

Gooreng Gooreng, Gurang, Bailai and Bunda Peoples

Annual Action Plan 2012-2013

Investing in our Shared Future

United in Focus, Spirit, Culture and Identity

Our Future Direction

Vision

Our people will be strong, proud and empowered through cultural knowledge, quality education and economic participation.

Statement of Commitment

We will work in collaboration and partnership with key government and non-government stakeholders and with each other, to align our effort, preserve our cultural sovereignty, dignity and human rights and invest in opportunities from within our land and sea boundary which improve the quality of life for our people.

Core Values

Our traditional Aboriginal values of **Care**, **Share** and **Respect** for our land, our people and our environment remain the foundation of our cultural belief system, custom and practice:

- We **Care** for the physical, spiritual, cultural, emotional, social and economic security, peace of mind and well being of our people.
- We **Share** a passion for moving beyond ignorance, fear, denial, hurt and blame to restore happiness, harmony and dignity among our people through social, cultural and economic participation.
- We **Respect** the diversity, strengths, rights, views, values and expectations of our people and stand united in the investment of our collective future.

Guiding Principles

The following principles are designed to support and guide our future direction:

- The Articles contained in the United Nation's Declaration on the Rights of Indigenous Peoples and other international human rights instruments underpin our commitment and our desire to create a positive and more meaningful future for our people.
- As part of the world's oldest continuous living culture, we are responsible for keeping our people, community and ancient and evolving lore and culture strong, healthy and proud.
- We acknowledge, value, honour and respect our customary lore. It will not to be compromised or devalued in the conduct of our business.
- Our lore, customs and values do not tolerate abuse against women or children, and nor do they tolerate abuse and or disrespect toward the wisdom of our Elders.
- All of our decisions and actions will be informed by strong cultural knowledge, leadership and governance.
- Our integrity will be measured by the way we put our values into practice and through our accountable and transparent communication and business systems.
- We will work in collaboration and partnership with each other and with our key government and non-government partners to realise our Vision.
- Strong economic participation and growth will deliver opportunity, create wealth and build individual and community image, pride, confidence, self esteem and dignity.

- Access to quality education is the fundamental building block in our children's future
- Our people have the right to expect the same quality of social and community infrastructure, programs and activities as that of all Australians.
- Our children are the future of our people, community and culture - as adults and as parents, we are their most significant role models.

Strategic Themes

The following four themes have been identified as the future directions for our people's activities during the period 2012-2030:

- Investing in our People and Culture
- Investing in our Cultural Heritage, Land and Environment
- Investing in Knowledge, Innovative Partnerships and Economic Participation and Growth
- Investing in Cultural Leadership and Governance

Theme 1 Investing in our People and Culture

Objective				
To ensure that our sovereignty, integrity, dignity and humility as the oldest continuous living culture within the region is recognised and respected throughout our land and sea boundary.				
Priority	Action	Responsibility	Timeframe	Desired Outcomes
Conduct annual cultural festival promoting local art and craft, culture, dance and stories.		Applicants/Elders/ Working Groups		<ul style="list-style-type: none"> ▪ Cultural festivals conducted on annual basis in relevant regional locations.
Maintain Cultural Art and Craft workshop to nurture the development and commercial manufacturing of local traditional arts and crafts.		Applicants Suitable Consultant		<ul style="list-style-type: none"> ▪ Apical Ancestor members have access to quality programs, increased cultural knowledge and skills and an enhanced capacity to generate commercial wealth.
Maintain cultural programs, activities and events that link youth to local history, lore, custom and culture.		Applicants Elders/Youth		<ul style="list-style-type: none"> ▪ Our youth will understand and appreciate our local history and acknowledge and respect their values, obligations and responsibilities in accordance with lore, custom and culture.
Maintain an Older People's Home and Community Care Centre to ensure ongoing care and respite for Elders living independently, totally dependent or partially dependent.		Applicants Working Group		<ul style="list-style-type: none"> ▪ Our Elders will receive culturally appropriate kinship care in accordance with our cultural obligations. ▪ Local Apical Ancestor members will be actively employed. ▪ Centre will have strong linkages and partnerships with mainstream primary, secondary and tertiary health care bodies.
Maintain a Traditional Custodian Health Service in Bundaberg and Gladstone with satellite offices in other relevant and viable locations within our land and sea boundary.		Applicants Suitable Consultant		<ul style="list-style-type: none"> ▪ Our Apical Ancestor members will have access to culturally appropriate health services within close proximity to their residential location. ▪ Local Apical Ancestor members will be actively employed. ▪ Services will have strong linkages and partnerships with mainstream primary, secondary and tertiary health care bodies.

Maintain an affordable Traditional Custodian Funeral Plan.		Applicants Suitable Consultant		<ul style="list-style-type: none">▪ All Apical Ancestor members will have access to an affordable funeral plan.
--	--	--------------------------------	--	---

Theme 2 Investing in our Cultural Heritage, Land, Sea and Environment

Objective				
To insist on sustainable planning and development to ensure the absolute care and protection of our cultural heritage, land, sea and environment.				
Priority	Action	Responsibility	Timeframe	Desired Outcomes
Identify and secure available lands of cultural importance and significance within our land and sea boundary in accordance with the provisions of the Native Title Act.		Applicants Cultural Coordinator/Elders Applicants		<ul style="list-style-type: none"> Each Apical Ancestor group will have re-established connection and ownership of available land of cultural importance and significance.
Maintain respect for defined inter-group and neighbouring Traditional Custodial Land and Sea boundaries.		<ul style="list-style-type: none"> - Applicants - Elders 		<ul style="list-style-type: none"> All Apical Ancestor groups will be informed of their land and sea boundaries, language and skin groups. Our land and sea boundaries will be understood and respected by neighbouring Traditional Custodial groups, public and private sector developers.
Maintain an effective and efficient Cultural Heritage Unit to advise, manage, coordinate and report on all cultural heritage activity within our land and sea boundary.		<ul style="list-style-type: none"> - Applicants - Cultural Coordinator - Elders 		<ul style="list-style-type: none"> Our cultural heritage will be monitored, managed and preserved to minimise the impact of residential, commercial, industrial and resource planning and development within our land and sea boundary. All Apical Ancestor groups will be informed and actively engaged in cultural heritage matters relevant to their land and sea boundary. Our Cultural Heritage Unit will be appropriately resourced and managed by a qualified Cultural Heritage Coordinator and support staff recruited from within our Apical Ancestor groups.
Maintain the formal recruitment of local people into ranger positions supported by an accredited cultural heritage training program and process.		Cultural Coordinator Applicants		<ul style="list-style-type: none"> Our people will work in partnership with relevant government agencies to care for and protect our cultural heritage. All Cultural Heritage survey work within our land and sea boundary will be

				completed by qualified personnel.
Maintain effective, efficient and informed local Cultural Appreciation Program.		- Applicants -Cultural Coordinator		<ul style="list-style-type: none"> The general public and public and private sector bodies will have access to quality Cultural Appreciation Programs delivered by qualified local people.
Maintain effective, efficient and accurate regional mapping and data base.		- Caring For Country Unit - Applicants		<ul style="list-style-type: none"> All mapping of cultural heritage sites of importance and significance and other relevant data will be recorded and maintained and be available for perusal by Apical Ancestor members. All Apical Ancestor groups, and where appropriate, the general public, private and private sector developers will be informed via a localised Cultural Heritage Website.
Maintain a cultural learning and keeping place to manage and preserve cultural artefacts, history, song lines and stories.		- Applicants -Suitable Consultants		<ul style="list-style-type: none"> Cultural artefacts, history and stories are managed and preserved in a central location and are accessible to all Apical Ancestor groups. Apical Ancestor members will have access to local cultural excursions and tours, artefacts, history, song lines and stories. Where appropriate, the general public will have access to local cultural excursions and tours which showcase local artefacts and promote local history, song lines and stories.
Maintain a Cultural Heritage Policy and Engagement Protocol.		- Applicants -Cultural Coordinator		<ul style="list-style-type: none"> All government agencies and proponents will be aware of, and operate in compliance with our policy and protocol.

Theme 3 Investing in Knowledge, Innovative Partnerships, Economic Participation and Growth

Objective				
To ensure that our people are actively engaged and participating in quality education, innovation, economic participation and growth.				
Priority	Action	Responsibility	Timeframe	Desired Outcomes
Maintain a PCCC Trust Fund and Investment Strategy.		- Applicants - Suitable Consultants		<ul style="list-style-type: none"> ▪ Fund and strategy contribute significant increase annual financial growth, equity and overall wealth. ▪ Advice and direction provided by reputable financial advisers.
Maintain autonomous Apical Ancestor Trust Fund and Investment Strategy.		“ “		<ul style="list-style-type: none"> ▪ Each Apical Ancestor group will have the capacity to manage and invest their own funds.
Maintain a proactive economic development focus to promote commercial opportunities (small and large businesses including joint ventures) in areas of: <ul style="list-style-type: none"> - Construction - Cultural heritage, - Culture, Arts and Crafts - Agriculture - Tourism - Sustainable Timber Farming/Forest Plantation - Carbon sequestration and land management 		- Applicants - Suitable Consultants		<ul style="list-style-type: none"> ▪ Increased number of our people successfully operating their own business or in joint ventures
Maintain a PCCC Business Development Hub.		Applicants		<ul style="list-style-type: none"> ▪ Apical Ancestor members with business aspirations have access to quality advice, programs, direction and mentoring support. ▪ Increased number of our people successfully operating their own business or in joint ventures.

Maintain innovative approach toward the investments in business and other technology (domestic and international) for the benefit of PCCC members.		-Applicants -Suitable Consultants		<ul style="list-style-type: none"> ▪ PCCC and Apical Ancestor members have access to, and benefit from new technologies.
Maintain the management and implementation of all initiatives contained in the Traditional Owner Marine Resource Agreement.		Gidarjil Development Corporation		<ul style="list-style-type: none"> ▪ Initiatives successfully implemented in accordance with the Agreement.
Maintain productive commercial relationships and partnerships with other Aboriginal groups, key government and non-government stakeholders including Indigenous Business Australia, Banks and Industry.		“ “		<ul style="list-style-type: none"> ▪ Quality relationships and partnerships established and maintained. ▪ Increased numbers of commercial joint ventures established with our people.
Maintain a proactive Traditional Custodian training and employment focus across our region.		- Applicants Suitable -Support Existing Projects		<ul style="list-style-type: none"> ▪ Increased employment opportunities will be available to Apical Ancestor members.
Maintain positive and proactive relationships with national, State and local Government Ministers, Shadow Ministers and their staff.		Applicants		<ul style="list-style-type: none"> ▪ Our Strategic Plan will be understood by government. ▪ The integrity and professional image of our people will be valued and respected.

Theme 4 Investing in Cultural Leadership and Governance

Objective				
To ensure that our governance practices are underpinned by accountability, transparency and cultural integrity and leadership.				
Priority	Action	Responsibility	Timeframe	Desired Outcomes
Maintain consistent cultural leadership and governance.		- Applicants - Suitable Consultant		<ul style="list-style-type: none"> ▪ Our leadership and governance structure will be of appropriate size and composition to reflect, and respond to the needs, interests and aspirations of each Apical Ancestor group. Our leadership and governance will reflect sound: <ul style="list-style-type: none"> - Strategic and business planning - Policies, procedures and practices for risk management, financial management and reporting, compliance and accountability and environment and cultural heritage - Apical Ancestor Connection Reporting - Local engagement policy and protocol - Meeting practices and procedures (respectful of each Clan Group) - Ongoing Corporate governance training - Transparent and culturally appropriate decision making ▪ All Apical Ancestor meetings, government and proponent consultations and negotiations and cultural activities will be conducted with dignity and integrity in alcohol and drug free environments.
Maintain an effective, efficient and transparent (internal and external) communication strategy.		- Applicants - Suitable Consultants		<ul style="list-style-type: none"> ▪ All Apical Ancestor groups will be informed of project negotiations, activities and decisions via quarterly Newsletters, postal, electronic and localised internal website. ▪ Our Strategic Plan will be understood by all government and non government stakeholders.

Maintain the conduct of a PCCC Summit.		- Applicants - Working Group		▪ Two Summits conducted on an annual basis.
--	--	---------------------------------	--	---