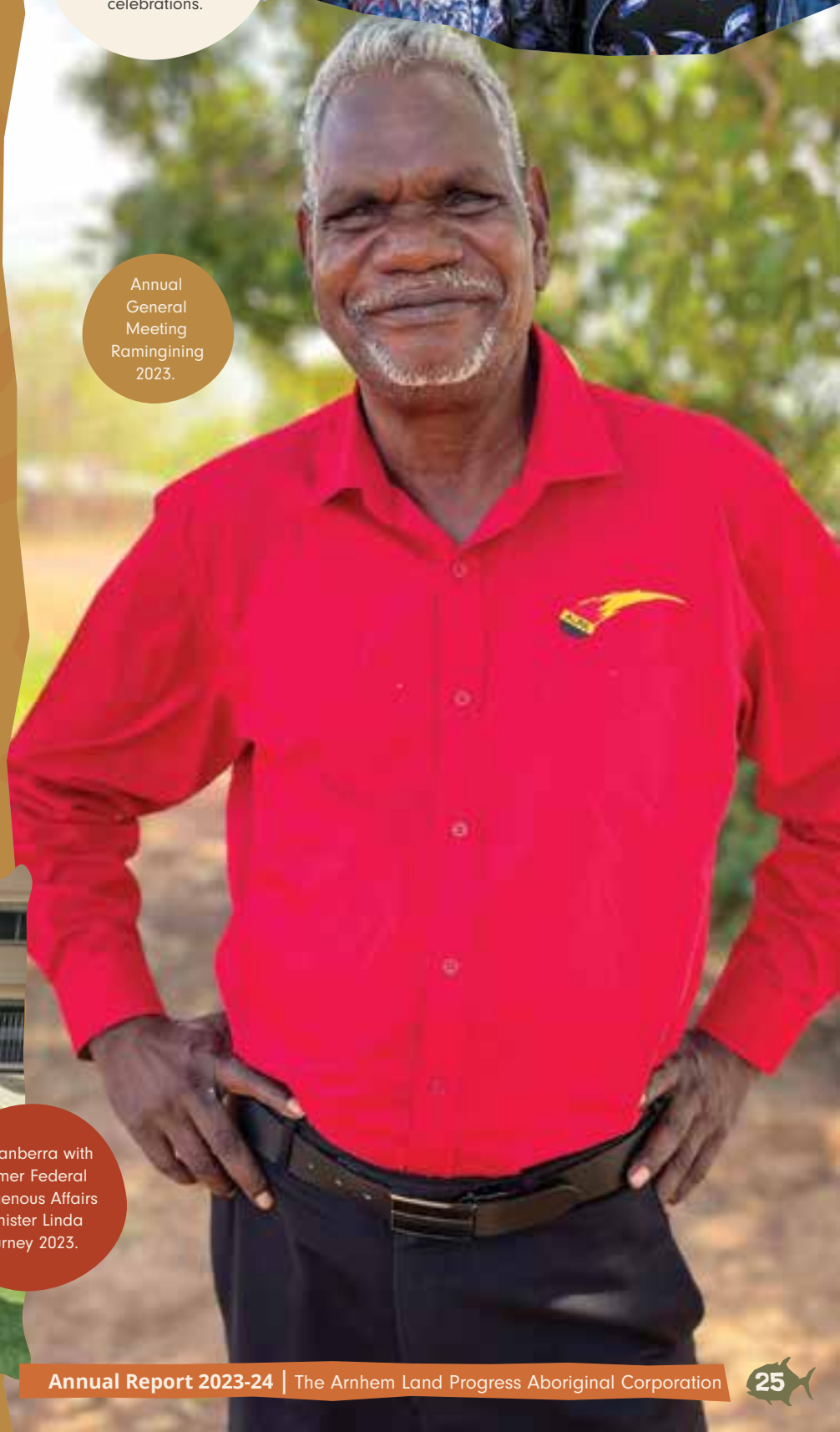
the local community. He worked closely with ALPA's management, representing the board in critical stakeholder meetings and ensuring that the voices of our communities were heard and respected.

Chairman Wunungmurra's leadership was not only effective but also deeply compassionate. He was known for his great sense of humour, his humility, and his unwavering commitment to the well-being of his people. His legacy is one of empowerment, cultural pride, and a relentless pursuit of justice and equity for Indigenous communities.

Chairman Wunungmurra is survived by his wife, Linda Guyula, 10 adult children, and 13 grandchildren. His family, along with the entire ALPA community, will forever remember his contributions and the impact he made on the lives of so many. His memory will continue to guide us as we strive to build on the foundation he laid, ensuring his vision for a strong, self-determined, and prosperous Arnhem Land becomes a reality.

As we reflect on the life and legacy of Chairman M Wunungmurra, we are reminded of the immense responsibility we carry to honour his work and continue his mission. His leadership has left an indelible mark on ALPA, and his spirit will remain a source of strength and inspiration for generations to come.

Mr M Wunungmurra (middle) with Wayne Wauchope (L) and his wife Lynda Guyula (R) at ALPAs 50th anniversary celebrations.



Annual General Meeting Ramingining 2023.

In Canberra with former Federal Indigenous Affairs Minister Linda Burney 2023.

MANYMAK NATHA DHAWUL

(GOOD FOOD STORIES)

The ALPA Nutrition Strategy, developed by the ALPA Board of Directors, helps our customers make healthy choices by making healthy food and drink options more available, cheaper and more easily seen compared to unhealthy products. Our nutrition program is an important part of our Community Care Program. The Nutrition team, work alongside the ALPA Board and Independent Store Boards to continue to strengthen in-store policies. Customer health has been a focus at ALPA since the early 1980's.

SUGAR REDUCTION

Our ALPA stores continue to make strong decisions to support community health through sugar reduction strategies. More stores have decided pack size reductions are the way to reduce sugar purchasing and consumption while maintaining customer choice.

These bold decisions have again resulted in less sugar being sold through stores.

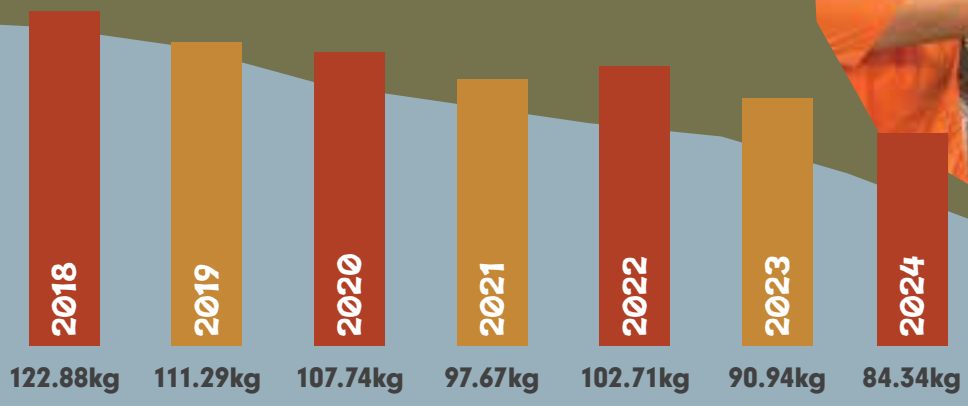
The categories which had the largest reduction this year were fruit drinks, fruit juice, table sugar, chocolate and confectionery. Table sugar (raw and white sugar) is the biggest purchased sugary product contributing to high sugar intake. The ALPA Nutrition team has continued to share the story of table sugar with community members, health services and other agencies to raise awareness and provide strategies to reduce table sugar intake.

This year we saw **16 TONNES LESS SUGAR** being sold compared to last year.

Kani Thompson (Community Nutritionist, Apunipima Cape York Health Council) in Aurukun Store setting up nutrition education signage. This material specifically targets table sugar being added to tea, stating 'too much sugar is no good'.

TOTAL SUGAR SALES

(kg per $10,000 food sales) for all stores 2018-2024



Shirley and Sarah in the Ramingining Store breaking down the misconception that juice is good for you.

REDUCING SUGARY DRINKS

The big sugar reduction policy decisions being made by boards have targeted sugary drinks. Sugary drinks include soft drink, fruit juice, fruit drink, cordial, flavoured milks, sports drinks and energy drinks.

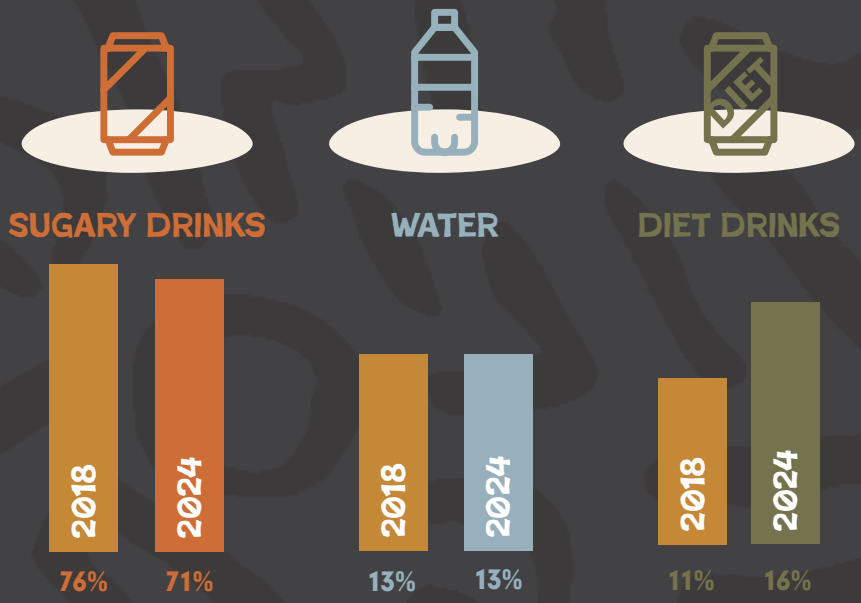
Unfortunately, we have seen a small increase in sugary drinks proportion this year compared to last year. We saw a purchasing shift towards soft drinks and away from water. There was a reduced range of bulk water options available from suppliers and we saw interruptions with supply of a product used in a pack size reduction strategy. The ALPA team will be working with suppliers to ensure the result is turned around this year. We will be working with store boards on more pack size reduction strategies and updating planograms to further support customers towards healthier drink options.

This year Independent Store Boards made bold decisions for their community to reduce sugary drinks purchased. The Pirlangimpi Store Board trialled a soft drink pack size reduction this year.

The Mutitjulu board, who own and govern the Ininti store, continued making strong health decisions this year by trialling a cordial pack size reduction (to maximum 1L cordials). The six-month trial resulted in 150kg less sugar being sold from cordial. Following this success, the board made the strategy part of their store nutrition policy.

PROPORTION OF TOTAL DRINK SALES

(% vol) per drink category across all stores – 2018 vs 2024



The trial resulted in a

6% REDUCTION IN SUGAR

coming from soft drink in the three-month trial period. We are proud to announce the Pirlangimpi board put the strategy into permanent policy.

HEALTHY TAKEAWAYS

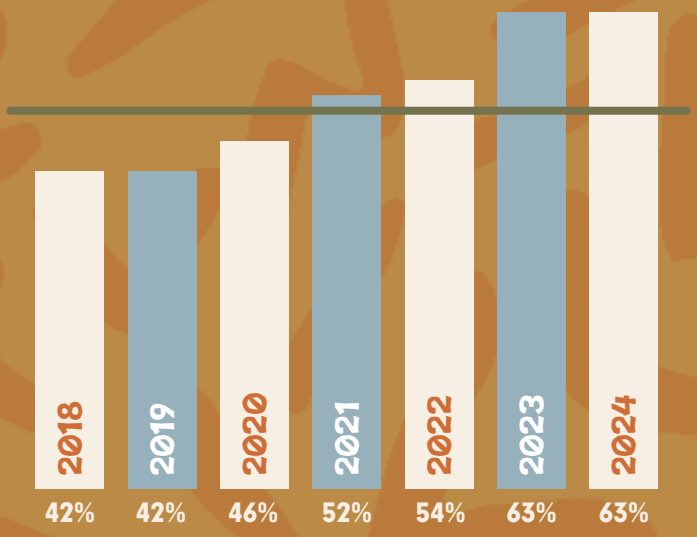
Tilly Stanley making fresh salads for the Hope Vale Store Cafe.

Our store teams continue to strive to provide customers with healthy takeaway food options. Collectively stores achieved 63% of takeaway sales being healthy options. This is equal to the performance last year. The ALPA Nutrition team report monthly to each store tracking healthy takeaway sales. The report is individualised for each store, highlighting successes for the month and opportunities for improvement. Since these reports started in 2018, the average healthy takeaway sales have improved each year.

To better support our kitchen teams with healthy meal inspiration we continue to produce resources for the takeaway teams. We created pictorial recipe cards to guide teams in creating different healthy meal and snack options. These recipe cards have been trialled in ALPA member stores and have helped drive healthy takeaway performance yet again this year.

PROPORTION OF TAKEAWAY SALES

(% dollar sales) that are healthy across all stores



In the last year there was

860 TONNES OF FRESH PRODUCE

sold across the ALPA store network.

Umagico Store team putting in the extra effort preparing watermelon hearts for customers. L- R: Eileen Pablo, Ethel Jean Ingui and Josephine Mairu.

FRUIT AND VEGETABLES

Fruit and vegetable sales continue to be a key focus.

There was a small reduction (7.5%) in fruit and vegetable sales performance compared to last year. Adverse weather conditions resulted in stores being cut off by road for long periods of time and cost of living pressures contributed to this result.

Ensuring affordability and availability for customers is a priority. To support affordability, we have been working hard to keep fruit and vegetables prices competitive with major supermarket chains. Each week our team compares prices against major supermarket chains and work with our supplier, Simon George and Sons, to bring prices down. This pricing strategy is additional to the self-funded freight subsidies in place for fresh fruit and vegetables across the ALPA member stores and ALPA managed Independent Stores.

The team reviews sales performance monthly of all fruit and vegetables sold including fresh, frozen and tinned. Reports are individualised to each store providing feedback on what went well and opportunities for improvement. The reports aim to support stores to continually improve performance with fruit and vegetable sales.

REDUCING TOBACCO SALES

ALPA is fully supportive of national and local initiatives which curb smoking in communities. This year the average reduction in tobacco sales across all stores was 4.1% compared to last year's sales.

GOOD FOOD PEOPLE TRAINING SUPPORTED WITH AN NT HEALTHY LIFESTYLE GRANT

The ALPA Nutrition team is proud to announce they have been successful in securing a Healthy Lifestyle Grant from the Northern Territory Government. ALPA was awarded this grant to develop the Good Food People Training package.

The Good Food People training program focuses on equipping store teams with skills to create healthier food environments. This is done through embedding nutrition knowledge into the store teams daily practices, where it can impact customers purchasing decisions. If the store environment is supportive, customers are more likely to choose healthier products which can have a positive impact on health outcomes.

The training package will include learning outcomes on the links between what we eat and how this can impact wellbeing and sickness. The Good Food People training package addresses the need to upskill Aboriginal and Torres Strait Islander team members in nutrition-related responsibilities within stores. These responsibilities include overseeing the fruit and vegetable department, ensuring the availability of healthy takeaway foods, promotion of healthy foods and implementing and maintaining in-store nutrition initiatives.

The Good Food People training aims to empower store team members to manage these responsibilities, creating a healthier food environment and influencing customer purchasing behaviours.

Workshops were held in Milingimbi, Galiwin'ku and Ramingining. Each workshop group provided insights into how to best train someone in stores nutrition. This included what knowledge the Good Food Person should hold, what responsibilities the role should include, how they can be best supported and how to know whether they are doing a good job. The Healthy Lifestyle Grant will be used to develop visually engaging training videos and resources.

ALPA Nutrition Manager, Khia De Silva, won the Excellence in Community Practice in the Northern Territory Allied Health Excellence Awards.

KHIA DE SILVA WINS ALLIED HEALTH EXCELLENCE AWARD

ALPA Nutrition Manager, Khia De Silva has worked tirelessly across her whole career to improve health outcomes for people living in remote communities. She was recognised for her dedication and impact being awarded the winner in the Excellence in Community Practice Award at the Northern Territory Allied Health Excellence Awards. The awards recognise and reward people who have made outstanding contributions in their field. The award was presented by former Chief Minister Natasha Fyles.

Ramingining Good Food People workshop group: Mätjarra Garrawurra and Shirley Gaykamangu.

Christine Hickey, Djamalaka Dhamarrandji, Professor Julie Brimblecombe, Jessica Conser, Laura Baddeley and Sarah Funston at the Preventative Health Conference.

ALPA ON STAGE AT THE PUBLIC HEALTH ASSOCIATION'S PREVENTATIVE HEALTH CONFERENCE

ALPA director, Djamalaka Dhamarrandji presented alongside Professor Julie Brimblecombe at a Public Health Association's Preventative Health Conference at the Darwin Convention Centre. Djamalaka shared the history of the food system pre and post colonisation and talked about why nutrition is a focus for the ALPA Board. Professor Brimblecombe has a long history working alongside ALPA and shared the impacts resulting from collaboration between public health nutrition research and retail organisations. Sarah Funston and Laura Baddeley, ALPA nutritionists, also presented at the conference on results of a sugar reduction strategy and ALPA's advocacy with the Coalition for Healthy Remote Stores.

Laura Baddeley and Sarah Funston presenting sugar reduction strategy results at the Preventative Health Conference in Darwin.

INDEPENDENT STORES EXPAND HEALTHY FOOD FREIGHT SUBSIDIES

The Lajamanu Store Board and the Ajurumu Store Board continue to support their communities access to affordable healthy foods by expanding the healthy food freight subsidy.

As with all ALPA Independent Stores, the store boards use surplus to subsidise the freight on fresh fruit and vegetables, bringing prices down. In the last year the Ajurumu store and the Lajamanu store expanded the freight subsidy to include frozen and tinned fruit and vegetables, fresh and frozen meat, dairy products and select infant food products.

Lajamanu Store Board L-R: Andrew Johnson, Beaven Rose, Gerald Watson, Dione Kelly, Laura Baddeley (ALPA nutritionist), Lynette Tasman, Joyce Herbert and Cheryl Dixon.

BENCHMARKING FOR HEALTHY STORES STUDY LED MY MONASH UNIVERSITY

ALPA has 10 stores involved in the Monash University led Benchmarking for Healthy Remote Stores study. The study aims to address health inequities in Australian Aboriginal and Torres Strait Islander communities through building supportive store environments alongside store owners, store managers, and operation teams. The ALPA Nutrition team has been involved in co-designing various elements of the study and providing their expertise where necessary helping to bridge the gap between research and practice. Stores have been assessed on various measures over the last two years with each store's performance being ranked against other remote stores involved in the study. The final round of assessments will take place this year.

ALPA NUTRITION HOSTS THE HEART FOUNDATION

Tennele Shields (Heart Foundation), Cameron Bukulatjpi (ALPA Galiwin'ku Store Team), Adrian (ALPA Galiwin'ku Store Team), Nikita Muller (Heart Foundation) and Sarah Funston (ALPA Community Nutritionist) in the fruit and vegetable department at Galiwin'ku Store.

In July 2023 ALPA's Nutrition team hosted Tennele Shields, First Nations Health Senior Project Officer, and Nikita Muller, Senior Food and Nutrition Advisor from the National Heart Foundation.

The purpose of the visit was to share information about the ALPA's Board driven nutrition strategy and in-store nutrition policy. The ALPA team was proud to show the impact healthy merchandising and retailing can have on communities, whilst maintaining choice.

Buthan, Galiwin'ku and Ramingining stores were visited. The ALPA team was able to show the wide offer of fresh produce, the delicious healthy prepared foods as well as introduce the Heart Foundation to the wider ALPA team including our dedicated Yolŋu team and Store Managers. The Heart Foundation was able to appreciate and understand the distance food travels and the effort required to maintain food security in remote parts of the country.

This joint trip was the beginning of a supportive and collaborative relationship between ALPA and the Heart Foundation.

GOOD FOOD STRONG BODIES COLLABORATION

Khia De Silva, ALPA Nutrition Manager, and Kani Thompson, Apunipima Cape York Health Council Community Nutritionist, with the Good Food Strong Bodies signage in Aurukun Store.

The ALPA Nutrition team has been working alongside the Apunipima Cape York Health Council to bring the Good Food Strong Bodies health promotion project to life in two of our Island and Cape stores, Hope Vale and Aurukun. The Good Food Strong Bodies health promotion material was designed in collaboration with Uncle Jimmy Thumbs Up! and Outback Stores. The educational resources aim to get people to eat more fruit and vegetables and reduce sugar intake. The Apunipima team has supported the roll out of signage and run in-store education sessions.

The ALPA Nutrition team has also worked with the Pirlangimpi, Lajamanu and Mikbamurra Store Boards to translate the messages into First Nations language of the regions. The English and First Nations language health promotion material will sit side by side in store.

Jessica Conser, ALPA Nutritionist, with Mikbamurra Store directors Mildred Mamarika and Enda Barra completing the translations into Amamalya Ayakwa language.

ALPA RETAIL

Importing ingredients and finished goods into Australia has risen anywhere between **500-700%** as per reports from the Australian Food & Grocery Council.

From left to right: Sandeep Parajuli, Christina Hurren, Alvis Prakash, Bernice Janusz & Kavindya Gayangi.

MERCHANDISE TEAM

This year, more than ever, we have seen significant cost pressures on grocery products throughout Australia. Following on from the COVID-19 pandemic we continue to see direct impacts to our store network. The cost of production and distribution of goods has risen to a point where manufacturers and distributors are passing costs on to consumers. Our team is working hard to negotiate better deals for our customers. This and the significant costs to business operations has seen sharp increases in the cost of food and grocery on our supermarket shelves.

We understand it is important our members have access to affordable food and groceries. Part of the solution was partnering with our key distributors and introducing an alternative like-for-like product in alternative brands. Through much negotiating, the ALPA group gained access to the CommunityCo brand. This brand is generally only available through the IGA Supermarkets and FoodWorks stores. The strong relationship held with Independent Grocers and the Campbells group, who both are part of Metcash, enabled us to gain access to this exclusive brand.

This in turn helped us lower costs by up to 50% on like-for-like items. The range is extensive - from dry grocery, chilled products and frozen goods.

Similarly, for the Island and Cape stores we have seen a great partnership emerge with Australian Grocery Wholesalers, part of the Woolworths Group. Working closely with key stakeholders, the Island & Cape stores now have access to one of the largest retail grocery supply networks. We utilise the best of Woolworths buying power to improve affordability in our communities. The introduction of essential branded lines has helped us reduce shelf pricing in our stores by up to 30% against similar home brand products especially around essentials such as sugar, plain and self raising flour, UHT milk and milk powder. We look forward to continuing to strengthen our relationship with our key distributors and roll out further products to our range.

WE HAVE LAUNCHED OVER 60 PRODUCTS into our NT stores all that had a direct cost saving impact to our end consumer.

CommunityCo products on display.

WET SEASON AFFECTING CHALLENGES

Team members Laytoya Wollogorang and Kevin Roy from Robinson River store assisting with the police air wing delivery.

When it comes to the dreaded wet season, each year as a team we continue to learn new lessons. This year was a very challenging one which saw our communities threatened by three major cyclones. Even though these cyclones did not bring much wind damage to our sites, the severe wet weather impacted us from Far North Queensland and across Arnhem Land and all the way through Central Australia. Store supply was affected heavily at sites where wet weather issues including extending road closures which cut off from major supply on these routes.

THIS YEAR WE HAD THE FOLLOWING WET SEASON STORES CUT OFF FROM SUPPLY:

Nganmarriyanga (Palumpa)
182 DAYS
(26 weeks)

Adjumarllarl (Oenpelli)
162 DAYS
(23 weeks)

Robinson River
206 DAYS
(29 weeks)

Warliburru (Minyerri)
84 DAYS
(12 weeks)

ADDITIONAL STORES THAT WERE CUT OFF THIS YEAR:

Lajamanu
121 DAYS
(17 weeks)

Kalkaringi
42 DAYS
(6 weeks)

Great support from all our contractors including Scott and Darren from TTS who installed StarLink at the Robinson River store. Pictures with the TTS team are Chris Quince (Area Manager), Christie McKinnon (Store Manager), Nancy Morley (Area Manager) and our pilot from Hardy's Aviation.

Our store in Borroloola was impacted heavily by Cyclone Megan on March 18. More than 300 people were evacuated and the Malandari Store was the only store in the region that remained open for trade during this period. ALPA worked closely with the Northern Territory Governments Emergency Operations Centre (EOC) during the emergency. The Malandari store was able to utilise evacuation aircraft to fly in essential goods for the community. This was a mutual benefit as aircraft were flying to community empty, and as the Malandari Store was the only retail store trading through this period it ensured critical items remained available to all who stayed in community.

Malandari stock flown into community via helicopter during Cyclone Megan.

ROBINSON RIVER WET SEASON - CYCLONE MEGAN

Robinson River was able to obtain transport funding from the National Indigenous Australians Agency (NIAA) of $70,000 this wet season. This funding assisted in getting fortnightly planes full of fresh fruit and vegetables into Robinson River. The community welcomed these deliveries as roads to community were cut off for 29 weeks and aviation transport was the only means of getting these essential goods into community over the wet season.

Robinson River was affected by two cyclones this wet season. Cyclone Lincoln in February 24 and Megan in March 24. To secure food supplies, we flew in essential goods via helicopters with the support the ADF, local helicopter companies and the NT police. This was the first time for ALPA that food was "slung" from below a helicopter.

Kenny Charlie (team member) assisting in the weekly Fruit and Vegetable delivery via Heli Musters aviation (location: Robinson River).

Jetstream Metroliner which carried supplies to Lajamanu.

LAJAMANU RECEIVED $200K GOVERNMENT SUPPORT DURING FLOODS

This year, the Lajamanu community was cut off from deliveries due to the severe weather for 17 weeks. To ensure food security, the team at ALPA had to work with key stakeholders and the government. Assistance of $200,000 was received from the government to help fly in essential goods into community. A Jetstream Metroliner completed 13 trips over 13 days and flew in these essential goods to the Lajamanu community which equated to a total 11700kg of much needed stock. In total, the store also spent a further $210,000 on specialised trucks and flights as to get product in due to roads not being accessible.

Ajurumu cleanup.

TEASER - AJURUMU WORKS 25FY

The Federal Government has given Ajurumu $8,617,328.50 inc GST for a renovation to the store. These funds will be used for the expansion and improvement of the store, to ensure better food security, replace old equipment and redo the cafe.

Team members Laytoya Wollogorang and Kevin Roy from Robinson River store assisting with the police air wing delivery.

RETAIL INFRASTRUCTURE AND UPGRADES

NEW FREEZER FOR CROCKER ISLAND

Our Minjilang Store, located on Croker Island is the only store servicing the Croker Island community, so food security for this community is extremely important. With the help of $100,000 from the National Indigenous Australians Agency (NIAA) Local Investment Fund Grant, a new freezer has been installed to help ensure that the store can continue to provide essential goods to this community year-round.

Croker Island Store Storeman, and local, Lucas Cooper is super excited to have the new freezer. He said "the new freezer is great for the island!". Lucas also says, "it is easy to put pallets in. I can load the trolley and fill the shop for the customers. It's good for Croker Island."

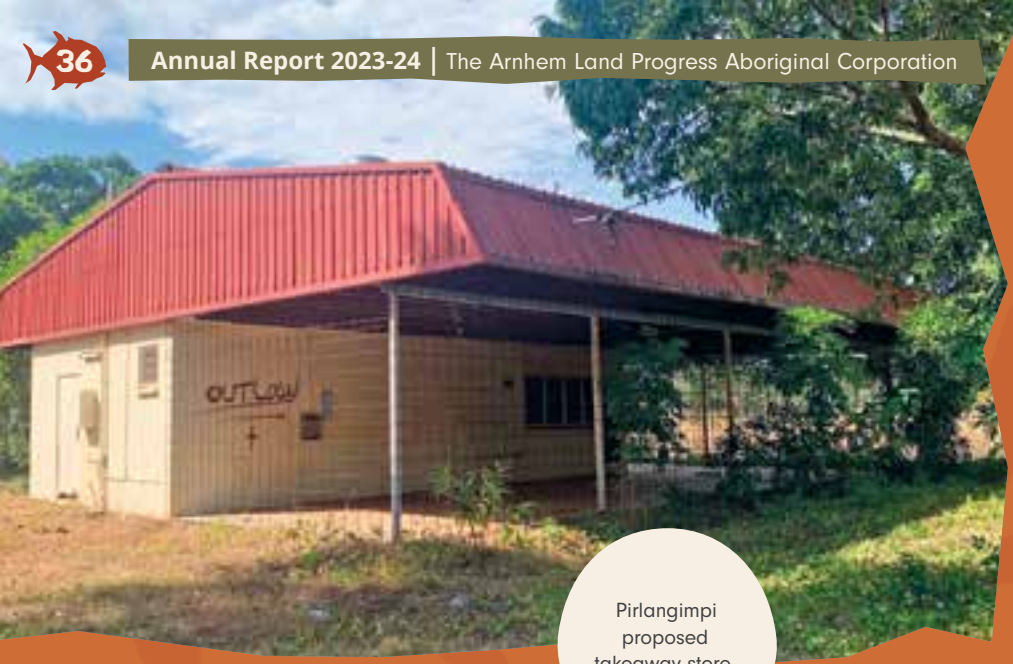
Croker Island Store storeman, and local, Lucas Cooper putting a delivery into the new freezer safely.

Store Managers Darleen Richardson and Grant Richardson alongside the Chairman of the Lajamanu Progress Aboriginal Corporation, Dion Kelly.

LAJAMANU STORE REFRESH

The Commonwealth of Australia gave the Lajamanu Store $1,193,500 inc GST of funding towards improving and revitalising the community store. The total spend on upgrades to the store, which includes government funding as well as funding from the Lajamanu Progress Aboriginal Corporation, equated to $2,470,953. With this funding a new diner was constructed. The kitchen was expanded along with a new store relay.

Local community celebrating the Lajamanu store's new look.



Pirlangimpi proposed takeaway store.

PIRLANGIMPI TAKEAWAY

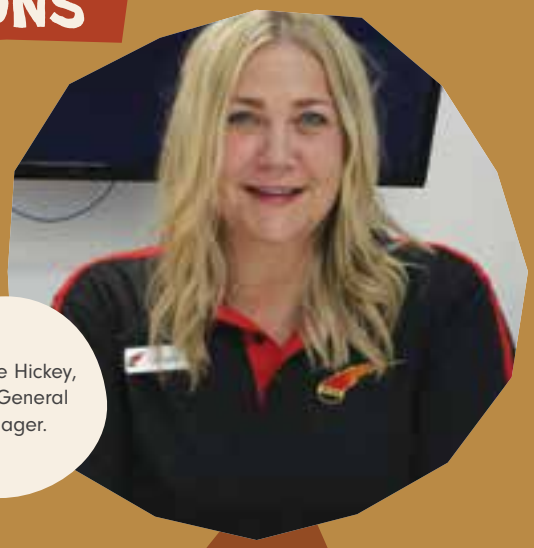
Pirlangimpi has received a grant of $550,000 from the Federal Government to transform an existing building in the community which will become a new fuel station and takeaway. Initial assessments are underway with the potential start date of September, 2025. This is a very exciting initiative for Pirlangimpi.

MILESTONES AND CELEBRATIONS

MAJOR MILESTONES: 20+ YEARS OF CONTINUOUS SERVICE CELEBRATED ACROSS THE RETAIL DIVISION

In very few businesses do you get to celebrate major milestones and tenure. At ALPA, we have many employees who have been with our business for decades. We want to celebrate and acknowledge the team members who have achieved more than 20 years continuous service with ALPA this year!

We want to thank each of these team members for their service over the years and we are grateful to have such a wealth of knowledge in the Retail Division!



Christine Hickey, Retail General Manager.

Solomon Yalbarr
34 YEARS
Retail
Ajurumu Store

Jennifer Batumibil Wunungmurra
28 YEARS
Retail
Galiwin'ku Store

Rowena Rosendale
25 YEARS
Retail
Island & Cape Stores

Maira Ronsen
22 YEARS
Retail
Island & Cape Stores

Kathy Gurkawuy Marrawungu
29 YEARS
Retail
Gapuwiyak Store

Lisa Djelirri Gaykamangu
21 YEARS
Retail
Milingimbi Store

Brett Cannon
25 YEARS
Retail
Island & Cape Stores

Esterlita Steph Bowie
24 YEARS
Retail
Island & Cape Stores

Andrew Prigmore
28 YEARS
Retail
Umagico Store

David Neil Canty
21 YEARS
Retail
Relief Manager

INTERNAL PROMOTIONS – STEPHEN BRYANS: STORE MANAGER TO AREA MANAGER

This year, the Retail Division has a great internal succession story. Stephen Bryans, originally from Glasgow Scotland, came to ALPA to work as a store manager at our Milingimbi store. After more than two years running the Milingimbi store, Stephen was successful in his application for area manager and started his new position in January 2024. Stephen now looks after a cluster of our Independent Store locations and is settling into his new role well. Congratulations, Stephen.

Stephen Bryans - Area Manager Independent Stores.

Numburindi Store Manager, Suzie Sims, accepting the Small Employer of the Year Award at the NT Training Awards.

GOOD NEWS STORIES

NUMBURINDI TAKES OUT MAJOR AWARD AT NT TRAINING AWARDS

In September 2024, the Numburindi Store won the Small Employer of the Year Award at the NT Training Awards. Suzie and Grant Sims, the store managers at Numburindi, worked closely with our ALPA training department on training enrolments and this partnership with the Retail team proved to be the key to successful training at ALPA. We are very proud of everyone involved and the outcomes this partnership creates out in all our communities.

The Numburindi team celebrating winning the NT Training Award for Small Employer of the Year in NT, with the focus on achieving certificates in Retail and Food Safety.

ALPA CHRISTMAS LIGHTS COMPETITION

Our ALPA Christmas Lights Competition was a success again this year! To help advertise the competition in stores, each store received a re-usable poster, which briefly detailed the lighting competition and created an excitement in stores and in community. All ALPA communities participated in the 2023 Christmas Light Competition and a lot of fun was had.

Minjilang staff members: Dino Lee, Lucas Cooper and Jennifer Ngalmimargi enjoying Christmas in the shop.

The Minjilang community getting behind the Christmas lights competition.

ISLAND & CAPE

5.2% REMOTE FREIGHT ASSISTANCE SCHEME IN QUEENSLAND

The Queensland Government committed to easing the freight related cost of living pressures in remote communities. The scheme targeted 17 remote communities within Cape York, Torres Strait and Gulf regions allowing Island & Cape to successfully implement the assistance scheme in Aurukun, Badu Island, Horn Island & Hopevale community stores.

The impact was welcomed across key essential grocery lines and aims at providing front-line price reduction of essential goods to help tackle affordability within these remote communities. We were proud to support this initiative, and we will continue to rally with our communities for further assistance. We aim to gain continued support in the areas of remote freight and to put downward pressure on the cost-of-living pressures the people in our communities are facing in the next financial year.

Lato Harry-Nona

Ryan Boelens and Lisa Hogendorp.

NEW STORE MANAGERS - BADU ISLAND

Originally from The Netherlands, Ryan and Lisa were travelling around Australia and spent a couple of months in the NT. They fell in love with the remoteness, the culture and beautiful nature of the Top End and, in turn, they applied for roles in ALPA.

Why ALPA? Ryan and Lisa were excited to learn and gain understanding of different cultures. They were drawn to ALPA because it would give them the opportunity to experience living in remote communities.

Ryan and Lisa started as Duty Managers at Lajamanu and were later successful in securing roles as Store Managers at our Badu store!

Outside of work, Ryan and Lisa are passionate about the great outdoors. They enjoy being outside and taking advantage of the great outdoors activities such as fishing, camping, spearfishing, and hiking!

SINEVA - LOCAL RELIEF MANAGER

Sineva Ahmat commenced her journey with Island & Cape on 19th February 2014 and this year celebrated 10 amazing years of loyal service.

Sineva's retail journey began on Badu Island but, during this financial year, Sineva trialled in the role of relief manager and helped support stores across the NT. Her enthusiasm, local team engagement and commitment to driving standards saw her shine in this role very quickly.

Sineva returned to Badu Island for a relief cover where the Area Manager, Aaron Hines, identified her as the right fit as a relief manager for the Island & Cape stores. Sineva was encouraged to apply for the advertised role of Queensland Relief Manager and was successful. Sineva has since supported relief management periods in all five communities stores in Queensland and has done an exceptional job. Sineva is incredibly humble, operates with a great moral compass and delivers an impressive work ethic to the roles she takes on.

Sineva Ahmat.

Having the likes of Sineva in our management team in Island & Cape really highlights the opportunities we have in team development and we are excited to see and support all team members looking at growing their careers across all of our stores!

Laura Baddeley carrying out produce checks on Badu Island.

CORPORATE SERVICES

People and Culture Manager Alison Hucks and Senior P&C Advisor Donna Davies.

PEOPLE & CULTURE TEAM: A YEAR OF ACHIEVEMENT AND GROWTH

The past 12 months have been incredibly productive for the People & Culture Team, marked by a series of successful projects and initiatives. Our team's collaborative efforts have not only met but exceeded expectations, all while maintaining a keen focus on the daily Human Resource needs of our ALPA Group Team Members.

One of our standout achievements this year was our exceptional performance in the Wage Gender Equality Australia (WGEA) reporting, underscoring our commitment to encouraging an equitable workplace. Additionally, we secured Employment Hero as our new Human Resources Information System (HRIS), with an anticipated rollout in November-December 2024, promising to streamline and enhance our HR processes.

Our bi-annual ALPA Engagement Surveys also showed positive results, highlighting areas of strength and opportunities for improvement. A direct outcome of this feedback was the development of the ALPA Communication Guidelines, aimed at ensuring clear and effective communication across all levels of the organisation.

As we look ahead, the People & Culture Team remains dedicated to driving progress, supporting our Team Members, and introducing HR initiatives that align with our strategic goals and values.

Corporate Services Team 2024.

Mark Zappia carrying out fleet inspections.

FLEET

The ALPA fleet department is responsible for the whole of life management of a fleet of more than 300 vehicles including light vehicles, trailer, trucks, forklifts, and heavy equipment. These vehicles are in some of the most remote areas of Queensland and the Northern Territory which presents a unique set of challenges for the team.

This year we have begun the rollout of the Gearbox Fleet Management System. This system allows us to track all aspects of fleet management including registrations, servicing, maintenance, and fleet renewal.

Already we are seeing benefits to the communities which have had the system rolled out in key areas such as vehicle downtime and communication between our sites, the support team in the Darwin office and our external providers. Over time, this will lead to improved safety and financial outcomes for the entire organisation.

ALPA HAS INVESTED MORE THAN $1.6 MILLION ACROSS OUR BUSINESS,
on IT infrastructure, software, licensing and services this financial year

RAMINGINING AND MILINGIMBI STAFF HOUSING

With a shortage of remote housing for our teams, ALPA used its reserves to invest in two of our communities to make sure we have adequate housing for our teams.

ALPA invested just over $8 million building six one-bedroom units at Ramingining and eight one and two bedroom units at Milingimbi.

This has increased the wellbeing of the team and provided some much-needed housing to the communities.

We have also been upgrading our houses to ensure our housing meets a certain standard through our communities.

All the properties have been fitted with an alarm system, CCTV and Starlink to ensure the safety of our people.

The new Milingimbi staff housing.

ALPA I.T Team.

I.T TEAM

Cyber Security has emerged as a critical pillar in the ALPA ICT Roadmap over recent years. This year we achieved a successful implementation of **Multi-Factor Authentication (MFA)** across the entire organisation.

MFA, a robust security measure, fortifies access control by requiring users to authenticate through multiple factors. This layered approach significantly enhances the protection of sensitive data and systems.

The completion of this rollout signifies a significant stride toward safeguarding ALPA's digital assets, bolstering resilience against cyber threats, and ensuring the confidentiality, integrity, and availability of critical information.

The ALPA Safety Committee has initiated a project to deploy closed-circuit television (CCTV) systems in our Remote Manager accommodations within community. This endeavor aims to bolster the security of our homes and afford the team improved visibility of their premises. Currently, we have 14 systems operational, with additional installations planned.

This is also backed up by upgrades to our business sites, with our commercial Milestone CCTV platform.

ALPA have been working diligently over the past 12 months to install Starlink, and other high speed broadband internet options for our properties and staff.

I.T has successfully deployed to our business and residential properties, over 50 Starlink and other Internet options. This has kept our staff connected to family and friends and, our business more opportunity to handle the ever-increasing digital content we run on.

I.T STATISTICS:

53
properties now with access to Starlink and other high-speed Internet

520
PC's, Laptops, Tablets and POS managed by I.T

5230
tickets submitted to helpdesk

70
printers maintained and serviced

181
Wi-fi points around business

42
businesses and houses secured by our new CCTV Platforms, and growing!

0
Cybersecurity incidents in the past year

DATA AND ANALYTICS

ALPA continues to embrace technology and encourage innovation at work. This year, the Data & Analytics team launched the Cash Count Portal for the Retail team. This new digital platform helps store managers record and reconcile daily cash transactions and perform cash counts. It standardises the process across all ALPA and Independent Stores, making reconciliation easier and saving time for both the Retail and Finance teams.

New Automation Systems:
- The Cash Order application for the Retail team
- Consignment Management System for the Enterprise team.

SAFETY AND COMPLIANCE

The ALPA Safety and Compliance team has introduced innovative tools to streamline efficiencies in reporting safety, security, and maintenance events.

We are using data analytics which provides our teams with a visual snapshot and detailed drilldown of the status of all events in real time.

To reduce crime against our properties and help police track down offenders, we have also installed CCTV coverage and alarm systems on many sites, which can be viewed locally or from our support office. We continue to review different ways of keeping our teams safe as technology changes.

ALPA COMMUNITY SERVICES

The ALPA Community Services team works side by side with the people of Arnhem Land to create high-quality services and pathways to self-determination, financial independence and improved quality of life.

Ramingining Board Meeting.

Community Development Program (CDP)

East Arnhem Land Youth Model (EALYM)

Community Engagement

ALPA Training

RSAS school attendance supervisor Daniel Burrawanga supporting Build Up Skateboarding school engagement activity.

Helen enjoying an afternoon at Picnic Point on Croker Island.

In addition, and in partnership with regional Aboriginal corporations, we deliver the CDP in more than **52 HOMELANDS** across Arnhem Land.

Miyalk Kitchen Galiwin'ku.

COMMUNITY DEVELOPMENT PROGRAM (CDP)

ALPA delivers CDP (Community Development Program) under the National Indigenous Australians Agency (NIAA) remote employment scheme. CDP supports job seekers in remote Australian communities to build work skills, address employment barriers and contribute to their communities through a range of high-quality activities, projects, employment and intensive case management.

ALPA operates a community-controlled model for the delivery of CDP, ensuring we are working closely with community members to co-design the priorities of the program and to ensure it meets the needs of the wider community in each area that we deliver.

ALPA delivers in the following locations and engages nearly **4000 PEOPLE** in the program:

- Galiwin'ku
- Milingimbi
- Ramingining
- Gapuwiyak
- Minjilang
- Jabiru
- Yirrkala
- Nhulunbuy
- Gunyangara
- Gunbalanya

BUKAWAY ENTERPRISE- FROM NHULUNBUY TO THE WORLD

BUKAWAY MEANS DREAMING

CHECK OUT SOME OF THE CDP PROJECTS TAKING PLACE ACROSS OUR REGIONS

L to R: Murphy Gurruwiwi, Samuel Munyarryun, Wambana Wunungmurra, Moyamuya Mununggurr, Moses Munyarryun.

Bukaway, ALPA's new enterprise based in Nhulunbuy, East Arnhem Land, is revolutionising the way Yolŋu products reach customers across Australia and beyond. A new project under CDP it is serving as a hub of creativity and economic development. The Bukaway Shed buzzes with activity as up to 20 Yolŋu employees work daily to craft unique items.

From the woodshop, where beautiful stingrays and carved bowls are made from locally sourced timber to the women's space at the front where jewellery is created. Bukaway is a community-driven project with a global reach. Its signature screen-printed t-shirts, adorned with Yolŋu Matha slogans and distinct Arnhem Land designs, have become iconic fashion items which consistently sell out at events and markets.

Bukaway also plays a crucial role in supporting other Yolŋu enterprises, partnering with ALPA in Gapuwiyak to market and distribute Bush Miyalk products. This collaboration is creating real jobs and fostering economic growth across the region.

TO EXPLORE BUKAWAY'S OFFERINGS, VISIT US IN NHULUNBUY OR ONLINE AT WWW.BUKAWAY.COM.AU

L to R: Renee Wanambi, Geraldine Gurruwiwi, Monisha, Sheena, Emily Marawili.

MIYALK KITCHEN: GALIWIN'KU

L to R is Vanessa Bathadapu, Velda Walungu & Noelene Dhamarrandji).

The Miyalk Kitchen in Galiwin'ku is more than a food preparation space—it's cooking up skills and success. Expanding into the hospitality sector with the Miyalk Mini Motel as well as supplying bagged ice for ALPA stores, the team demonstrates impressive versatility and success.

Training courses have elevated skills and job prospects, with Language Literacy and Numeracy (LLN) courses and community services training. The kitchen's commitment to serving delicious meals for Bukmak Constructions and National Disability Insurance Scheme (NDIS) clients, reflects their dedication to community support and care.

Despite challenges with suppliers and infrastructure, Miyalk Kitchen remains a dynamic space where diverse individuals collaborate and thrive. Through mentorship and support, the ladies of Miyalk Kitchen are not just creating meals but also shaping a brighter future for themselves and their community.

ORANGE SKY AND ALPA CDP MOBILE LAUNDRY SERVICE

ALPA CDP, in collaboration with Orange Sky, launched a free mobile laundry service, addressing the urgent need for clean clothes and broader health concerns in the community. With scabies outbreaks exacerbated by overcrowded conditions, this service emerged as a vital intervention, offering a frontline defence against the spread of mites and significantly improving health outcomes.

Beyond enhancing personal hygiene, the initiative provided a sense of dignity and pride to community members previously constrained by limited resources. It also created five full-time positions, offering employment and essential entitlements.

More than a service, the mobile laundry unit fostered human connection and compassion, with over 5,240 loads completed. Each load represented a step towards improved health, dignity, and community pride in Gapuwiyak.

Orange Sky Team, Gapuwiyak.

TURNING WORK-FOR-THE-DOLE INTO REAL JOBS IN NORTH EAST ARNHEM LAND

ALPA and North East Arnhem Land Aboriginal Corporation (NEAL) have transformed unpaid Work-for-the-Dole activities into paid work experience opportunities for CDP participants. Through the Community Projects Trial program, 10 participants in Nhulunbuy, Yirrkala, and Gunyangara now earn real wages while gaining hands-on experience in land maintenance, civil works, horticulture, cleaning, and transport.

This partnership offers job seekers practical training, including White Card, small motors, and chainsaw courses, while contributing to local businesses and community development. The program's success has led to the complete replacement of NEAL's Work-for-the-Dole activities, ensuring all participants receive fair wages and valuable job-ready skills.

YIRRKALA'S COFFEE BUSH CLEARED: A COMMUNITY EFFORT

ALPA and Rirratjingu Aboriginal Corporation (RAC) have successfully partnered to remove the invasive coffee bush (Leucaena Leucocephala) from Yirrkala. Introduced in the 1970s by the Gove mining operation, this plant has overtaken native vegetation.

With ALPA's funding under the Community Projects Trials, Rirratjingu employed 10 CDP participants to eradicate the weed, equipping them with valuable skills in plant management, skid steer operation, and chemical handling. A tailored training course by Charles Darwin University supported this effort.

In 2023-2024, the Yirrkala waterfront was cleared, and Djapu Rd is on track for completion this dry season. This project not only restores the local ecosystem but also provides real jobs for the community.

RAC Team Yirrkala.

GAPUWIYAK'S BUSH MIYALK: TRADITIONAL ART MEETS HIGH FASHION

Gapuwiyak's Bush Miyalk team blends traditional art with modern fashion, creating unique pieces rooted in a deep culture of weaving, painting, and carving. Partnering with Gapuwiyak Arts and Culture and artist Aly de Groot, their creations have already graced Country to Couture, Melbourne Fashion Week, and the National Indigenous Fashion Awards.

In 2024, the Bush Miyalk team is set to showcase their art and fashion across Australia again. A 10-day workshop at their Miyalk space, in collaboration with Gapuwiyak Arts and Culture, is underway. Thanks to Community Projects Trial Program, more than 10 new jobs have been created, and soon, you'll be able to bring Gapuwiyak fashion into your wardrobe. Working with Bukaway, Bush Miyalk products will soon be available for purchase online nationwide.

From left to right: Rowen Gaykamangu, Kevin Galamaymay Ngurruwuthun (sewing machine), Bradley Ganamabrr, James Bidingal.

CDP SWAG-MAKING PROGRAM

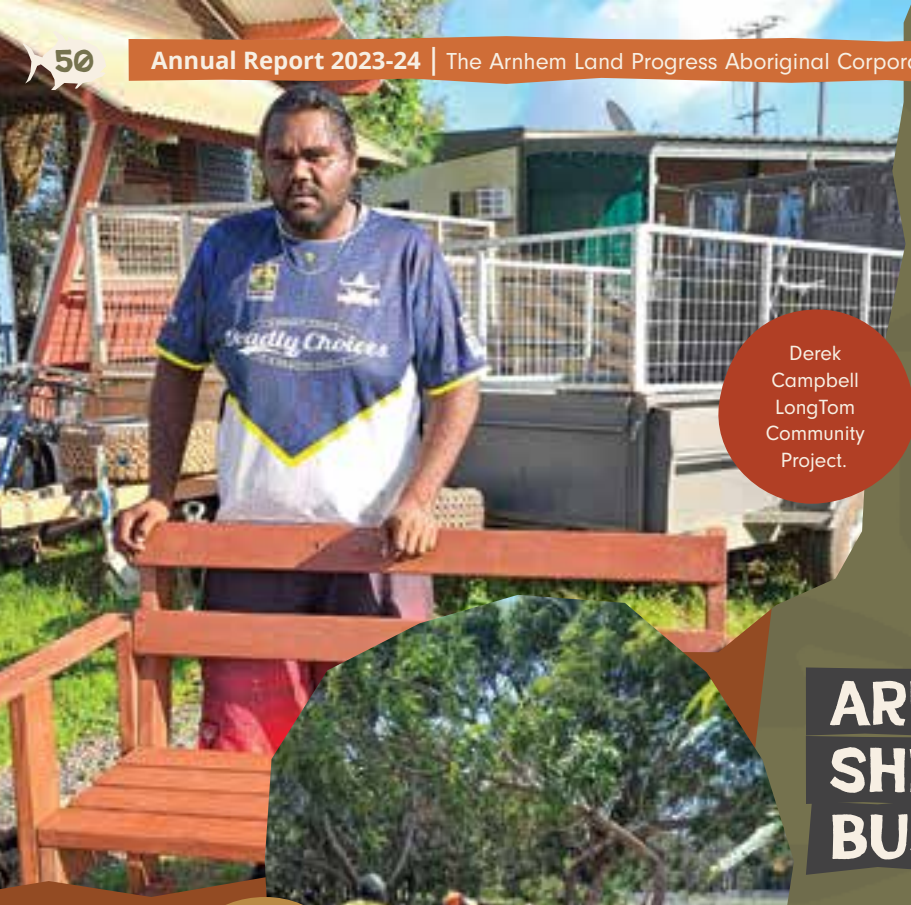
In response to the homelessness in the Northern Territory, ALPA CDP partnered with Dream Time Swags to launch an innovative swag-making training program. With the region's homelessness rate 12 times the national average, the initiative offered a practical solution for safe sleeping arrangements and a sense of empowerment to participants.

Crafting their own swags provided not only a tangible benefit but also transferred the use of traditional Indigenous designs and pandanus materials.

The program's success resonated beyond Gapuwiyak, earning acclaim from the former Federal Minister for Indigenous Australians, Linda Burney, who highlighted it as a model for effective, meaningful employment initiatives in Indigenous communities. Participants left not just with handcrafted swags, but with meaningful skills.

MAXINE WUL̲PUNDU II GUMBULA WINS 2023 RANGER OF THE YEAR

After years in Administration, Maxine Wul̲pundu II Gumbula transitioned to a Miyalk (female) Ranger role with Dhimurru in March 2023. Overcoming initial nerves with the support of colleagues, supervisors, and ALPA, Maxine excelled in her new field. She completed vital chainsaw and pest and weed training, earning her chainsaw license and acclaim as 2023 Ranger of the Year. Now serving as Senior Cultural Advisor, Maxine leads with passion, educating the younger generation on environmental and marine life importance. She says, "it's never too late to find your passion in life." Dhimurru leaders, Djäwa II Burarrwaŋa and Mandaka Marika, commended her as a role model and an emerging leader, celebrating her contributions and the organisation's 30-year legacy.



Derek Campbell LongTom Community Project.

LONGTOM TEAM THRIVES

In February 2024, the Longtom team enjoyed a productive period, with local stakeholders purchasing various furniture items. The team delivered two picnic tables, two garden seats, and an artist's desk for the Injalak Arts Centre. March brought a new challenge as the team designed and constructed two pine bookshelves, marking a significant success.

Lloyd Lamilami & Neil Gurruwiwi.

ARNHEM DJURRA SHINES AT BLAK BUSINESS AWARDS

In November 2023, the Arnhem Djurra team showcased their work at the Blak Business Awards in Darwin. The three-day event was a resounding success, with $1000 in sales and a complete sell-out of business cards. Attendees were captivated by the Gunbalanya paper-making process and stories shared by the team. Former Olympic gold medalist Nova Peris OAM visited and had an engaging conversation with Maath, a prominent Arnhem Djurra artist. The team also toured the Darwin support office and received advanced paper design training from Winsome Jobling. The event was a triumph in sales and networking, marking a proud moment for Arnhem Djurra.

FARM PROJECT UPDATE

In January, our farm project encountered challenges with overgrown plants from the wet season and overwatering. We addressed these issues through weeding and mowing, highlighting the need for improved irrigation management. By February, we began planting coconuts and introduced new plants, reflecting our community's desire for diverse farming options.

Community engagement was key, with updates shared at recent meetings and preparations for tractor training underway to boost skills. Notably, we employed seven local men and supported Neil's learning journey, with workers pursuing a Certificate II in community services to enhance their understanding of the farm project.

Despite timing issues and overgrowth challenges, our project is thriving and shows great promise for the future. As we continue learning and adapting, the success and potential of our farm remain clear.

Darwin Business Expo – Mildred Nayinggul.

Darwin Business Expo – Maath Maralngurra

Our Regional Meeting, held in Darwin in May 2024. L-R Freddie Lewis, Lochlan Dhamarrandji, Lindsay Gurruwiwi, Nathan Garawirrtja, Catherine Fairlie, Judy Marrwuyun, Jane Miyatatawuy, Jema Brown, Heleyna Garrawurra, Judy Gapugurawuy, Sarina Ranybum, Basma Butjala, Lizzie Durrurrnga, Veronica Gaykamungu, Tanya Lakawuy, Mitch Rose, Joanne Baker, Karina Wunungmurra, Lucy Johnson, Ebony Zwar.

GUŊGA'YUNGA DJAMARRKUḶINY

HELPING OUR CHILDREN

THIS FINANCIAL YEAR WE'VE HAD 51 DIFFERENT ACTIVITIES ACROSS 4 COMMUNITIES.

The East Arnhem Land Youth Model (Gunga'yunga Djamarrkuḷiny – Helping our Children) has had it's strongest year yet, and we are so proud to share this manymak djama with you! This year has had a big focus on governance and frameworks, ensuring the stability of the program and it's future. We are being recognised for our knowledge in community, with other organisations wanting to collaborate with us and asking for advice on how to best work with Djamarrkuḷi.

WE'VE HAD OVER 13,000 INTERACTIONS WITH DJAMARRKUḶI AND YOUNG PEOPLE!

GAPUWIYAK:

In Gapuwiyak, we have had some very exciting activities this year! Our wonderful staff Margaret Marrkula and Lindsay Gurruwiwi along with strong activity leaders and a strong leadership group guiding the direction of the program. There have been some creative approaches in Gapuwiyak, focusing on a particular event or need, rather than an overarching need. One of the big events was the Gapuwiyak community Christmas party, where our local coordinators joined up with CDP and other stakeholders to deliver a Christmas party for the Djamarrkuḻi and adults of Gapuwiyak.

Lindsay Gurruwiwi, Margaret Marrkula.

Gary Jr, Marka Wunungmurra, Azariah Gurruwiwi.

GALIWIN'KU:

Galiwin'ku has continued on with some strong activities, allowing Djamarrkuḻi to connect with their community and their culture. Local coordinator Tanya Lakawuy has done an incredible job at working by herself to ensure these activities continue and to see the best for the Djamarrkuḻi of Galiwin'ku.

Lighthouse activity in Galwin'ku.

MILINGIMBI:

Milingimbi has run some very strong activities this year, thanks to the incredible work of local coordinators Joanne Baker and Jane Miyatatawuy and all of the activity teams. One of these activities is the Manymuk Djamarrkuḻi activity in Army Camp. This activity regularly saw large groups of Djamarrkuḻi attending, with one session attracting over 50 kids! The activity focused on raypirri, kinship and learning – combined with healthy ngatha (food) and sport.

MANYMUK DJAMARRKUḺI - Joanne Baker, Oceanayah Yalukunbuy, Damien Gularamawuy, Ruselle Marika, Ross Limba, Quinton Gaykamangu, Jayden Manguluma, Janice Garawirrtja, Salome Gurdila, Jahzara Yalamirinyawuy.

Miyalk business activity in Milingimbi.

Ramingining Soccer team.

Raelee Baker.

RAMINGINING:

Our team in Ramingining have been working very hard this year, led by Lizzie Durrurrnga and Judy Gapugurawuy. This team has had strong collaboration with homelands and with various stakeholders across the community. One of our new activities this year is the Warrk Dinybulu activity. This activity at Djaarriny Ngurriny is run by Peter Gambang and his family. One of the main focuses of this activity has been teaching Djamarrkuḷi the art of warraga (cycad nut) bread making. This activity shows how important sharing knowledge is. By engaging Djamarrkuḷi in cultural activities like this, we are ensuring the preservation and continuity of Yolŋu knowledge.

PARTNERSHIP AGREEMENT

After the success of the East Arnhem Land Youth Model (EALYM) pilot, the program has been extended until June 2027. To recognise this, in April 2024, ALPA, NT Government and NIAA came together to sign a partnership agreement.

It was a fantastic day to celebrate, and we were very lucky to have some special guests including; Minister for Indigenous Australians Malarndirri McCarthy, Minister for Local Decision Making Selena Uibo, MLA Yingiya Guyula and members of the ALPA Board.

We celebrated with the children of Gapuwiyak School singing a song, and with a lovely lunch together.

"Formal partnerships like these, between community and government are key to Closing the Gap."

Minister for Indigenous Australians Malarndirri McCarthy

"The Youth Model Partnership Commitment and joint funding are a practical and powerful demonstration of the Territory Labor Government commitment to Local Decision Making."

former Minister for Local Decision Making Selena Uibo

Margaret Marrkula (EALYM Local Coordinator).

L-R Waka Mununggurr, Yingiya Guyula MLA, Jema Brown, Catherine Fairlie, Alastair King, Ian Gumbula, Minister for Indigenous Australians Malarndirri McCarthy, Minister Selena Uibo.

COMMUNITY ENGAGEMENT TEAM

ALPA's Community Engagement team helps to run community-based projects as well as supporting ALPA staff and members to engage effectively within ALPA's member communities.

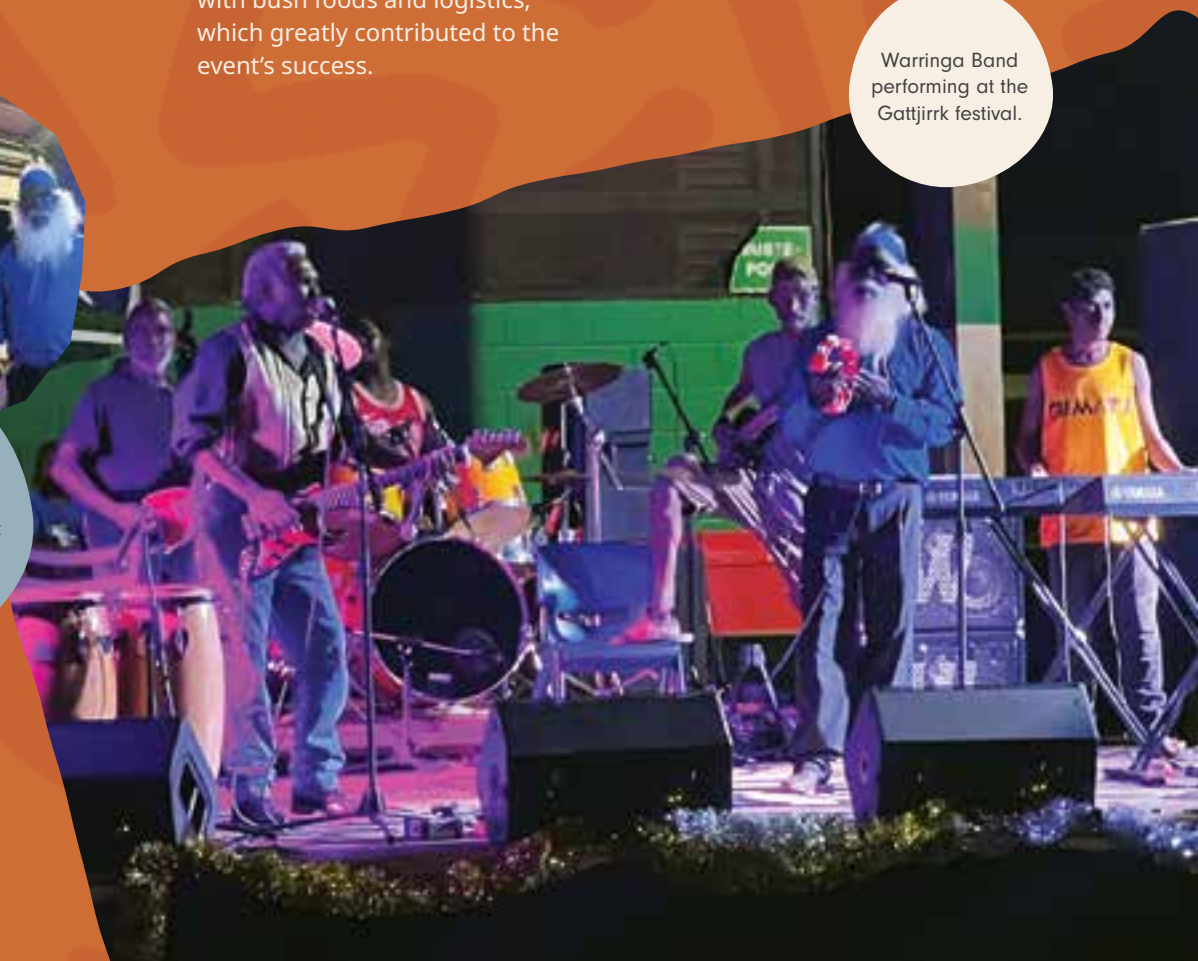
Community Engagement Manager Eddy Alder (Left front) with ALPA Minjilang, TO Representative Anita Yarmirr (right front) with the Minjilang CAC.

CELEBRATING COMMUNITY ARTS

In October 2023, the Community Engagement team successfully facilitated the Gattjirrk community festivals, a key event for our local performing arts scene. These festivals offer a valuable platform for local bands to showcase their talent and receive well-deserved compensation.

Despite funding uncertainties, we are committed to delivering exceptional experiences and are actively seeking alternative funding sources to continue these events in 2024. We extend our gratitude to the MOPRA Milingimbi Rangers for their essential support with bush foods and logistics, which greatly contributed to the event's success.

Tony Batju (L) and Keith Lapulung (R) present Community Engagement Officer Kath Boyne (Middle) with a gift in recognition of her hard work in organising this years event.



Warringa Band performing at the Gattjirrk festival.

COMMUNITY ADVISORY COMMITTEE

The ALPA Community Advisory Committee (CAC) meetings were all delivered by the Community Engagement team this year, with a big focus on increasing our accountability and transparency to our communities and the community leaders.

CACs are made up of dedicated leaders, nominated by clan/ family or camp leaders and elders. The CAC ensures ALPA remains aligned to community needs. Collaboratively, they identify priorities, allowing ALPA to tailor services effectively.

WORK EXPERIENCE

In late May, for the fourth year ALPA's Work Experience program was delivered. This year we hosted students from Ramingining, Galiwin'ku and Gapuwiyak. The program is to highlight to students the potential job opportunities available for community members in their own community as well as in Darwin. We would like to thank each of the schools for their support of the project and a special thanks to the host businesses for being so supportive of the students in their workplaces. North Australian Aboriginal Justice Agency (NAAJA), ARDS, Independent Grocers, First Nations Broadcasting, NAAFLS, Larrakia Nation and the former Minister Selina Uibo.

Trent (L) and Collin (R) being presented some Manapan gifts from ALPA CEO Alastair King recognition of their effort throughout the week.

Nicole Guyula (Centre, black top) with members of Hon Selena Uibo's support team during a trip to Parliament house.

TRAINING AT ALPA

ALPA's Registered Training Organisation (RTO) team are specialists in remote training. There are no boring classrooms! Our trainers travel thousands of kilometres each year to ensure their learners have every opportunity to succeed. What makes a good ALPA trainer? Passion. Patience. Understanding. Belief they are able to create change and make a difference in their learner's lives.

IMPROVING DIGITAL LITERACY WITH E-LEARNING

Providing opportunities for our team to learn is an essential part of what we do at ALPA. To improve access to learning opportunities and help improve the digital literacy skills of our teams,

ALPA training have invested in a fully customised online learning platform to enhance our training that is fully interactive and designed for remote learners in mind. This platform, the ALPA Academy, allows users to click and learn with videos and voice overs of our remote team members explaining how to do things, interactive quizzes, and customised content to allow users to work through training at their own pace or with the support of their trainer.

The ALPA Academy has been a success with take-up from our learners with nearly 800 courses being completed so far.

Digital LLN underway.

NT TRAINING AWARDS

The NT Training Awards are held annually recognising training excellence and achievements by NT businesses, training organisations, apprentices, trainees, trainers and students.

The ALPA team submitted several nominations in various categories including Aboriginal and Torres Strait Islander of the Year, Small Employer.

The ALPA team were finalists in two categories - The Numburindi Store was finalist in Small Employer of the year and ultimately won their category!

The ALPA RTO was finalist in the Small Training Provider of the Year category and came runners up in the NT.

A big thanks to all our students and employers we work with that had the courage to promote themselves and their passion for training.

More LLN training in Katherine.

Yirrkala Higher Ed Hub takes to the beach.

HIGHER EDUCATION HUBS

ALPA's Higher Education Hubs, part of the Australian Government's Regional University Study Hub's program operate in Nhulunbuy, Yirrkala, Galiwin'ku and Ramingining.

The hubs provide learner support and a safe place to study for anyone in community that is studying a vocational qualification or higher education degree.

The hub coordinators have been innovative in their approach to engaging students and stakeholders, tailoring their support to the individual needs of each student.

Some successful collaborations with our stakeholders include working with the Families and Schools Together (FAST) in Galiwin'ku, supporting language, literacy, numeracy and digital skills development in Nhulunbuy, and continuing to support students into an education pathway in Yirrkala.

PROMOTING CAREER PATHWAYS AT SCHOOL

ALPA training has continued to deliver training to school kids across Arnhem Land, while this year increasing to seven schools in the East Arnhem Land and Big Rivers regions.

Teaching retail to the school kids has been a great success due to the practical hands-on nature and the work experience involved.

SUPERVISOR SPOTLIGHT

SOLOMON YALBARR (SOLLY)

Solomon Yalbarr.

Solly has worked at the Ajurumu Store since 1990. He has progressed through his retail training, completing Certificates II, III and IV in Retail. Solly has also obtained his forklift and truck licenses.

Solly has seen a lot of managers come and go but doesn't want to be one. He enjoys being a supervisor and helping the community and teaching the younger staff.

Solly's favourite part of working in the store is getting the store room ready for the next delivery. Keeping the shelves stocked and full and picking up the stock from the barge keeps him motivated.

Solly's hope for the future is to see the Ajurumu Store grow and seeing the young people becoming part of the store.

DOREEN DJANDJAY

Doreen Djandjay and trainer Lisa Robbins.

Doreen has been working at the Milingimbi Store since 2015 and completed retail certificates II, III and IV. She has always lived in Milingimbi and loves her job as a supervisor.

"I feel happy. I want to train people the young people on registers and to become supervisors one day. I speak at the weekly meetings to help the staff to push them to do djama and their attendance, help them train."

Doreen is passionate about helping the young and is a strong role model in the store.

"I tell staff to leave problems at home when they walk through the door. We must be honest and follow the roster, listen, speak at meetings, be strong."

"I don't work for myself; I work for the community"

ON THE JOB TRAINING

ALPA's on the job training has continued to grow and grow with more than 200 new enrolments into a retail or community service traineeship throughout the year.

Enrolments in our community services qualifications grew as we were able to offer the team progression in Certificate III and IV in Community Services for the first time.

Our completion rates remain high, with more than 30 full qualification completions and an 86% unit completion rate.

Glenda and Joni.

GALVESTON WANDAYMU GANAMBARR

Galveston Wandaymu Ganambarr is 23 years old from Gapuwiyak and has worked at ALPA CDP as an employment consultant since 2022.

Galveston completed his year 12 in 2019 at Scots College Glengarry School in Sydney where he was the only Indigenous student to finish. Galveston took up an opportunity offered by the school to return to be an assistant teacher which he did for 12 months. He really enjoyed being around the young people and teaching them.

Since returning to Gapuwiyak, Galveston has completed his Certificate II in Community Services and is currently working to complete his Certificate III in Community Services.

Galveston loves his job. The main thing he really enjoys is helping the young people. His passion is to help them get employment and empower themselves, have their own money, a purpose in life and goals for themselves and their community. And above all, to be happy.

He hopes to one day be the next senior manager for CDP. He is still young and is still learning and he enjoys learning.

Outside of work Galveston enjoys football and is on the local team the Gapuwiyak Magpies.

Galveston Wandaymu Ganambarr.

JONI DOUGLAS AND GLENDA SIMON

Joni has worked at Malandari store since 2021 this time around. Joni had worked on and off since 2015 when family commitments had taken her away. In that time Joni completed her Certificate II and III in retail. On returning to work Joni began her Certificate IV in retail management. Joni is passionate about working in the store, for the community and her family.

Glenda has worked in the store since February 2016, in this time Glenda completed her Certificate II and III in retail. Glenda enjoys learning and working, she has completed a range of certificates and hopes to do more, even expressing going to university one day. Glenda opens the pool for the community and has her Bronze medallion, first aid, CPR, and has completed some working with young people courses. Glenda has recently completed her RSA to assist more in the store.

Joni and Glenda have both progressed to be supervisors at the store. Completing their Certificate IV in retail management has helped them gain more knowledge and confidence in all areas of the store. They are both assisting the managers in completing daily tasks. Other staff look to Joni and Glenda when they require assistance.

Both Joni and Glenda this month completed their Certificate IV in retail management. They are both extremely happy to have finished with Glenda telling every customer that entered the store the day of completion. The store managers, families and community are so proud of their achievement they are planning to celebrate once the certificates arrive.

Joni is always happy to help train the newer, younger staff in their certificates. Joni was quick to jump to show and assist Jordan (young employee) how to complete refunds and exchanges, wrapping fruit and veggies and balancing tills. Both Joni and Glenda allowed the younger staff, Jordan and Zali to "go and train, go and learn" making sure they had time to fit in training. Always encouraging other staff to sign up and learn more. Glenda's daughter now works at the store and has signed up to complete her certificate II.

WORK READINESS

FOOD SAFETY TRAINING

Food safety training is another important way we keep our team members and communities safe and this year we have had 265 enrol and participate in this training.

There was a big focus on upskilling the team in our pathways project. There was some great success in the fishing project, Miyalk café and some of this was delivered through fee free Tafe funding.

FIRST AID TRAINING

ALPA commenced delivering first aid training this year with some successful courses delivered at Ramingining, Galiwin'ku and Gunbalanya.

This training has been contextualised to our remote learners and participants have really engaged with the hands-on practical aspect of the training and how they can use this with their family and friends to keep each other safe.

This training will be scheduled regularly across all our sites to keep our communities safe.

WHITE CARD TRAINING

ALPA training began delivering CPCWHS1001 – Prepare to work safely in the construction or White Card training in May 2023. This course is essential for anyone wanting to gain employment in the construction industry or on a building site.

Since ALPA commenced delivery of this course, we have had a 97% completion rate with more than 170 enrolments throughout the year. The course has been so successful that some of the women in Milingimbi have asked for a separate women's only course.

ENTERPRISE AND ECONOMIC DEVELOPMENT

ALPA's enterprise and economic development division began in 2017 to harness economic businesses in community. Bukmak Constructions and Manapan Furniture are wholly owned by ALPA, while Rulku Enterprises and Dinybulu Regional Services are jointly owned by ALPA with Traditional Owner family groups. Through these businesses, we aim to build local skills and jobs to support communities.

BUKMAK CONSTRUCTIONS

MANAPAN
65,000 years in the making

DINYBULU REGIONAL SERVICES
RAMINGINING

RULKU ENTERPRISES

Aerial of lot 95
Ramingining

BUKMAK CONSTRUCTIONS

BUKMAK MEANS 'EVERYBODY'

Our team strives to help everybody in the communities where we work through construction projects, as well as creating local job opportunities. We are wholly owned by Yolŋu and are proud to employ local Yolŋu workers and develop local skills to complete buildings in Galiwin'ku, Ramingining, Milingimbi and Gapuwiyak communities across East Arnhem Land.

REWARDS & RECOGNITION

In recognition of strong work performance and commitment to safety, a monthly BBQ is held to highlight recipients of our Rewards and Recognition Program. The site operations team identifies employees going above and beyond in Galiwin'ku. The Rewards and Recognition BBQ helps build a strong culture within the team by reinforcing to teams they are valued and their contributions to the project do not go unnoticed.

ON THE JOB TRAINING

Bukmak remains focussed with on-the-job site skills attainment to our core group of employees. Working collaboratively with the ALPA training department, we continue to advocate for recognised training outcomes based on practical competencies in day-to-day site operations.

(L-R) Scott Pascoe, Daniel Gurawinyin, Steve Vidler

Onsite training in Galiwin'ku.

Bukmak have completed **39 DWELLINGS** since commencing the project, which includes nine Room to Breath dwellings.

12 DWELLINGS demolished to rebuild new dwellings.

The value of works delivered this financial year April 2023 to April 2024 is **$21,449,109.26.**

19 The Total number of Indigenous employee's employed during April 2023 to April 2024.

87 HOMES UNDERWAY

Under the Australian and Northern Territory Government, *"Our Community, Our Future, Our Home Program"*, Bukmak continues to deliver new housing for the Galiwin'ku community. Bukmak commenced the contract delivery in May 2021 for an ongoing contract to deliver 87 new houses and associated upgrade works to other community dwellings through to May 2026.

Bukmak has commenced building for another eight houses, with a further 17 being planned for delivery in 2024.

The contract has enabled additional works to be undertaken including demolitions of old houses, and significant civil infrastructure works to existing houses including driveways and surface water diversions.

The long-term contract has enabled local Yolŋu employees to attain a variety of trade related skills and provide a stable and regular income and employment. Bukmak engages with local suppliers and subcontractors to undertake works to ensure we are supporting our surrounding community every step of the way.

Training initiatives at Bukmak.

SHOWING THE DJAMA: BUKMAK SHOWS CHIEF MINISTER EVA LAWLER NEW HOUSE BUILDS

In July 2023, Bukmak welcomed former Chief Minister Ms Eva Lawler to view the works being undertaken in Galiwin'ku. Lawler commended Bukmak's ongoing work to build crucial housing for residents on island, whilst also creating a workplace which offers the opportunity to embed skills and training to local workers.

"It's what we need in these communities," Ms Lawler said. "We know the story around crowding in Aboriginal housing and in a place like Galiwin'ku you've got these...really good Territory businesses that are making a difference."

...OTHER CONTRACT WORKS

Bukmak has delivered a variety of works to a diverse clientele in remote areas, including, ALPA retail stores, Grant funded works through NIAA/ABA, EARC, Broadcast Australia, BOM, NTG & Rulku Enterprises.

Block laying.

New house kitchen in Galiwin'ku.

Ramingining Logistics Hub.

Stock pile of pre-mix for concrete.

CONCRETE

The Galiwin'ku concrete batch plant continues to provide quality specified premix concrete our construction projects. The batch plant delivered 890m³ between April 2023 and April 2024. It is pleasing to note that all quality assurance testing provided positive results with all batches attaining specified strengths. Where capacity exists, Bukmak has supplied external contractors with premix concrete to meet the required specification.

INDIGENOUS DEVELOPMENT PROGRAM – DEAN MACKENZIE

Bukmak Constructions facilitates a successful Indigenous Development Program where local Yolŋu people from Galiwin'ku are employed to work on the delivery of our building 87 new houses project and the program is run by Bukmak mentor, Dean MacKenzie.

Bukmak works closely with the local ALPA CDP program to identify participants interested in gaining employment in construction. Dean facilitates several site visits each year to give participants a good understanding of what working in construction is really like and identifies the different career paths available in the industry.

Dean understands that the best way to succeed in employment is to have a holistic approach. This means assisting employees with different aspects of their lives such as creating and maintaining work and life goals, personal banking, teaching principles to save money and assisting with getting licenses.

The program offers transport to and from work and breakfast and lunch is provided.

Dean Mackenzie and Peter Garrawitja.

Safety and Environmental inspections to ensure hazards are identified, risk assessed and controlled too as low as reasonably practicable.

REPAIRS, MAINTENANCE AND AD HOC WORK IN COMMUNITY

Bukmak Constructions not only takes on big projects in community, but we also help out with the smaller things as well, such as repairs and maintenance to the ALPA retail stores, Dinybulu Lodge, Rulku Lodge, CDP buildings while also assisting with some external works for NT Government, local councils & other external customers in the area. This includes carpentry works, plumbing, electrical, concrete supply and equipment hire.

NUMBER OF PROJECTS THIS YEAR IN COMMUNITY

119 Elcho Island + **86** Milingimbi + **63** Ramingining = **268!** Total

WORK HEALTH & SAFETY (WHS)

Bukmak continues to maintain a proactive WHS performance on all sites. Our designated WHS officer ensures systems and processes are maintained and reported.

Implementation of these processes includes, but is not limited to:

- Daily pre-start meetings
- Regular monthly toolbox talks
- Onsite drug testing
- Worker inductions

MANAPAN
65,000 years in the making

MANAPAN

Manapan Furniture continues to capture the admiration of people far and wide. Manapan celebrates Yolŋu people, stories, land, and culture through inspirational timber furniture. In the humble workshop shed on the coast of Milingimbi, breathtaking timber pieces are crafted each telling rich stories of the land and people where it was built. The last year saw Manapan continue to share its story across the country, while delivering ongoing local training and employment pathways. And Manapan continues to produce and innovate new design initiatives that prove to be a success.

Robert Crisfield (Trades Mentor) and Josiah Baker (Senior Craftman).

A YEAR OF GROWTH AND ACHIEVEMENT

2023 and 2024 marked a period of exceptional growth for Manapan, as we continued to produce outstanding timber pieces in East Arnhem Land. Our dedication to craftsmanship was recognised locally and nationally, with strong showings in various award programs. A highlight was our feature on the ABC Landline program in May, which brought unprecedented enquiries and sales, making this one of our busiest years yet.

Central to Manapan's mission is local employment and skills development. Over the past year, our team clocked up more than 2,900 hours of labour, creating stunning pieces. Among these efforts was an exciting partnership with Medibank, resulting in the production of over 60 custom tables for store refurbishments nationwide.

Manapan continued sharing the rich stories of Milingimbi through our most intricate projects to date, with refreshed domestic ranges finding homes across Australia. As we look ahead, we're excited to connect with new customers and collaborate with past clients to share the Manapan story far and wide.

With a busy workshop schedule and exciting collaborations ahead, Manapan eagerly anticipates another year of growth, creativity, and connection.

BULA'BULA PARTNERSHIP

Following the extraordinary Cartier Weave Wall collaboration between Manapan and Ramingining Weavers from Bula'Bula Arts in 2022, future projects featuring extending our offering of Pandanus weave products is one on the horizon. These special partnerships create new and exciting ways to further share a piece of East Arnhem Land with the rest of the country.

L - R Cecilie Mopbarrmbrr, Lisa Gurrulpa, Margaret Malibirr and Mary Dhalalany. Photo Credit: Bula'bula Arts.

Salesforce Tower Sydney. Photo Credit Pixel Collective.

SALESFORCE – THE SALESFORCE JOURNEY

In early 2021, the Manapan team was approached by international tech giant, Salesforce, to design a grand table fit for their new international office in the heart of Sydney. The design process was lively and collaborative between Manapan Craftsmen Josiah Baker and the Salesforce team, with imaginative concepts being tested before ultimately landing on the final piece. What was produced was an impressive 6.7-metre-long table that tells the story of Salesforce's journey to Australia, their expansion, growth, and the establishment of community. At the heart of its design lies a hand carved spine crafted from Tasmanian Blackwood timber, which runs the length of the table, contrasting with American Black Walnut that comprises the remainder of the top. The carving on one end to represents San Francisco and the Golden Gate Bridge, while the other end reflects the entry of the heads of Sydney Harbour, where the table now resides. It is this journey across the ocean that brings the Salesforce family together.

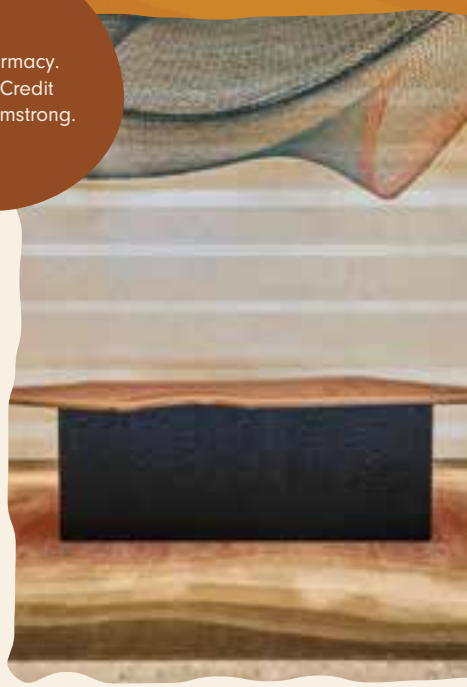
Our team of highly skilled craftsmen dedicated more than 300 hours to meticulously plan and create this remarkable piece at Manapan's Milingimbi Island Workshop.

MEDIBANK – STORE TABLES – DJÄGÄMIRR TABLE

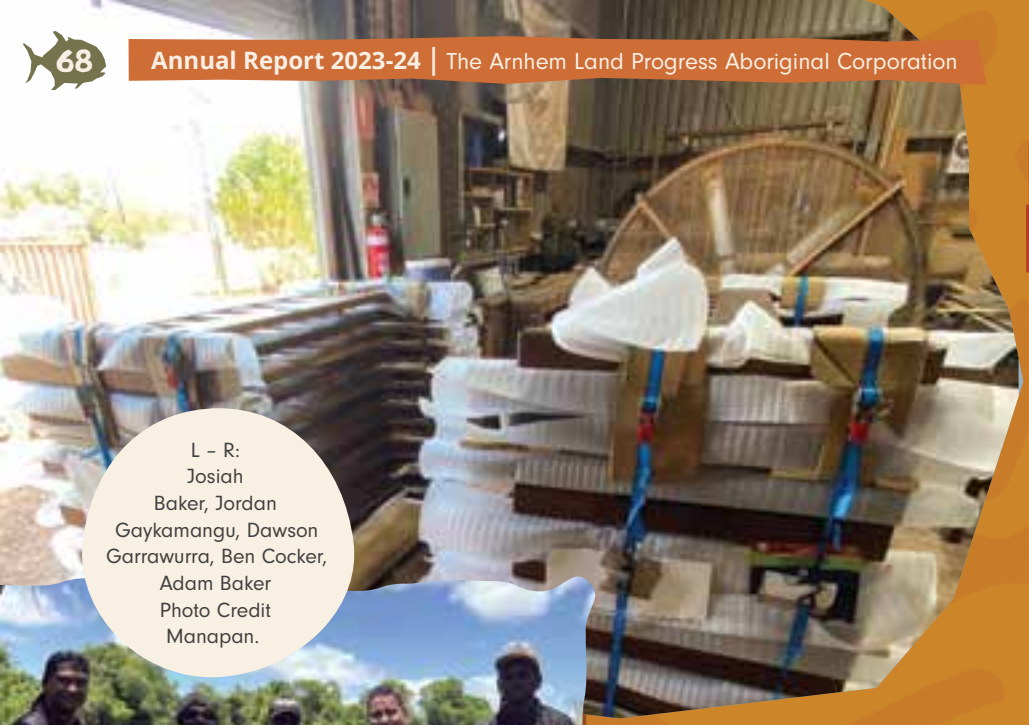
In August 2023, Josiah Baker travelled to Melbourne to design and created the Djägämirr Table for top Australian private health insurance provider, Medibank. The team from Medibank were overwhelmed with Josiah's creative design that shows several elements of healthy living and lifestyle woven throughout the design. The table was fittingly named after the word Djägämirr, which means 'caring for people'. First to be installed in Medibank's new concept store in Mount Waverly, Victoria, the team have since committed to this table design becoming a part of every new store and upgrade.

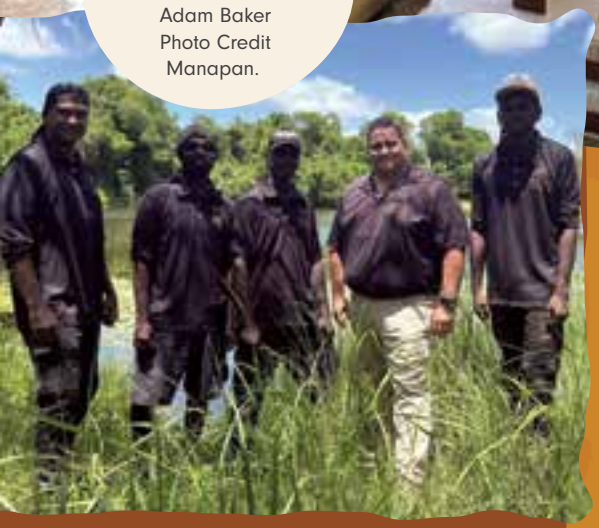
555 COLLINS – CHARTER HALL – WOIWURRUNG TABLE

Art Pharmacy. Photo Credit Claire Armstrong.



In Melbourne, the Woiwurrung Table sits amongst an astounding art installation curated by 555 Collins. The table's design draws inspiration from the Woiwurrung region which covers central parts of Melbourne and has a rich history of people who have inhabited the land for over 40,000 years. The hand carving across the top represents the differing elements of the region, from the wetlands of pre-European settlement to the growth of community and air that represents life and healthy living. The iconic Yarra River is represented by the flowing waters carving around the edge of the table. The hand-carved base is finished and stained to represent the renewal and growth that comes after a bushfire. This inspiring piece proudly sits in the reception area of 555 Collins Street and is installed below an exceptional piece of art, Dhungala, an enormous fishnet weaving by Indigenous artist Glenda Nicholls.





L – R: Josiah Baker, Jordan Gaykamangu, Dawson Garrawurra, Ben Cocker, Adam Baker Photo Credit Manapan.

ALPA STAFF HOUSING

During the year Manapan, worked with ALPA on a unique opportunity to construct 60 pieces of furniture for their remote staff housing project. This was a chance for the team to create simple and affordable designs, whilst practicing new workflows where a high volume of repeated pieces is produced. This exercise was invaluable for the staff who had an opportunity to refine skills across a large volume of repeated products.

NTIBN AWARDS CEREMONY

In August 2023 Manapan Furniture was thrilled to be a winner in the Northern Territory's Indigenous Business Network's annual Blak Business Awards, winning in the Best Blak Construction and Resources Business category. While Manapan doesn't do it for the awards, being recognised for the meaningful work and extraordinary furniture that comes out of the Milingimbi Workshop is a special moment for the Manapan story, and for the Yolŋu people of Milingimbi.

As Chairperson Elizabeth Ganygulpa so aptly stated, Manapan represents "hope, dreams and potential", and this award recognises the efforts and excellence that is intrinsic to the business. Thank you to NTIBN for recognising Blak brilliance across the Territory.

MILESTONES

During the 2023-2024 financial year two of our craftsmen reached milestones.

In September 2023, our lead Yolŋu craftsman Josiah Baker achieved eight years with Manapan. In that time, he has grown to become a leader to the younger and new members of the Manapan team. His creative influence flows throughout every piece of Manapan that leaves the island.

Trades Mentor Rob Crisfield also achieved his eight-year milestone in February 2024. With Rob's extensive furniture making background, he has been a key facilitator for local training and talent development for Yolŋu staff.

QR Code of Ganygulpa's Acceptance speech:

Manapan Chairperson Elizabeth Ganygulpa Dhurrkay and Manapan Manager Ben Cocker accepting the NTIBN 'Best of Business award 2023'.

Charmaine Ingram and Ben Cocker attending the National Telstra Business Awards.

TELSTRA BUSINESS AWARDS

In November 2023 Manapan was honoured to be named the State Winner for the 2024 Telstra Best of Business Awards in the 'Building Communities' category. Manapan is so proud to have won this award from more than 22,000 nominations. And whilst we didn't win the national prize at the award ceremony in February, this achievement is extraordinary for Manapan and Milingimbi community.

Chairperson Ganygulpa Dhurrkay couldn't be more proud of the team of craftsmen, "when I think about Manapan Shed and the academy it's a place where the men can have dreams, visions, aspirations and hope... It is a place of nurture and building not just furniture to sell but building young men and bringing light into them and its showing them what's inside their minds and giving them a voice for the young ones who want to create their vision," she said.

The entire Manapan team was humbled by this award. This is another piece added to the Manapan Story that is built upon 65,000 years of Indigenous culture. We hope that through this award we will be able to share our story even further and in turn, build on and expand the opportunities we provide to the First Nations of East Arnhem Land," said Ben Cocker, Manapan Manager.

Manapan Milingimbi team celebrating morning tea.

MENTORING AND TRAINING

The Manapan Academy continued to operate throughout the and provide development opportunities for Yolŋu men to upskill and learn about timbre furniture making. Excitedly this year we saw two past attendees of the academy, promoted up to the main workshop and achieved a 26-week work placement with Manapan.

Josiah Baker crafting a new table.

DINYBULU REGIONAL SERVICES

HHIP Lot 10.

Dinybulu Lodge staff cleaning.

DINYBULU DELIVERS HOMELANDS HOUSING INFRASTRUCTURE PROGRAM FOR NGANGALALA

Bukmak Constructions was engaged to carry out the works.

As part of the Northern Territory and Commonwealth Government's increased commitment to supporting remote Indigenous housing upgrades, Dinybulu Regional Services received funding to undertake homelands works through the Homelands Housing and Infrastructure Program (HHIP). The project will see significant works on nine houses in Ngangalala, a homeland 10 kilometres from the remote East Arnhem Land community of Ramingining.

The maintenance and upgrades for these homes is grounded in the 9-Healthy Living Practices identified by the Health Habitat which, through best-practice public health knowledge, identified key practices integral to improving community health. Major focuses of the Ngangalala works are to provide upgrades and refurbishments to safe water and power supply, sewage, structural upgrades, plumbing and septic systems, grounds maintenance, sanitation, and hygiene.

Dinybulu is proud to deliver the important housing upgrades, with the project set to be completed by the end of July 2024. Dinybulu Chairperson Mätjarra Garrawurra highlights the important community health, economic and employment benefits that the project offers as it is "not only creating local Yolŋu jobs but improving the quality of life for our residents who still live in Ngangalala".

10 dwellings at Ngangalala, received upgrade funding and planned completion in July 2024.

The Dinybulu Logistics Hub will open in FY 2024/2025 and will continue to provide the barge pick-up and delivery services for ALPA with the ability to have the barge items collected and stored in a secure facility.

HHIP Delivery Team.

DINYBULU LODGE

6954
Total Room Nights

2576
Occupied Room Nights

1348
Closed Room Nights

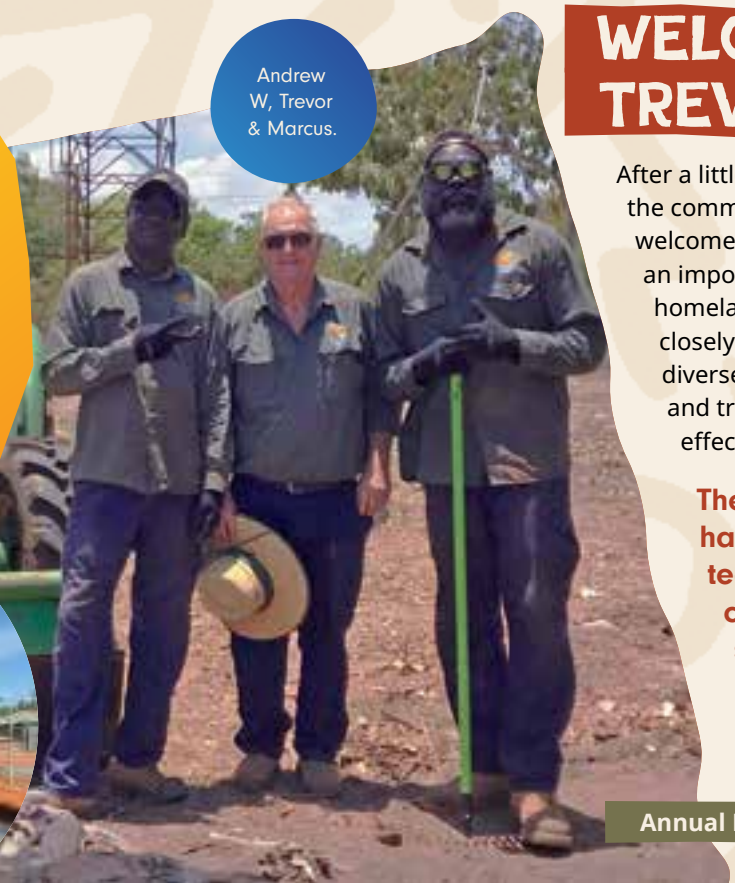
3030
Unoccupied Room Nights

THE AVERAGE OCCUPANCY AT DINYBULU DURING 23/24 WAS 46%

SCOTT GAYKAMANGU – DINYBULU'S VERY OWN AERODROME REPORTING LEGEND

Dinybulu Regional Services' Scott Gaykamangu is the proud Aerodrome Reporting Officer (ARO) for Ramingining, responsible for the safety and efficiency of operations on the airfield. This important work couldn't be done without Scott, a keen and dedicated Dinybulu worker who has been doing this *djama* for years. To gain the required skills and qualification for the ARO work, Scott travelled to Darwin to complete an intensive course. For some, the ARO course is a refresher in their everyday work, but for others like Scott, everything is new and is being learnt for the first time. This meant Scott was learning entirely new and complex information every day. And every afternoon, he had to complete tests in a language (English) which is not his first. Scott's confidence on the Ramingining airstrip has grown stronger overtime. Colleague Trevor Danby reflected, "He's a really serious young man, really responsible. He has a really good compass on life."

Scott Gaykamangu.



Andrew W, Trevor & Marcus.

WELCOME BACK TREVOR DANBY

After a little over a year away, Dinybulu and the community of Ramingining is excited to welcome back Trevor Danby. Trevor has been an important part of facilitating the success of homelands maintenance and repairs contracts, working closely with the strong team of local men every day. Trevor has a diverse skill-set that has positively contributed to local employment and training at Dinybulu, where local staff have learnt how to effectively and safely operate plant and machinery.

The Dinybulu way: "The team that we've got, we don't have a lead, I'm not their supervisor as such. It's a team and we all contribute. Between the men, they come up with solutions to problems and problem solve. We're out remote so you have to improvise."
Trevor Danby on the homelands team.

RULKU ENTERPRISES

Rulku Lodge experienced growth with the Rulku Family Trust opting to increase their share in the business by a further five per cent, showing a strong commitment and confidence in Rulku Enterprises.

Maryanne and Roseanne.

RULKU LODGE LEGENDS

Rulku Lodge has a proud team of local women doing great *djama* every day including Bulurrumawuy, Maryanne and Roseanne. Together, their committed attitudes to the lodge have helped improve overall lodge standards that have contributed to positive visitor experiences in Milingimbi. These women have been invaluable to the success of the lodge, especially under challenging times like high occupancy. Rulku couldn't do it without their consistency and skills, which continue to grow.

RULKU LODGE UPGRADED THE REMAINING FIVE SINGLE OUTSIDE ROOMS IN NOVEMBER 2023

RULKU LODGE SINGLE ROOM ENSUITE UPGRADES

In July 2023, Rulku Lodge won funding under the Northern Territory Government's Aboriginal Tourism Grant Program which facilitated the upgrade of five single rooms at Rulku Lodge so each could have their own private ensuites. With these upgrades, Rulku now offers 14 rooms with private ensuites available to book. At Rulku Lodge, we're always looking for ways to improve visitor stays and these important upgrades do just that. These upgrades aren't the only things the Rulku team has their eyes set on, with more exciting developments set for the near future.

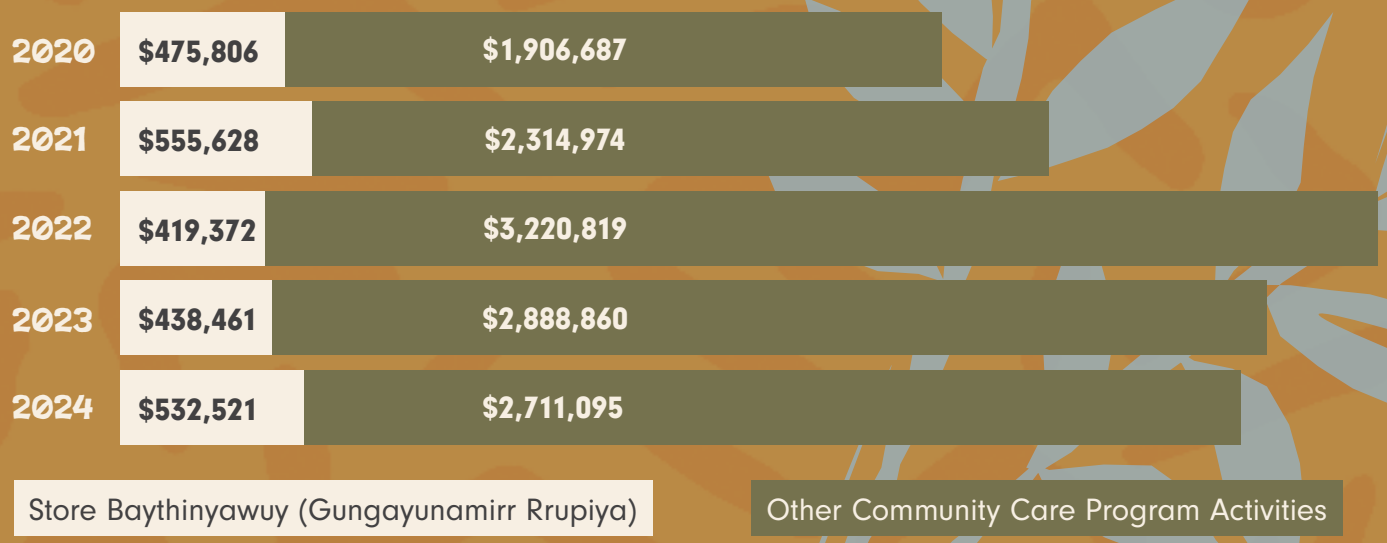
SPOTLIGHT: RULKU LODGE'S MANAGER RICCARDO MURINO

Rulku Lodge welcomed Riccardo Murino in July 2023 as new manager. Travelling from Bologna, Italy, Riccardo arrived in Australia and soon began his ALPA and Rulku Lodge journey. Bringing a touch of Italy to everything he does, Riccardo has been invaluable to the lodge, from teaching local staff how to make traditional Italian pasta with freshly caught seafood, to instilling a strong work ethic and high-quality standards in the team. Building relationships and being part of the community is at the forefront of Riccardo's ethos. "We go on jokes and make laughs together - it's important to laugh. I want the lodge to be more than a workplace, it should be something we all enjoy. [The lodge] is teamwork, not a one-man success." With nothing but positive feedback from customers and a proud local team that continues to support the success of the Lodge, Riccardo has been a great manager at Rulku. *Manymak Djama*, Riccardo.

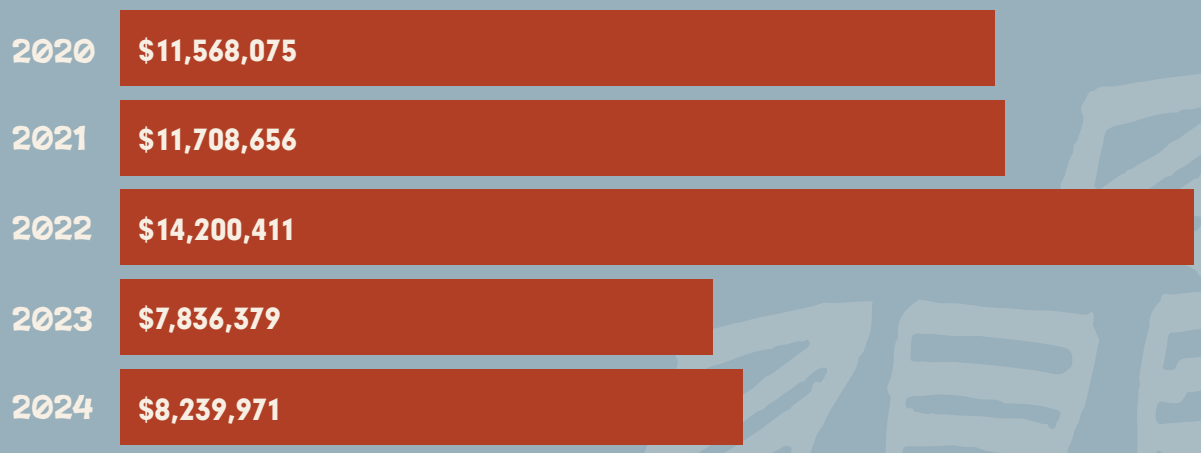
Lodge manager Riccardo Murino.

FINANCIAL OVERVIEW

COMMUNITY CARE PROGRAM FUNDS



ALPA OPERATING SURPLUS



Unity Through Enterprise

The Arnhem Land Progress Aboriginal Corporation

ALPA Support Office

70 O'Sullivan Circuit
East Arm, NT 0822
GPO Box 3825
Darwin, NT 0801

Ph: 08 8944 6444
Fax: 08 8944 6400

@ALPA1972

@BukmakConstructions

@Dinybulu

@RulkuEnterprises

@ManapanFurniture

@arnhemland_1972

www.alpa.asn.au