

# On Country For Country



ABC  
Foundation



Aboriginal Biodiversity Conservation







.....

## OUR VISION

Generational self-empowerment for Aboriginal people “Looking after Country”.

.....

## OUR MISSION

Aboriginal people leading the growth of a sustainable land and sea economy.

.....

## OUR PURPOSE

To facilitate the enhanced social, environmental and spiritual health and wellbeing of these communities, to care for Country.

.....

## OUR VALUES

Connection

Innovation

Advancement

Inspiration

*We advise that this document may contain images of people who have passed away.*



# OUR BUSINESS

---

The ABC Foundation Ltd (ABCFL) was established in May 2016 and operates in remote and regional areas of Australia. With established bases in the Pilbara, Gascoyne and Mid-West regions of Western Australia, the Foundation has the ability to operate nationally.

ABCFL is a majority Aboriginal owned member-based charitable social enterprise; a diverse Foundation with a point of difference.

Our strategic focus is to achieve social and environmental benefits through progressive community partnerships that create meaningful economic benefits with our corporate and capacity partners. This ensures Aboriginal people lead the growth of a sustainable land and sea economy.

The Foundation currently **employs up to 30 staff** and manages an additional 60 staff through its regional partnerships with access to a casual workforce pool of over 50 people. The ABCFL has the capacity to service short to medium-term contracts and is committed to **a minimum of 55% Aboriginal employment**.

ABCFL aims to provide meaningful On-Country programs and services with a focus on fostering strong corporate, capacity and community partnerships which maximise revenue opportunities and reduce potential risks as the company grows. The Foundation has evolved to include the ABC Trust, a Public Fund (Deductible Gift Recipient) and a Holdings Company to manage large commercial projects. Moving forward, ABCFL will be establishing a Future Fund to support strong financial governance and risk management principles through successful revenue management. ABC Foundation Ltd members, partners and the community **can donate** via [abcau.com.au](http://abcau.com.au) to support our On-Country Impact.

---

## **Enabling Legislation:**

*Australian Charity & Not-for-Profit Commission Act 2012*  
*Corporations Act 2001*  
*Fairwork Act 2009*  
*Environmental Protection and Biodiversity Conservation Act 1999*  
*Vocational Education, Training and Employment Act 2000*  
*Occupational Health & Safety Act 2004*  
*Wildlife Conservation Act 1950*  
*Conservation and Land Management Act 1984*

## **Registrations:**

*WA Aboriginal Business Directory*  
*Registered Charity under ACNC*  
*DGR Status - Register of Environmental Organisations*  
*Dealer Member Indigenous Art Code Limited*  
*Commercial purposes licence for collection of flora*  
*Licence to take flora for scientific or other prescribed purposes*





A group of five people (three men and two women) are standing in a row in front of a red corrugated metal fence. Behind the fence is a house with a light-colored metal roof and two solar water heaters. The people are dressed in work-appropriate clothing. Three green circular callouts are overlaid on the image, each containing a percentage and a label. The background is a clear blue sky with some trees.

**80%**

Aboriginal  
Owned

**70%**

Direct  
Aboriginal  
Employment

**75%**

Indirect  
Aboriginal  
Employment



# ABC On-Country IMPACT

The Foundation's On-Country Impact is measured by the delivery of meaningful On-Country programs and services. We lead the advancement of Traditional Ecological Knowledge and the On-Country Impact score card, utilised by the ABCFL Board and leadership team, measures the company's values and aspirations against its measurable goals, objectives and targets.

## OUR SOCIAL IMPACT

The ABCFL delivers its On-Country Social Benefit programs in line with its vision: working with local people, establishing community partners and incorporating traditional ecological knowledge. Our On-Country Impact is measured by social and environmental outcomes for Aboriginal people living in remote and regional communities.

## OUR ECONOMIC IMPACT

The Foundation delivers On-Country Economic Benefit services through its partnership model, as well as creating business's that maximise On-Country employment and where possible provide investment back into its social impact programs designed by Aboriginal people.

### **Publications and Resources**

*Gascoyne Aboriginal Tourism Corridor Strategy (2021)*

*Traditional Ecological Knowledge Policy (2021)*

*On-Country Carbon Business Model and Feasibility Assessment (2021)*

*ABC On-Country Education, Wirnda (Tree) Activity Book(2021)*

*ABC On-Country Education Curriculum Resources (2020)*

*ABC On-Country Education, Karnti (tree) Activity Book (2018)*

*Gascoyne Aboriginal Land and Sea Management Strategy (2016)*



# ABC ON-COUNTRY IMPACT

is measured across our programs and services:

## OUR SOCIAL IMPACT



### On-Country EDUCATION

Life education designed to empower young people within a two-way learning environment, providing alternative education programs, transition support and On-Country curriculum-based resources.



### On-Country CARE

Working together to offer tailored support and On-Country emergency relief services, increasing access to country, providing healthy food and offering programs in looking after country.

## OUR ECONOMIC IMPACT



### On-Country RESEARCH & DEVELOPMENT

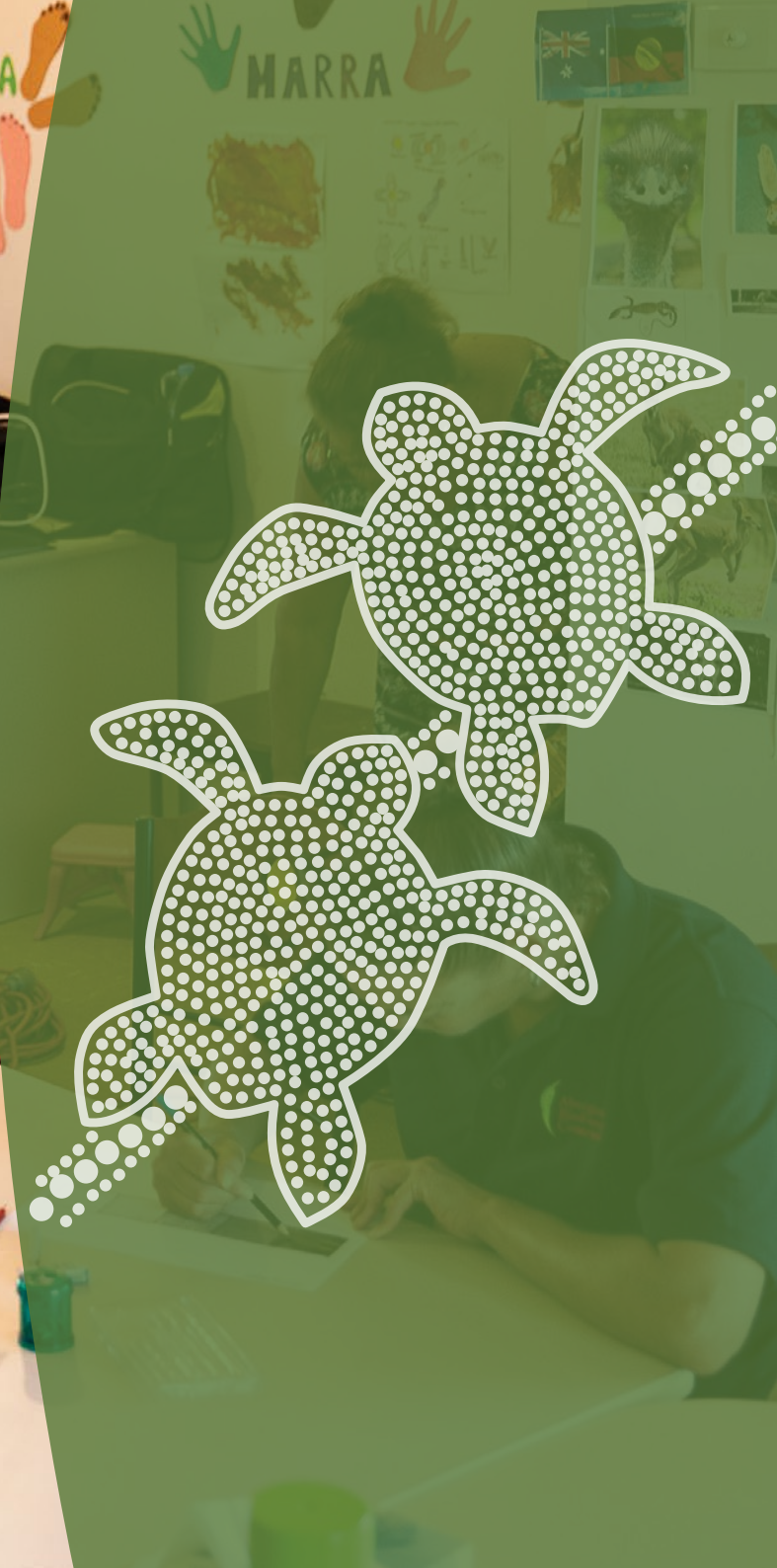
Collaborative support for research and training, providing innovation and leadership in skill development, capability building and the transfer of traditional ecological knowledge.



### On-Country ENTERPRISE

Working in partnership to support socio-economic development in remote and regional communities, as well as investing in new business ventures to maximise On-Country benefits.







# On-Country EDUCATION



## AIM

Life education designed to empower young people within a two-way learning environment, providing alternative education programs, transition support and On-Country curriculum-based resources.



## APPROACH

To build capacity of schools and early education providers by developing the tools and resources to support Aboriginal children and their families.



## IMPACT

An inclusive school environment for all children, improving school transition, **attendance** and performance for Aboriginal students.

For a more detailed overview, please refer to the ABC On-Country Education Customer Kit.

### RELEVANT EXPERIENCE

2021 – ABC On-Country Education Programs 0-18 years funded in Meekatharra and Mount Magnet by Lotterywest

2019 – ABC On-Country Education Programs 0-18 years funded in Carnarvon by Lotterywest

2019 – Funded by the Department of Communications and the Arts to develop local language resources for the Gascoyne region

2018 – Ranger for Life met the requirements of a promising Evidence Based Program by Australian Institute of Family Studies

2018 – ABC On-Country Education Programs 0-18 years funded in Tom Price by the Department of Education, Pilbara Education Fund, through its Reconnection to Country Project.

2017 – Lifeskills 2 Leadership program within the Tom Price Senior High School and funded by Mental Health Commission.

2016 - 2022 – Ranger 4 Life program in Tom Price as funded by Regional Development Australia Pilbara.

2016 - 2018 – Tom Price Early Years Group as funded by Regional Development Australia Pilbara and West Pilbara Communities for Children.

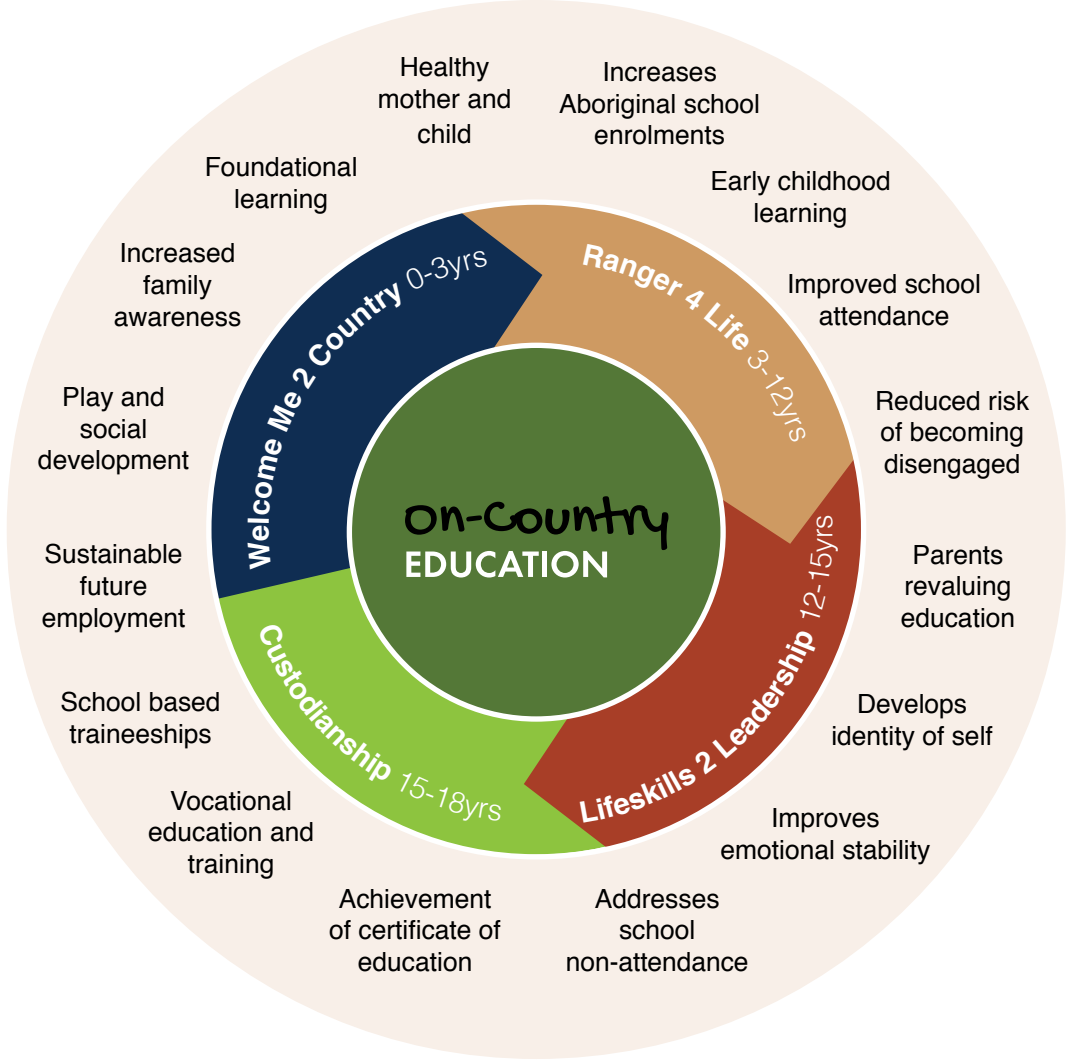


Aboriginal Biodiversity Conservation

ABC On-Country IMPACT  
Aboriginal people leading the growth of  
a sustainable land and sea economy.



# WHAT WE OFFER





# On-Country CARE



## AIM

Working together to offer tailored support and On-Country emergency relief services, increasing access to country, healthy food and offering



## APPROACH

programs in looking after country.

Providing collaborative holistic On-Country support and embedding TEK with a focus on both caring for our people and for our environment.



## IMPACT

An inclusive vibrant community, with healthy happy people, actively involved while remaining connected to country.

### RELEVANT EXPERIENCE

2021 – Formed a partnership with Mission Australia to delivery On-Country Care programs for people suffering with mental health in the Gascoyne

2020 - 2021 – Funded by Westpac Foundation to deliver the STREAM project in partnership with Carnarvon Local Drug Action Group through the ABC Men's House

2020 – Funded by Lotterywest to deliver the On-Country Care, Emergency Relief Project, partnering with 4 Aboriginal Corporations offering 26,000 hot meals through Food for the Mob

2020 – Awarded and placed 3 part time positions under the NIAA's 1000 Job Package – Food for the Mob

2019 - 2021 – Funded by the Australian Government, Alcohol and Drug Foundation to deliver the STREAM Project, offering targeted support transitioning into employment

2019 – Funded by the Department of Lands, Planning and Heritage and engaged by Carnarvon Heritage Committee to revitalise the Lock Hospital Memorial site



Aboriginal Biodiversity Conservation



ABC On-CountryIMPACT  
Aboriginal people leading the growth of  
a sustainable land and sea economy.



# OUR CARE PROGRAMS

---

## FOOD FOR THE MOB®

---

The primary purpose of Food for the Mob®, a food production and service business, is to create education, training and employment for disengaged Aboriginal women and youth. The secondary purpose is to address food insecurities by offering affordable meals for vulnerable people in remote and regional areas.



## DON'T RUBBISH COUNTRY®

---

The DRC Ambassador Program provides a platform for On-Country participants to actively work on environmental projects creating awareness and reducing the overall impact 'waste' plays in our communities through creating negative impacts on personal and community health, social and cultural wellbeing and the environment.



## STREAM

---

The STREAM program focuses on removing personal barriers enabling a person a safe and supportive space to reset their personal foundations in order to transition and make positive change in their life.

## RIVER OF LIFE

---

The ABCFL River of Life (ROL) project aims to work in the community providing activities and services to disengaged youth and young adults. With a focus on providing access to night-based activities and a safe environment aimed to reduce anti-social behaviour, linking up On-Country learning and community support services.



# On-Country RESEARCH AND DEVELOPMENT



## AIM

Collaborative support for research and training, providing innovation and leadership in skill development, capability building and the transfer of traditional ecological knowledge.



## APPROACH

To work in collaboration with service providers and community partners to deliver a broad range of On-Country research and development activities for people in regional and remote areas.



## IMPACT

An inclusive community development environment that addresses the aspirations of Aboriginal people working On-Country.

### RELEVANT EXPERIENCE

2021 – Funded to deliver the Aboriginal Women's Research Assistant and Evaluation Training Project in Karratha and Broome/Derby

2021 – Partnership with Bundundea Aboriginal Corporation and Yulella to project manage the Meekatharra Ranger Training Project

2018 - 2019 – Working with Jidi Jidi Aboriginal Corporation to sourcing funding and establish its business model for their Ranger Development Project

2018 - 2019 – Working in partnership with Yulella Aboriginal Corporation to deliver the ABC Ranger Development Program to its job seekers

2017 - 2018 – Engaged by MAX Employment to deliver On-Country activities including a Ranger Development Program to over 170 job seekers in Carnarvon.

2019 – Funded by the Building Better Regions Fund to develop a Gascoyne Aboriginal Tourism Corridor Strategic Plan

2016 – Funded by Gascoyne Development Commission, to deliver the Gascoyne Aboriginal Land and Sea Management Strategy



Aboriginal Biodiversity Conservation

**ABC On-CountryIMPACT**  
Aboriginal people leading the growth of  
a sustainable land and sea economy.



# WHAT WE OFFER





# On-Country ENTERPRISE



## AIM

Working in partnership to support socio-economic development in remote and regional communities, while investing in new business ventures to maximise On-



## APPROACH

Country benefits

Offering a partnership model to support and build capability of start-up, emerging, established or scalable Aboriginal land-based businesses.



## IMPACT

Increase the number of viable for purpose Aboriginal land-based businesses increasing equity and employment, along with the ability to invest socially.

### RELEVANT EXPERIENCE

2020 – Awarded the 'Containers for Change' contract from WA Return, Recycle, Renew Ltd in the Gascoyne and Midwest regions

2018 - 2019 – Created Ocean to Outback Employment Services through a Joint Venture with MAX Employment to deliver On-Country CDP Activities in the Gascoyne

2019 – Signed into a Management Agreement with Yulella Aboriginal Corporation to build organisational capability and increase commercial opportunity

2019 – Established the ABC On-Country Enterprise Online Store supporting local artists

2018 – Established the ABC On-Country Enterprise Pop-Up shop in Carnarvon and Denham creating a social enterprise for Aboriginal and non-Aboriginal artists

2017 – Established the ABC Art On-Country project creating a business platform for Aboriginal and non-Aboriginal artists to sell product to the wider community.

2016 – Engaged by Gascoyne Development Commission to develop the Gascoyne Aboriginal Land and Sea Management Strategy, available on the GDC website.

2018 – Engaged by the Shire of Carnarvon to provide labourers for the Carnarvon Aquatic Centre refurbishment

2017 - 2018 – Engaged by the Department of Communities (Housing) to provide labour services to clear Mesquite & clear out an asset building from the Mungullah Village.

2017 – Engaged by Department of Primary Industries to provide short-term labour force to pick and pack pumpkins at the Gascoyne Research Facility.



Aboriginal Biodiversity Conservation

**ABC On-Country IMPACT**  
Aboriginal people leading the growth of  
a sustainable land and sea economy.



# WHAT WE OFFER

---

The benefits of ABCFL On-Country Employment services:

- **Affordable hourly rates** or longer-term contract negotiation;
- **No need for advertising**, screening and interviewing;
- **Transportation** for workers to and from site;
- **Flexible workforce** to suit seasonal work;
- **Dedicated supervisor** and contract relationship manager;
- **Local people**, local knowledge, working On-Country.

The Foundation can offer motivated and experienced personnel and/or teams to satisfactorily complete small to medium contracts such as:

- Property maintenance;
- Pastoral support (fencing, mustering and land rehabilitation);
- Grounds and garden maintenance;
- Horticultural support (picking, maintenance, general hands);
- Cleaning – domestic and commercial;
- Transport and logistics;
- Trade assistants and general labouring.

The Foundation provides a safe workplace for our employees, ensuring that they have the necessary safety qualifications to fulfill any contract requirement safely.





# HOW WE COLLABORATE

---





# WHAT WE OFFER

---

The Foundation can offer a range of micro-business, enterprise development and collaborative services, which include:

## **BUSINESS AND ENTERPRISE SERVICES**

- Business planning and capacity building;
- Partnership opportunities to expand business ideas;
- Enterprise platforms to offer tourism products and services;
- On-Country Carbon.

## **COLLABORATIVE SERVICES**

- On-Country gatherings and organisational workshops;
- Land-based Aboriginal Training and Employment Strategies;
- On-Country program development and capacity building;
- Organisational governance training and capacity building;
- Cultural safety management training and capacity building.

We welcome discussions to explore further collaboration, investment and commercial opportunity to increase our On-Country Impact.





# ORGANISATIONAL GOVERNANCE

The ABCFL management and staff possess expertise which allows for unrivaled contract administration, strategic management, communication and successful on the ground project implementation.

Place specific cultural advisors ensure all On-Country programs are responsive, appropriate and endorsed.

With an internal, audited integrated management system, the ABCFL's structures, policies and procedures ensure contract compliance and strong financial governance are not only met for every contract, but exceeded.

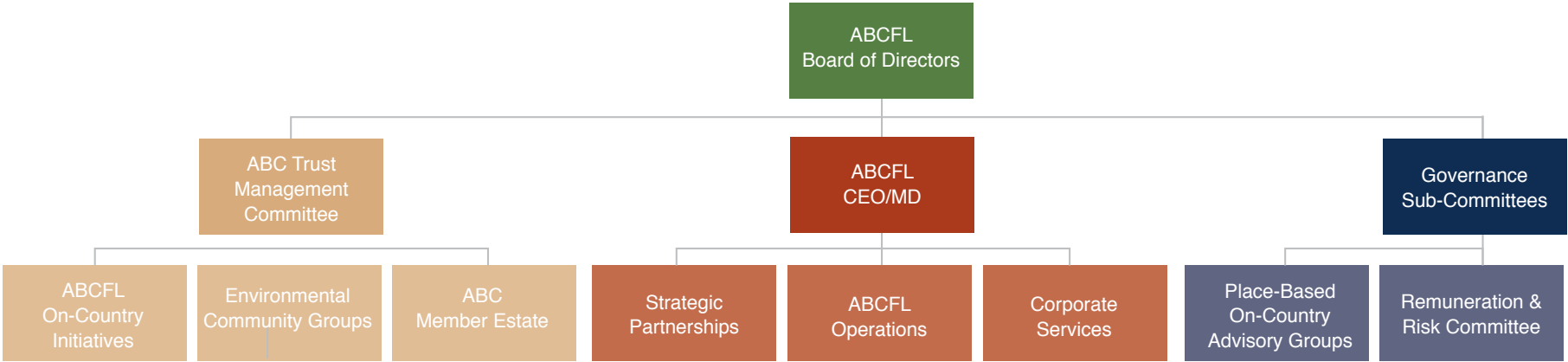


Figure 1: ABCFL Governance Structure

# ABC FOUNDATION **BOARD OF DIRECTORS**



## **Alfred Parry Agius**

Director, ABC Foundation  
Management Committee Member, ABC Trust  
Director, ABCF Holdings Pty Ltd

.....

Parry holds an Associate Diploma in Aboriginal Affairs, a Bachelor of Arts (Aboriginal Affairs Administration) and is an accredited Cultural Safety Trainer. In 2000 Parry was awarded the first Prime Ministers Centenary Medal for his work with Aboriginal people and in 2013 was presented with an Honorary Associate from Macquarie University. As a strong advocate for socio-economic benefits for Aboriginal people, Parry's career spans nearly 30 years cementing partnerships between Indigenous groups, government and industry.

With a strong background in community development, native title, natural resource management and primary industries, his passion and genuine commitment has awarded many accolades and he is well respected in his field. Previously taking the chair of CEO of the South Australian Native Title Services, Parry is the founding director of Linking Futures and is also the current Chair of the NRM Regions Australia.



## **Jayde Conway**

Director, ABC Foundation  
Committee Member, On-Country Education, R&D

.....

Jayde is a Whadjuk, Ballardong, Yamatji, Banjima, Badimaya and Wongatha woman, through ancestral and continuing connections from her Mother and Father.

In 2004 Jayde completed a Bachelor of Education (Primary) at Edith Cowan University and for the fourteen years worked at schools in the Midwest and Goldfields Regions. Jayde has dedicated her teaching career to increasing the understanding of Aboriginal knowledges, through Noongar cultural ways of being, doing, knowing and moving.

Jayde works at Curtin University in the position of Cultural Immersion Coordinator, where she manages the Cultural Capability team. In this position Jayde manages, designs and delivers the (ICCF) Indigenous Cultural Capability Framework. Jayde has a large role in providing culturally safe advice to Curtin University ensuring that teaching practices continue to develop into culturally inclusive and safe spaces.



# ABC FOUNDATION **BOARD OF DIRECTORS**



**Sean McNear**  
Director, ABC Foundation

---

Sean holds certification from the Australian Institute of Management and has a wealth of professional experience in the Marine sector having spent five years in the field of Conservation and Land Management at Murujuga National Park working in consultation with Murujuga Aboriginal Corporation and the Department of Biodiversity, Conservation, and Attractions.

As an executive leader, Sean brings depth of knowledge to the ABC board in human resource management, including recruitment and employee relations, and specialises in sensitive employee matters more specifically related to Aboriginal employees. He is dedicated to achieving positive outcomes for Indigenous people and has a keen interest in developing On-Country employment through economic development and enterprise. Sean is currently employed as the Malgana Land and Sea Management Coordinator of Yamatji Marpla Aboriginal Corporation and is well known for his ability to communicate with and achieve positive outcomes for Traditional Owner Groups and Aboriginal Corporations.



**Chelsea Miles**  
Director, ABC Foundation

---

Chelsea holds a Graduate Certificate in Business - Public Sector Management and is currently a project manager at the Department of Education in Western Australia.

Chelsea is a Community Services industry expert with extensive knowledge of Aboriginal and Community Affairs in urban, regional and remote settings. Chelsea's strengths are in program and project development as well as leadership and management within government, non-government and community organisations. She has considerable experience in community engagement and has established extensive working relationships across all sectors of the community. She is also well regarded for her professionalism and strong work ethic.



### **Alison Sentance**

Managing Director, ABC Foundation  
Management Committee Member, ABC Trust  
Director, ABCF Holdings Pty Ltd

Alison holds a Masters in Business Administration, a Degree in Applied Science, Biodiversity and Environmental Park Management, and is currently studying a Masters in Professional Accounting. Alison has 15 years' experience working on pioneering strategic socio-economic Aboriginal land-based projects both locally and regionally across WA, NT and SA, within government and industry including the Indigenous Land and Sea Corporation, Rio Tinto and Voyages Indigenous Tourism Australia.

Highly skilled in conceptualising new business ideas, developing complex multi-level projects, implementing robust financial management, governance and compliance structures, mitigating risk and auditing financial business models. Passionate about community economic development, Alison started a consulting company in 2013, Vital Consult Pty Ltd, which became the first B Corp Certified Company in South Australia in 2014. In 2015, Alison was brought on to establish ABC Foundation Ltd, her proudest achievement.



### **Helen Slater**

Group Chief Executive Officer, ABC Foundation  
Committee Member, ABCFL Risk & Remuneration Committee  
Director, ABCF Holdings Pty Ltd

Helen is a qualified Workplace Assessor and holds a Certificate IV Career and Employability Skills, a Certificate IV in Training and Assessment and is a Guiding Circles Facilitator. With nearly 20 years of experience working in Education, Training and Employment, Helen is a highly skilled Industry and Government Liaison, a passionate and people-focused leader and excels at creating pathways for Aboriginal people through both career and economic development.

Helen has 10 years' experience working in the Oil and Gas, Construction and Mining Industries, providing advice and expertise to the Industry cultural and social issues, while creating opportunities for Aboriginal people through business and commercial contracts. Previous work includes Regional Development and Community Engagement on the Gorgon Project and as a Career, Development and Transition Officer and Mentor on the Pluto Project. Helen became a Director of Vital Consult Pty Ltd in 2017.







## Deb Wilkes

Chairperson, ABC Foundation

Management Committee Member, ABC Trust

Committee Member, On-Country Education, R&D

---

Deb is a current PhD student, holds a Masters in Research Practice, Graduate Certificate in Public Sector Management, Diploma of Management and an Undergraduate Degree in Youth Work. She is a Fellow of Leadership WA and a Fellow of Local Government Professionals. In 2012 she was named one of Australia's 100 Women of Influence, in 2014 she was awarded a Certificate of Appreciation from LG Professionals, and in 2021 was awarded the LG Professionals WA Meritorious Award for services to Community Development and LG Professionals WA Medal for services to the sector across the state.

With a background in local government, not-for-profit and corporate business, she has worked at senior levels in metropolitan, regional and remote locations in WA, and also spent time in America working for a multinational corporation. Her passion is for working with community-led and strength-based programs that create sustainable change for some of the most disadvantaged sections of our communities. In 2017 she established her own business, Building on Strengths, while continuing to work in the local government space.



## ABC FOUNDATION COMMITTEE MEMBERS



### Juen Phie

Member, ABCFL Risk & Remuneration Committee  
P&Y Partners Chartered Accountants,  
Principal Partner

Juen holds a Bachelor of Commerce, Accounting from the University of Adelaide and is a Chartered Accountant. He holds over 20 years' worth of experience in financial, business and start-up advice, financial engineering and accounting compliance and started P&Y Partners Chartered Accountants in 2009 at which Juen is a Principal Partner.

Juen also has experience in strategic planning, business strategy and financial management, all skills which stand him in good stead as the leader of the ABC Foundation Risk and Remuneration Committee.



### Alison Vine

Alternate Director, ABC Foundation – Treasurer  
Management Committee Member, ABC Trust  
Square Penny, Senior Manager

Alison holds a Bachelor of Commerce and is a member of Chartered Accountants Australia and New Zealand. Since her humble beginnings 17 years ago in Ernst & Young, Alison Vine has worked within various industries as a Chartered Accountant. Alison's expertise lies in areas such as property, non-for-profit, transport, online learning and government.

With her committed approach to excellence, Alison sets high expectations for herself, her team and her clients. Her willingness and ability to problem solve coupled with her love to learn and share knowledge, is what has a great impact on small to medium businesses. Alison has a passion for travel and loves spending time with her family. Alison is the treasurer of the local childcare and is currently working as a Senior Manager at Square Penny a medium sized CFO and bookkeeping organisation based in Melbourne.



### Stephen Gethin

Committee Member, ABCFL Risk & Remuneration Committee  
Director Fortuna Lega, Lawyer, Migration Agent

Stephen is an experienced lawyer who specialises in corporate law, resources and tax. He has spent over 20 years working in a major national firm and as General Counsel and Company Secretary in international ASX-listed companies.

His mix of in-house and big-firm experience give him sharp business focus combined with technical excellence and rapid response times. He excels in communicating complex legal ideas to stakeholders in plain language.

He has acted on a wide range of major corporate transactions including hostile and friendly takeovers, debt and equity finance raisings and major asset sales and acquisitions. From various international roles he is adept at managing legal and tax issues across multiple jurisdictions. He is also a registered Migration Agent.





# Contact us

## POSTAL ADDRESS

PO Box 310  
Carnarvon  
WA 6701

## CONTACTS

**On-Country team:**  
admin@abcau.com.au

**Media Enquiries:**  
oncountry@abcau.com.au

[www.abcau.com.au](http://www.abcau.com.au)



Internal images by: LE's Photography and Montage Photography  
ABCF-CAPACITY-V8-140324

