

Gapuwiyak Appendices

APPENDIX 1.1 IGLDP Engagement in Gapuwiyak

The following table is a summary of the Gapuwiyak Field Notes: August 2013 – September 2015.

During and between visits (field work) there were many (documented and undocumented) communications (phone and email) with co researchers/facilitators, local consultants, EARC, ALPA, NT Government, ORIC, lawyers and other stakeholders for many reasons including: research, finding and clarifying information, general organisation and logistics, organising meetings, sharing stories, planning, legal support etc. Only some of these are included in the following table.

Date	No. people	Topic of conversation, outcomes, actions
VISIT 1 TvW/JC 15 Oct 2013	1	Visited A (GEC) at GEC Complex– Introduced and talked about IGLDP. Told us to talk to BW who was interested to talk to us about old Homelands Aboriginal Corporation. Growing shared understanding about IGLDP / Gap governance and leadership issues. Follow up with Bobby. Listen for people talking about the old Homelands Aboriginal Corporation.
16 Oct 2013	1 22 1	Visited S (Art Centre Manager) at Art Centre – talked about working with Art Centre Board (8 directors) They are doing some governance training with Peter Shepherd (ANKAAA sub/contractor). Interested in governance review. Want board to learn fundamentals of western board governance. Growing shared understanding about IGLDP / Art Centre governance and leadership issues. Attended Police Safety Action Plan Meeting with Yolŋu leaders and MW (Nhulunbuy FaHCSIA Officer) talked about community safety issues – substance abuse, family violence. Yolŋu leaders spoke about importance of working together with Police to resolve conflict and issues, need for safe house, underlying issues, need for adults to take responsibility and show leadership, young people not taking responsibility. Difference leaders stated their own position on things. Visited SF (Acting School Principal, has worked in Gapuwiyak on and off over 30 years. We know SF) – talked about the School Council and how school was tackling leadership with Yolŋu staff through self-managing teams and general issues of leadership in the school and community. Interested for us to work with School Council and Yolŋu teachers.
17 Oct 2013	1 2 1	Visited BW (Leader and Miwatj Employment and Participation (MEP) Coordinator) at MEP donga – short conversation. Visited JM (Gapuwiyak <i>Wāŋa watarŋu</i> /TO and Night Patrol) and his wife at his house – introduced Project and ourselves. Worked out our gurruṯu. Worried about things and reminisced about times before kava, marijuana and gambling. Said to talk to LC. Happy for us to work in Gapuwiyak on the Project. Visited LC (Interpreter) – Worked out our gurruṯu. Very concerned about school graduates. Nowhere for them to go to work, play or learn. Need for adult education-type centre, where they can learn and look after things both ways. Sport and Rec. All this literacy and Numeracy (it came in and it destroys people) is not helping, we need to get back onto country and feel the spirits of the old people.
18 Oct 2013	3 1	Visited A (GEC), WW (IEO), MW (FaHCSIA). Told what we'd been finding out about governance and leadership. Marina spoke about Yirrkala TaskForce approach to issues – stakeholder reps meeting for 2 hours only issues and action focus – what could each stakeholder contribute. Visited RM (Police Officer) – introduced the Project, discussed issues etc.

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	2	Visited AM and V (Sport and Rec) – introduced the Project and asked about governance and leadership issues etc. Tried Youth Council but hard to get commitment because membership cuts across families). Looking at reconfiguring jobs targeted for youth with more flexible labour pool idea.
VISIT 2 TvW/JC 11 Nov 2013	1	Met with PK (Police Community Engagement Officer) Very new – working across Arnhem. Rings us up. Keen to talk with us. Spoke about many issues and culturally appropriate ways of working with Yolŋu. How we might be able to work together.
	2	On Council lawns met G (Leader) and YW (Leader and Council Liaison Officer) – Worked out our gurruṯu. Talked about the Project. Told us where to find CG (Gapuwiyak <i>Wāŋa wataŋu</i> /TO and JM's brother). Talked about governance and leadership issues related to police and need to get organised to be properly recognised and need to get younger people involved in leadership. <i>'Maybe you are the right person at the right time'</i> .
	2	Visited CG (Gapuwiyak <i>Wāŋa wataŋu</i> /TO) and his wife – introduced ourselves and the Project. Worked out our gurruṯu. Spoke about leadership issues and concerns about ways police are operating and not respecting Yolŋu law. Happy for us to work in Gapuwiyak on the Project.
12 Nov 2013	12	Attended School Council meeting – Talking about leadership and making choices. Balancing team work and individual responsibilities. Pitch the Project. Finding better ways for Yolŋu and Balanda governance to work together.
	1	Visited TI (RJCP Supervisor) – works with 20 men in different teams doing many different activities but no 'training' partner. Helping people get birth certificates and drivers licences (personal governance).
	2	Visited NAAJA lawyers working at courthouse. Talked to them about some of the issues and questions people had raised with us.
13 Nov 2013	1	Visited DM (Leader and Night Patrol) – Worked out our gurruṯu. Very interested in the Project. <i>'Maybe we can work with you and send smoke signals to Canberra so they will notice'</i> . He was interested to explore the idea of working alongside young people but what would be the context be (real life/on the ground thing) for a project like that?
	1	Talked to KM (Leaders) on Council lawns.
	3	Visited A (GEC), WW (Leader and IEO) – caught them up on what we'd been doing and finding out. WW interested to look at issues between leaders and police, and finding good ways for balanda police and Yolŋu law-makers to work together. Worked out our gurruṯu.
	2	Visited SW and AW – talked to about the Project.
VISIT 3 TvW/JC 24 Feb 2014	1	Phone call with DJ (LGANT/IGLDP SC) – talked about the LGANT governance project – next phase training resources. LGANT bringing people into Darwin from communities. LGANT focussing on 2-3 hour skill-set blocks rather than full days of training because people are getting bored. We are interested in this because it is the opposite of our experience where people work are completely engaged and with us for days on end until late hours in the evening. We think that the disinterest has more to do with the fact that it is top-down training rather than ground-up and that the LA's are government initiatives rather than Yolŋu-driven.
25 Feb 2014	1	Visited FC (GEC) – new GEC. AE has left. Talked to her about IGLDP and what we had been doing and finding out so far. She thinks there is a real desire to get old Homelands Aboriginal Corporation up and running again but with employment and enterprise focus rather than running Homelands. People feeling like they have no control and want to run their own affairs and increase their pride. Issues with RJCP – maybe lack of funding and

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		resources for MEP to meet Gapuwiyak need. MEP meeting in Gapuwiyak tomorrow. FC organises for us to meet with MEP also.
	1	Visited K Families as First Teachers Coordinator – FC takes us to meet and see work they are doing employing fathers of young children to do maintenance and improvements, which provides them with unaccredited training and building skills, employment and is good
	1	modelling to their kids. Work-readiness a real issue. How to manage humbug when you have more money than others. Bumped into J (Senior Secondary Teacher) – talks about issues for young people. Gapuwiyak School many students graduating and successful VET programs but they are losing funding. No higher education/adult education pathways in communities. Students wanting to stay on but school too stretched. Very hard to go away to CDU – not enough support, too many pressures. Need community-based adult ed.
26 Feb 2014	1 2 1 1 4	Visited AW (new Council Service Manager CSM) – introduce ourselves and the Project. He’s just arrived, first time doing this kind of work, finding his feet. Met JB sitting outside Council Office – remembered talking last time in Gapuwiyak. WW (IEO) comes looking for us. We sit and talk more about IGLDP. W very interested to talk about waking up the old Nj... Homelands Ab. Corp. Talk a lot about the name Nj... and how everyone wants it. We share stories about the emerging Ramingining Aboriginal Corporation and Dinybulu Regional Services. W suggests we have meeting with other interested people on Friday. We make a list of 9 people. GW comes past. We introduce ourselves and make appointment to talk Friday about IGLDP. WW (IEO) – drives us to MEP and talks about lack of incentive and pathways for adults. Yolŋu keep learning for life and this needs to happen in the Western side as well. There needs to be both ways life-long learning in the community. How can his son get this knowledge and these skills? Visited BW (MEP Coordinator) at MEP – B is cautious. Talks about desire for self-determination and an independent governance body that doesn’t get told what to do all the time. To move from being always in an advisory role to having a local decision-making body. Meeting with JK (Manager based in Nhulunbuy), GL (Consultant), FC (GEC) and WW (IEO) at GEC Complex. Jeremy explained how MEP is owned by Laynhapuy Homelands and Manjarr and RJCP works in Gapuwiyak, their issues and plans.
27 Feb 2014	1 1 1 13+	Visited AW (CSM) at Council Office. Visited R (Acting Clinic Manager) at Clinic. Bumped into AM (YS&R) at Council Office and had long talk about issues with YS&R. Attended Office of Township Leasing - presentation - GEC Office: 2 guys + 1 woman from Canberra (K, JL) and SM (Nhulunbuy ICC Manager) 4? Mala Leaders – JM, CG, W, GW, and family members, FC, WW, LC (and 3 daughters) and AW (SSM). Lots of confusion. Visual aids (diagrams with boxes) used made things more confused because people thought the size of the boxes was important. Yolŋu governance far more complex and nuanced than Land Rights Act allows for. Yolŋu leaders consternated by the presentation.
28 Feb 2014	1	Met with GW (Yolŋu Leader and Regional Council Member) at Council Office. GW interested to work with us on the Project as a local consultant. Very interested to explore the idea of making Yolŋu governance more visible but need to go carefully. Talked about town leasing.

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	1	Visited SF (Acting School Principal) in his office to continue talking about school council.
1 Mar 2014	5	Visited Art Centre and talked informally with N (Nurse), C (Nurse), S (Art Centre Manager), SC, and SN (retired Yolŋu school principal) on veranda.
	1	Visited SN to introduce Project and talk about governance.
	1	Visited WM (Leader, School Council and Education Support Worker) on his veranda. We talked about both-ways – balancing Yolŋu and Western ways together. <i>W: 'You are doing it <u>now</u>. This is how it comes together... Go back to where your wāwa [Dr Yunupijū] has been telling you. Don't move to another way. (Both ways). How will we find the leadership if we look forward all the time? You have to look back to where you started or you'll be lost. There will be only Balanda and no Yolŋu. Where are you now? Wisdom – linking together, working together. You need to look back at what your gurruṯu told you and stay on track...'</i>
	1	Worked with GW researching Yolŋu governance.
VISIT 4 TvW/JC 2 Apr 2014	4	Met with GW, WM, DM to show presentation and affirm Project aims and objectives for Stage 2.
3 Apr 2014	32+	<u>Presentation of Stage 1 report and Stage 2 Plan:</u> in Council Meeting Room. GW introduced TvW. GW and HR used loud speaker to ask people to come to hear about this good story that would be of relevance to community members who were interested to talk about Yolŋu and community governance issues. They encouraged everyone to come and be involved and here about this new opportunity to grow stronger as a community. People kept coming. 32 people in room and throng at the door. Lots of interest and discussion.
4 – 7 Apr 2013		Subsequent days TvW worked with GW, DM, H, BW, WW (IEO), FC (GEC), MW (FaHCSIA) on a number of possible initiatives: sharing stories about the community meeting – people stressing the need to be public about the work we are doing in the Project, Looking at an Aboriginal Corporation, mapping Yolŋu governance at Gapuwiyak with GW, better understanding of government and roles of GEC, IEO, reporting etc., relationships between police, night patrol, clans, traditional governance and customary law processes.
TvW/JC 1 - 2 May 2014	5	Brought back laminated A1 print of draft 'photo-map' of Yolŋu governance. Discussed options for use with GW who could see it's potential as a resource for getting Yolŋu Governance into the school and community via curriculum, lesson plans, posters etc. Discussed Thamarrur model with GW and Yirrkala situations re corporations. Did some work on a planning calendar. Met with Y. The BIG issue, wake up the old corporation or start a new one? Went to school sports carnival. Went to Police to do Ochre Card application. Back to oval and caught up with TO CG and BW. He is interested in the project and showed me a letter he had written re court problems.
3 May 2014	3	GW records speech about Yolŋu Governance. I type it up. Do some more work on the Yolŋu gurruṯu spread-sheets. Meet SG and his wife GG from the school council.
4 May 2014		Weekend reading Joseph Cornell – Harvard study of Indigenous governance
5 May 2014	3	Met with FC (GEC), GW, S re corporations. Scoped out business opportunities with GW.
6 May 2014	10	FC (GEC) and WW (IEO) talked about the BIG issue re old corporation or new corporation. Spoke to TO – NLC coming today, MEP meeting on as well. Much discussion re the TOs and the non-TO clans and how to work through issues. Called NLC JK re Section 19 (speaker phone). Called Hannah ORIC to confirm registration details. Prep for teleconference with lunchtime governance session at NI. Impromptu session with 'Mala Leaders' post MEP mtg.

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7 May 2014	5	Meeting: discussion re old corporation, new corporation, vision, objectives. Worked late with GW on strategy and planning for leaders meeting on about a corporation.
8 May 2014	2	Discussed possibility of working with Arts Centre Directors with S (manager).
9 May 2014	1 3	WW: discussion about <i>'getting the old canoe out of the sand and get it ready to go hunting. But the canoe has a name and its not mine, it means someone's eye is on me.'</i> JC met with some women (elders) to talk more about leadership.
11 May 2014	2 1	JC and GW: worked on meeting. Met with SF (was Acting Principal): SF has left the school. Return of Principal. Leadership issues at the school. Plans to work with school council go on hold.
12 May 2014	5	Met with core group of leaders keen for an Aboriginal corporation: GW, WW, Y, H, DM, MW, at GEC complex. Talked about steps to wake-up an old corporation and to start a new one. Lots of unpacking and talking about corporations, legalities and registration – ASIC or ORIC, CATSI Act etc. Developed seed metaphor and drawing for steps to create new corporation. Brainstormed plan for leaders meeting, who should be there, who would do what.
13 May 2014	12 1	<u>Leaders Meeting about an Aboriginal Corporation</u> : at GEC Complex chaired by GW to discuss options for developing an Aboriginal Corporation in Gapuwiyak (13 people met for 3 hours). Decided to start a new corporation with new name, vision and objectives. Formed Steering Committee of 10 people. Planned next steps using seed drawing. Took minutes, photos, made a story about the meeting. See <i>Story of the Goŋ-Däl Aboriginal Corporation</i> resource. Workshopped and wrote submission for 2 laptop computers with GW that night: <i>'Computers for Communities'</i> initiative. Sent off <i>'Computers for Communities'</i> submission
VISIT 6 TvW/JC 6 Jun 2014	1 1	Met with GW and reviewed last visit, what we agreed to do, what we did, what has happened in relation to governance and leadership and to Gap, what is currently happening, what step are we up to in plan to make the Aboriginal Corporation, and made a plan for the visit. Organised dates for SG workshop – 10/11 June best dates for everyone. Meeting with FC (GEC) – where IGLDP up to, plans for this visit. FC informs us Section 19 lease for old Themis Police Station available.
7 Jun 2014		Planned and prepared for first SG Workshop – what we wanted to achieve, how we would do this (WS objectives, program, resources).
8 Jun 2014		Planned and prepared for first SG Workshop – what we wanted to achieve, how we would do this (WS objectives, program, resources).
9 Jun 2014		GW required to go to funeral ceremony in Yirrkala. He is worried about being back in time for workshop as he has put a lot into planning to get off to the right start and only he can facilitate the 2 first activities.
10 Jun 2014	13	<u>Building a strong foundation: Bama'puy Dhäwu Gapuwiyakpuy SC Workshop 1</u> : 2-day Steering Committee workshop held in Council meeting room (tricky to negotiate usage) – clarified process for developing a corporation and re-drew Steps Picture together, identified key words and meanings, revisited history of development of Gapuwiyak and strengths of Yolŋu culture, desire to use corporation to clean up own back yard as well as to manage own affairs, stand on own feet, create opportunities for future. Brainstormed ideas for vision, principles, preamble, objectives and decided next steps – SC workshop 2 in August. Began documenting as a photo-story. See the <i>Story of the Goŋ-Däl Aboriginal Corporation</i> resource.

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BETWEEN VISIT 6 & 7	15	Phone calls: GW: Jobs employment and the future of Gapuwiyak. <i>'There's all the changes with Shires and names but I don't feel its representing me in my community'</i> FC: Jaywon people looking for work. Need to move on the old Gapuwiyak Police precinct. Need to check with JK and the Land Trust. GW: talked about a range of issues, land ownership in the area, especially Mäpuru. There is a divide amongst the people there.
	4 1 1	Calls to community to remind people of our arrival and program Phone call to NAAJA on behalf of elder needing legal advice, coaching over the phone, help him to write letter. Several calls and emails to HR, ORIC using speaker phone so directors can participate.
	4 4 3 8	Calls to NLC about Section 19 using speaker phone so directors can participate. Calls to ALPA re mentoring and support using speaker phone so directors can participate. Talked with visiting CEPOs about issue raised by elders of working more closely with police, minor offences, showed AD's video from Ramingining (Ramingining IGLDP). Advertising General Meeting GW continues research with Gapuwiyak leaders on Governance mapping
VISIT 7 TvW/JC 8 Aug 2015	2	Planning and preparing for SC Workshop 2: Morning planning session with GW. Watched the footy, caught up with Yolŋu family from Yirrkala and Gunyaŋara, Sunrise TV crew,
9 Aug 2015		Planning and preparing for SC Workshop 2: Drafted the objectives from the ideas brainstormed in the June Workshop to model the process of the writing process to the SC i.e. brainstorming ideas (wall story) → organising ideas (physically cutting up the wall story) → writing first draft → editing → typing up final draft (actual rule book) (using a projector so everyone could see and participate).
9 – 15 Aug 2014	16	SC Workshop 2 – Finalising the Rule Book: was held over the week in the Police multipurpose room (court room). In preparation, we displayed the wall stories from the June Workshop, and the redrafted objectives. The workshop commenced with a Steering Committee Meeting and BBQ on the Monday evening. The SC agreed that a core team (GW/TvW/JC) would keep drafting the rule book over the week in an 'open workshop', with SC members and other interested people freely joining the workshop whenever possible. This would enable people to continue their jobs, meet obligations and participate in the process. Most times there were between 3 and 6 people working with the core team, with people coming in their lunch breaks, after work, for half and whole days. Over the week 16 different people worked to finalise the name, objectives, vision, principles and preamble, write the rules for voting, members and directors and produce the Rule Book. Particular care was taken in finding the right name for the corporation and permission from Elder and Leader, M, son of Goŋ-Däl, was sought and given. We also held two formal SC meetings and BBQ's – one on Wednesday evening (4:30pm – 6:30pm) to report on progress, get feedback on and endorsement of the draft Rule Book and to make decisions.
15 Aug 2014	23	Goŋ-Däl Aboriginal Corporation (Goŋ-Däl or GDAC) General Meeting: Final Steering Committee Meetings. The final steps for the Rule Book + BBQ. During the day we tweaked a few things in the preamble and made sure we had everything ready for the afternoon Documents, agendas etc. There were 23 people at the General Meeting on the Friday evening (4:30 – 8:30pm), which was the culmination of the weeks work. The SG presented the Rule Book to the

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		<p>attendees, signed up members who endorsed the Rule Book, chose directors and completed the registration form and other documentation. This was done with meticulous care, rigorous dialogue and Yolŋu decision-making processes.</p> <p>We received extremely positive feedback from the Yolŋu people we worked with about the open workshop, the wall stories and continually negotiated process. People likened it to Yolŋu ways of conducting high-level business. The workshop was also supported by the GEC and IEO, who dropped in regularly to observe and assist with the BBQs (GEC), and to participate (IEO). The heads of the Community Engagement Police Officers (CEPOs) also dropped in to the workshop see how we were working. See the <i>Story of the Goŋ-Ḍäl Aboriginal Corporation</i> resource.</p>
16 Aug 2014		<p><u>Goŋ-Ḍäl Directors meeting</u>: Finish registration admin and submit. Discuss and submit EOI for Section 19 lease over Lot 171 – old Themis Police Station. Saturday morning Directors meeting. At the end last night GW called this meeting. He said it was just to get everyone on board. We did some tiny tweaking of the preamble, confirming we had all the docs for submission, going over everything again. The new directors also started talking about and scoping future options. MW talked about partnerships with ALPA, which everyone seemed in agreement about. We talked about the expression of interest for lot 172. We noted we had to get an ABN, DGR status, and Bank Account. TvW would do logos and send them through. .</p>
17 Aug 2014	4	<p>Worked with some directors at GEC Complex to complete and scan registration and email to ORIC, file originals. Also scanned Section 19 EOI and emailed to the NLC.</p>
BETWEEN VISIT 7 & 8	15	<p>GW continued his work on Yolŋu governance mapping. Many calls, emails.</p>
VISIT 8 TvW/JC 24 Sept 2014	6	<p>Drove to Gapuwiyak from Ramingining, left at 7.30 and it took 3.5 hours to drive 250 K. Picked up J at the airport. Met YW there and his wife. MW also turned up and HW was there as well. Catch up chats, lots of funeral talk. Went to the VONS and met with WW, we went over some similar ground re family businesses and what to do next with Goŋ-Ḍäl. Met some young people from Centre for Appropriate Technology CAT, doing a refurbishment project for Laynhapuy out in the homelands, 2 women do the engagement and make a list of what needs to be done and the one tradesman does the follow up building with community labour, sounds like a good model. YW came over to print a private document re the School principal. Extensive discussion regarding processes for dealing with bureaucracies. Went to the Thursday Market and sat with MW and BW and we met some of his family and wife. Very confident leaders. MW was keen to get things moving. BW was heading off to Numbulwar to talk with miners and keep the NLC on a short leash... Did some planning and made notes about what to cover for the week.</p>
25 Sept 2014	3	<p>Started of the morning finding TT. He is an MEP supervisor along with the MAF pilots wife who does laundry, sewing and bush products. Called NLC re Goŋ-Ḍäl EOI, sent email as well trying to determine status. We need to work on the IAS. Had a long talk with ES from PM&C to get her take on the IAS strategy. Governance Tele Conference at 2pm.</p>
26 Sep 2014	2 5	<p>Met with FC (GEC) and WW (IEO) discussing IAS application process</p> <p><u>Goŋ-Ḍäl Directors Workshop</u>: after dinner at VONS accommodation: to look at what had happened since last visit, where we were up to, what we wanted to achieve this visit and make a plan. Brainstorm of short, medium and long term goals. See The story of Goŋ-Ḍäl documentation.</p>
30 Sep – 3 Oct 2014	5	<p><u>Goŋ-Ḍäl Directors Open Workshop – writing an IAS Application</u>: Unpacking of application guidelines (hard work). Mapped out three possible programs, developed application for two.</p>

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		<p>The Directors were also adamant that we would do every step together. Everyone worked hard. The Directors included 2 projects in their IAS application: (1) Establishing the Goṅ-Ḍäl Aboriginal Corporation, (2) Establishing a Gapuwiyak Accommodation business.</p> <p>It was very hard to understand the specialised language of the IAS and the process so JC developed a planning matrix (table) based on the underlying program logic of the IAS to support the Directors to plan their projects, and to fit the elements of the plan into the IAS Application Form. We made a wall story version of the planning matrix for each IAS project. We brainstormed ideas for each section of the planning matrix onto sticky notes so we could move them around as it was often unclear which column they belonged in.</p> <p>When we didn't understand something we rang Canberra for help. In one phone call we said we were worried that as a new corporation, Goṅ-Ḍäl would not be seen as having very much capacity. The person in Canberra reassured us that on the contrary, as a representative Aboriginal Corporation, Goṅ-Ḍäl would be seen as having huge capacity at a community level. This was very encouraging, and we decided to develop and include a <i>capacity statement</i> that made the capacity of GDAC clear for other people. We deliberately didn't ring the Nhulunbuy ICC for advice as we didn't want to compromise their probity should they be involved in assessing applications.</p> <p>Through teleconference calls, the Directors also negotiated ongoing support and the possibility of partnerships with the CEO's of ALPA, MEP and the Northern Institute (CDU) and obtained letters of support for their application. Once all were happy with everything on the planning matrix, we transferred the information from the matrix to the appropriate section of the application form.</p> <p>Juli typed it up. In some sections we added more dot points as we went along and in other sections we put our dot points into sentences and built up a story around them. See the <i>Story of the Goṅ-Ḍäl Aboriginal Corporation</i> resource.</p> <p>During this week, the Directors also applied for an Australian Business Number and opened a Business account for the Corporation at the local branch of the Territory Credit Union, finalised the GDAC logo and developed a Capacity Statement.</p> <p>Phone calls to ALPA, MEP, NI (CDU), IAS Enquiries, NLC</p>
4 Oct 2014	5	<p><u>Goṅ-Ḍäl Directors Meeting</u>: Followed meeting procedures and focussed on finalising on IAS application by projecting the typed draft on the wall, reading and editing it together. Also worked on logo and capability statement. See <i>The Story of the Goṅ-Ḍäl Aboriginal Corporation</i> and <i>Capacity Statement</i> resources.</p>
<p>VISIT 9 TvW 19 Oct 2014</p>	5	<p><u>Goṅ-Ḍäl Field Trip to Milingimbi and Ramingining</u>: ALPA paid for a charter so the Directors could fly to Milingimbi to talk to them about the RJCP and the Rulku Lodge Accommodation business. This recognition from ALPA was in direct response to them becoming registered. See <i>Field Trip</i> resource.</p>
10 – 11 Nov 2014	8	<p>Field Trip to Nhulunbuy: GW and TvW. Met with NLC, Lyn Walker (MLA) to share Goṅ-Ḍäl story. Also met with a number of Yolṅu in Nhulunbuy and Yirrkala and shared the story... attended funeral at Galupa.</p> <p>Met with MEP, JR (NTG)</p> <p>Teleconference with MC and JC. HW dropped in to work up a letter seeking customary law arrangements for his son. Helped him write a letter, spoke with East Arnhem Mediation, called PM&C re IAS, emailed heaps, called Anglicare, etc. JLF</p>
13 Nov 2015	6	<p>Spent the morning with HW, K and A (NAAJA), 2nd draft of letter from yesterday. GW came around. We sorted the ABN application in a few minutes, the problem was that they couldn't find the applicants TFN's. We look under their English names, that worked. Lesson here regarding assumptions, people know themselves by their Yolṅu names.</p>

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		<p>I showed GW the gurrutu maps they had been doing in Ramingining. He suggested we should get all the IGLDP people together and sort this out, probably Ram next year.</p> <p>PG (NTG) rang up re my email. He wanted us to be more specific about the help that people wanted. Asking for dollars to do something just wouldn't cut it any more. NTG is careful about people asking for money, they want to see capacity, initiative and a bit of a track record. Also discussed Milingimbi Women's Corporation and whether there was support from Government for them; contacted SE - Office of Women's Advancement. Not sure about capacity and her \$'s are small. PG said the women need to prove something, do something small to show their capacity, plan a mothers day event or something.</p>
14 Nov 2015	4	<p>Session with HW, K and A, 3rd and final draft of customary law letter. Spoke with B Jimmy Little Foundation re Gatjirrk. Didn't really move forward, still the problem of how to do things on Milingimbi, all talk no action except by a small few. Spoke with DS (ANU Indigenous Governance academic), MC IGLD Project manager, encouraged to do more mapping in relation to what Yolŋu do and have responsibility for(Data collection). The new regime means that orgs have to take full responsibility or there will be no buy in from Govt. Spoke with PM&C</p>
15 Nov 2015	0	<p>Tried to call everyone for the 9 o'clock meet, no one available.</p>
<p>BETWEEN VISIT 9 & 10 16 Nov 2014 – 14 Mar 2015</p>		<p>Phone calls: Regularly over the Christmas break I had calls from GW to discuss governance issues, what some of the news meant, etc.,</p> <p><i>Cyclone Lam</i></p>
<p>VISIT 10 TvW First 2015 visit post Cyclone Lam 15 Mar 2015</p>	5	<p>Initial contact with GDAC Directors to catch up, later confirm agendas. Also what was on regarding other constraints funerals, meetings and activities.</p> <p><i>Cyclone Nathan arrived while we were in Gapuwiyak.</i></p>
16 Mar 2015	5	<p>Gorj-Däl Aboriginal Corporation Directors meeting. Meeting as per agenda</p> <p>Lot 172 Section 19 lease, MOU with EARC, visit and meetings with NTG, DEAL and ORIC pro bono Lawyers re Charity status, RJCP case load, Application for Computers Grants, Local authority, local Corporation, jurisdictions, Road map for Governance and Leadership work; people are still struggling, need more time.</p>
17 Mar 2015	2	<p>Post Directors meeting actions, all day. There was a whole raft of correspondence and issues arising. Topics covered included Women representation in the new Corporation, new Directors (qualities, politics etc.). Big discussion re how new Corp will find its way in relation to LA's. Directors want GDAC to be first port of call. Discussion around Mortuary issues, could be something GDAC pick up later</p>
20 Mar 2015	8	<p>Launch of recruitment for Power and Water Manymak Energy project. As they are using an asset owned by the GDAC, we were interested to attend and hear the story.</p>
21 Mar 2015	1	<p>Informal discussions with GEC. Art Centre winding up due to Governance issues and management issues. Cyclone Nathan arrives – go to shelter.</p>
23 Mar 2015	1	<p>Recorded an interview with IEO, WW re engagement, governance, IGLDP methods etc.</p>
24 Mar 2015	1	<p>Spoke with a GDAC Director about his Restoration idea as a touchstone for the future for Yolŋu. This was in relation to Israel and its establishment post-war.</p>
25 Mar 2015	2	<p>IEO, GEC Discussions re changes to PM&C. Fall out from IAS funding. What does governance look like in Canberra?</p>

Date	No. people	Topic of conversation, outcomes, actions
	11	Worked with a family who wanted a letter to make a character reference for their son facing court. Connected with NAAAJA (facing funding cuts) to complete.
26 Mar 2015	20+	Went with GEC and IEO to MEP activities, spoke with Women and Men, Spoke to them about the GDAC, Follow up with prospectus.
	2	Phone call with NG (Mil), asking about cross-cultural training, working as a consultant, how to get hold of budgets to do that sort of thing. Wanting to be closer to Gapuwiyak because Milingimbi is not his place, how? Trevor to write up and discuss with others.
	3	Talked to an elder Wunujmurra woman. She is not convinced about Corporation, who is it for, just for Wunujmurra and Wanambi. Disconcertment – I couldn't follow the Yolju politics in this conversation. Later it turned out not such an issue.
	5	MEP meeting, just Balanda talking, I pitched the idea of GDAC to them and that GDAC were wanting to get ALPA to take over from MEP. Some ambivalence about GDAC. Here were three Balanda planning work for the dole activities for Yolju with no Yolju present, Disconcertment about who is really running these places, what are the correct ways of sorting out jurisdiction? Call from GEC re MEP and interest in GDAC
27 Mar 2015	4	Catch ups with Directors re next visits
VISIT 11 TvW/JC 31 May 2015	5	Initial catch up with GDAC Directors re agenda for the week.
1 Jun 2015	2	Logistics discussions for upcoming meetings
4 Jun 2015	1	Confirmation for meeting later in the week
	1	Re organised accommodation
	2	GEC and IEO re Art Centre emergence, amalgamation of boards idea. Follow up with ANKAAA
	1	Discussion with EARC's SM re Council Accommodation hand-over to local Corp.
5 Jun 2015	2	Calls with ANKAAA and ORIC re Art Centre idea
	6	Drafting letter re legal issue for a family. Included teleconference with NAAAJA
6 Jun 2015	1	More discussions with ORIC re Art Centre. Possible scenarios for amalgamation.
9 Jun 2015	7	GDAC Director meeting. Corporation related issues; appointment of new Directors, transfer of RJCP Case Load (discuss again after tomorrow's Board meeting), Prep for MEP-GDAC meeting tomorrow, prep for meeting with DEAL and NTG.
10 Jun 2015	10	Meeting between MEP-GDAC Yolju Directors. TvW, JC and JK join meeting. Focus is basically GDAC wanting to take on RJCP case-load, MEP supportive of GDAC vision, but feels it is too risky for their business.
	9	Meeting with CS of DEAL and GK and J from NT Dept Business. Sharing stories and possibilities for funding, support etc.
	11	Late meeting with GDAC Directors. Listened to recordings from previous meetings. The focus is still to try and get the case-load transferred to ALPA and GDAC. Draft letter for Minister Scullion to transfer case-load. Decided it would become a petition
11 Jun 2015	5	With some Directors we prepare document packs for them to go around and talk about GDAC, explain the petition, ask people to sign and sign-up members for GDAC.
VISIT 12	4	Contacted Directors and discussed agendas. Funeral on and everyone busy.

Date	No. people	Topic of conversation, outcomes, actions
TvW 13 Jul 2015		Worked with GW to prep for meetings coming up and other agendas.
14 Jul 2015	5 1	<p>Another day mostly with GW. As GDAC Contact Person he has many jobs until a manager is employed to pick these up. Went through the minutes of the last 4 meetings Directors were involved in. Prepared documents for Directors meeting and AGM later in the week, including updated members list, called ATO, Lawyers and ORIC re Rule Book clarifications.</p> <p>Spoke with PG re business consultants for GDAC NTG grant.</p>
15 Jul 2015	3	More work with GW in prep for meetings. New directors stories and photos for GDAC prospectus. Logistics re BBQ, PA system for Friday, logistics re Directors meeting tomorrow, transport, food, location.
16 Jul 2015	8	<p>Final document preparation. Pickups etc. Directors meeting starts at 1pm. Following typical meeting procedure we work through an agenda: Previous minutes, Petition, Correspondence, Grant from NTG, Resolution for PBI status, New programs, Non-member director, Members, Charity Status, Special Resolution process.</p> <p>Discussion later that night with GW, he thought that Directors need to the Balanda game properly and need to be more serious.</p>
17 Jul 2015	40+	<p>Prep for AGM, final checks. Arrive at location and get things sorted. A few loud-speaker announcements. Find PA, set up docs, table sign etc. Start with BBQ lunch then AGM was run by the Directors and happened completely in Yolŋu Matha. Recorded.</p> <p><u>Gon-Däl Aboriginal Corporation AGM:</u> held in public on the Council lawns. GW began with the Directors report talking about the history of the GDAC and how the Rule Book was made. Trevor handed out copies of the Story of the Gon-Däl Corporation: A Summary, and also copies of the GDAC prospectus and a report on the trip to Ramingining and Milingimbi sponsored by ALPA. Then MW and WW spoke about the preamble to the Rule Book and the foundations of the Corporation. One of the TO's wife asked what the Corporation was for. WW explained some of the thinking behind the corporation and what its vision was. MW explained that there was a corporation here before and if the TO's need help GDAC could help them in business areas under that name, if they want to. JM (TO and a new member) mentioned how other places had corporations (Laynha, Rulku, Dinybulu, Marrthakal). He asked what are our kids going to do? What about their futures? Then WW spoke about how the Corporation is looking to provide a big shade for the next generations to be under. GW then spoke about the Section 19 lease at lot 172 and the EARC MOU.</p> <p>DD asked if the Corporation would have Balanda working in there? The answer was yes but the corporation was looking for a Balanda to work with Yolŋu in the right way and under the governance of the GDAC. MW responded by talking about the history of employment and Yolŋu, about how Yolŋu were left out and there was a big clash between two societies. He said <i>'We have to clean up that mess.'</i></p> <p>HW (member of the steering committee) spoke about how he was involved at the beginning and how this was a good opportunity. GDAC is looking at making employment opportunities for Yolŋu and proper jobs. Under the Government it is just Centrelink, this way with our own Corporation and our own sweat we can get our own money without strings attached. This Corporation has a strong foundation for every Yolŋu at Gapuwiyak. GW made a few more points to complete the Directors' Report as planned.</p> <p>Members were told RG and BW had also been appointed as Directors and membership has grown from 20 to 124. GW explained the Special Resolution and the changes to the Rule Book and why. He explained about the Charity status, the tax implications and the opportunities that it opens for Gapuwiyak, it will help us save money and be able to apply for funding to NGO's and have the Yolŋu recognized as being in need. He also pointed out that it was the way Balanda law uses special words to get recognized by the other bodies</p>

Date	No. people	Topic of conversation, outcomes, actions
		like the ACNC and the ATO. He also explained how the lawyers had taken the Vision and Objectives and made them right, to achieve Public Benevolent Institution status (like ALPA). The original Vision and Objectives are still inside the new ones and the Preamble and Principles are still the same. It was also mentioned there would be one more director to be chosen by the five elected directors, so there will be nine directors, with three Yolŋu chosen by the five elected directors, plus a non-member director. The special resolution was proposed to the members, this was moved by BW and seconded by WW. The resolution was put, and everyone agreed to it. MW and JM spoke about an opportunity for the GDAC to look at amalgamating with the Arts and Crafts centre. See the <i>Story of the Goŋ-Däl Aboriginal Corporation</i> resource.
18 Jul 2015	2	Post AGM discussion, interviews re Governance and Leadership project.
20 Jul 2015	4	Back in Darwin I get phone calls from Gapuwiyak re TO unhappy about some things re GDAC prospectus, public announcements, phone calls, peace making, adjustments, problems of writing things down, power of names (e.g. Nandungay)
VISIT 13 TvW 30 Aug 2015	1	Drive to Gapuwiyak. Discussions and meeting planning with GW, GDAC Contact person.
31 Aug 2015	6	<p>GDAC Directors meeting: Finalising IGLDP evaluation, Business planning processes, new opportunities?</p> <p>Response to the GDAC Directors letter to Senator Scullion signed by many community members asking to shift the RJCP caseload finally arrived (two months late). It is actually quite cursory even patronising, and misses the point. All Board members are disappointed and confused by the letter and feel they have been tricked. The government keeps asking people to step up and when they do (at considerable risk), the government can't seem to understand or recognise this and doesn't come in behind and support them. They feel the government is acting in bad faith. <i>'The letter is telling us to sit and be quiet. He is coming with the same old story. We is he hand balling us to someone else, we are not satisfied with the letter. We have asked him many times, yet he is following his own way. He is showing his sympathy, we are not here to feel sad but we need something. First IAS unsuccessful, then we did a good petition. 'Nungat' – where is the 'nungat' for the minister to GDAC. 'Not being clear and fair'. Here is the interest and need of the new Corporation presenting Yolŋu to stand up. We are getting many requests from many agencies "Yolŋu have to stand up" That's exactly what GDAC is about, we sent the letter to the minister, but then we get knocked back. We expected for the minister to respond clearly and with a straight story. He is not saying we should work with GDAC, he is not saying he can't do it because he has a contract in place with MEP. We made it clear and strong and powerful document by getting everyone to sign to show this was the wishes of the Yolŋu. Write back, we are unhappy, we want to see things happening'.</i></p> <p>Calls with AK, ALPA CEO, re support for GDAC</p> <p>We met with the CSM, BB, EARC, CS DEAL, MEP, Gumatj Association, and YBE re accommodation business, fencing contract, partnerships etc.</p>
1 Sep 2015	1	Meeting with Council CSM re EARC Accommodation possibility
2 Sep 2015	5	Goŋ-Däl directors meeting: focus on business planning, funding, MEP options etc.
3 Sep 2015	6	Travel to Nhulunbuy for meetings with YBE, Gumatj Association, EARC
4 Sep 2015	6	<p>Attended the memorial service for Mr Wunungmurra – NLC Chairman and past Yirrkal School Council Chairman and Education Director.</p> <p>Also spoke about GDAC opportunities with DP, (Yirralka Rangers), SS (PM&C), Senator Scullion (PM&C), SG, GK (NTG), CS (DEAL).</p>

APPENDIX 1.2

IGLDP Activities in Gapuwiyak

Schedule description of Activities	An IGDLP Working Description	Topic of conversation, when, where, number of people... Note: The conversations listed below occurred at places like; Council Office, Private Houses, Park, GEC Complex, Store, Training Room, Shady Spots, Accommodation, VOQ, Court House, etc.)
<p>Document the role, legitimacy and constraints of the working of Local Authority. Document the role of other community based organisations currently used by government such as Housing Reference Group</p>	<p>Document the role of several community based organisations that currently do consultation with government. In particular, how does the Local Authority work</p>	<ul style="list-style-type: none"> Local Authorities (LAs) were formed half way through the Project, and only met a few times (once every 2 months). Our visits have not coincided with any LA or ‘meetings, however some of the people we work with are on the LA and East Arnhem Regional Council. (15+) When we discussed LA’s people said they are <i>dhuljuru</i> – owned by/belong to someone else, have jurisdiction under local government and are <i>gupa raki</i> (neck rope, government leash, strings attached), are mainly advisory, and are constituted with no processes or agreements that recognise Yolŋu law and systems of leadership, governance and decision-making. (5) In Gapuwiyak, Yolŋu leaders work in good faith with balanda constituted governance arrangements such as LAs, Mala Leaders Group, Community Action Boards (CABs), Local Reference Groups (LRGs), Housing Reference Groups (HRGs), etc. Their passion and desire however, is to be self-determining and to find ways for Yolŋu law and leadership to be properly recognised and have real decision-making power in all areas of governance in their communities. Yolŋu leaders were not interested in us working with the LA. They were only interested in us helping them to build a legitimate decision-making body (Aboriginal Corporation) that was owned by local Yolŋu and through which they could work in partnership with government and other organisations. (7)
<p>Working with community members to increase general understanding of principles of governance and leadership.</p>	<p>Undertake conversations and more formal discussions of the topics ‘What is governance here and now?’ ‘What is leadership here and now?’</p>	<ul style="list-style-type: none"> We continually observed Yolŋu leaders practicing governance and leadership in Gapuwiyak to manage complex negotiations between clans, around knowledge, leasing, conflict resolution, agreement-making, organising ceremonies, deftly and graciously managing both leadership and governance commitments and responsibilities in both Yolŋu and western contexts. We quickly realised that we weren’t there to increase people’s general understanding of principles of about governance and leadership – these were already well understood. Rather, the context of developing an Aboriginal corporation created the opportunity and motivation for us explore and work together our respective Yolŋu and Balanda knowledges, experiences and perspectives of leadership and governance, and in doing so develop new collective understanding that we could meaningfully apply. (15+) We started by talking with many Yolŋu leaders and senior community members, individually, in small groups and with other family members about the Project, and governance and leadership – and to balanda managers working with Yolŋu boards, councils, advisory groups etc. – throwing out the burley and seeing who would bite. This is also a way in which we have observed Yolŋu leaders doing research. We talked and watched and waited. Then we started working with the people who identified them selves as ready and interested to work with us. Our continual formal and informal conversations around governance and leadership took place in the contexts of (1) developing an Aboriginal Corporation (2) researching ways to make Yolŋu

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		<p>governance and leadership in Gapuwiyak more visible to Balanda (3) dealing with ‘problems of the moment, the here and now’ – issues of governance and leadership as they arose e.g. school attendance, IAS applications, township leasing. We supported Yolŋu leaders to ‘act’ and ‘do’ governance and leadership, not just think and talk about it.</p> <ul style="list-style-type: none"> • There was a big focus for the Aboriginal Corporation to be founded in such a way that all Yolŋu in Gapuwiyak could connect to it and see themselves in it – that it would be for all clans. Great care was taken in naming the corporation after a particularly inspiring leader who was a ‘founding father’ of the town and in connecting community members and families to the historical establishment of the town of Gapuwiyak, rather than through the land itself. This was a strong act of governance and leadership in itself, that is enshrined in the Preamble of the Goŋ-Dāl Rule Book. (20+) • Worked with a Steering group (later elected Directors and some members) to build a new Corporation for Gapuwiyak. We had a small and large meetings, workshops of various size, intensity and time. The work ranged from one-on-one mentoring and coaching face-to-face and by phone, through to large scale 30+ community meetings. The focus was on learning about governance and leadership while doing it through the making a corporation together. (9)
Facilitating more representative community groups and committees that are supported by traditional governance structures	Identify organisations that seem to be somewhat aligned to kinship system governance structure; become familiar with their working through respectful conversations	<ul style="list-style-type: none"> • Although the Mala Leaders was supposedly representative of the main Clans in the community, it was not a Yolŋu body as such. Rather, it was a group put together for the purpose of doing the work of the CAB LRG and HRG, all government advisory bodies. We were not invited to work with the Mala Leaders and despite there being a list of people on the Mala Leaders group, the people who came to meetings seemed more fluid. Yolŋu on the Mala leaders group were more interested in us working with them to develop their own corporation. At different times several leaders said to us with eyebrows raised or in bemusement ‘And who are the ‘Mala Leaders’? This giving us the impression that some Yolŋu leaders did not take this group very seriously. It seemed like possibly another example of balanda co-opting Yolŋu nomenclature ‘mala leaders’ for a balanda purpose that didn’t quite work. Soon after the LAs formed, the Mala Leaders pretty much ceased to exist. • By problematizing the rule book and it’s key elements, the SC was encouraged to grapple with the Yolŋu governance complexities of alliances between clans and land though kinship connections within the constraints of the CATSI Act to constitute a corporation that all Yolŋu Gapuwiyak and Homelands community members could see themselves in (as opposed to being represented by), and in which no one group was privileged over another due to the physical location of the corporation in Gapuwiyak or the make-up of the Board. We very carefully worked western and Yolŋu knowledges together. We didn’t try to use one system to explain another or to find ‘mutual understanding’ as such but rather we paid particular attention to difference and to maintaining this tension (6 – 20).

Schedule description of Activities	An IGDLP Working Description	Topic of conversation, when, where, number of people... Note: The conversations listed below occurred at places like; Council Office, Private Houses, Park, GEC Complex, Store, Training Room, Shady Spots, Accommodation, VOQ, Court House, etc.)
Working with community groups to co-ordinate and streamline existing groups and committees which may include amalgamating groups	Catalyse conversations amongst community members on the active groups in their communities that are in some way concerned with general issues of community governance. Participate in these conversations by respectfully asking questions	<ul style="list-style-type: none"> • Many discussions in relation to Yolŋu governance and how to develop resources and methods to engage others in this work. (20+) • The new Corporation wants to position itself as legitimate representative body and decision maker for Gapuwiyak (GDAC Directors (7) • We explored one possibility for amalgamating groups (Art Centre and GDAC) (9)
Providing technical training to individuals and community groups to increase capacity to engage with government	Be sensitive to the sorts of 'technical' capacities that community members need in order to be usefully engaged in community governance (e.g. setting up email accounts) and support community members in increasing their capacities	<ul style="list-style-type: none"> • Mentoring in numerous contexts in supporting understanding of English language, concepts and meanings • Over-the-phone coaching (at least weekly) • Facilitating numerous teleconferences with government agencies and NGOs – modelling and supporting engagement and discussion • Help setting up and using email accounts • Using Internet e.g. for research and banking • Help with preparing documents including letters, a character reference for Legal matters • Leading by example with organised meetings, slowing conversation down, allowing pauses, etc. • Helping people to deal with SCAMS and reporting them • Writing submissions to government for funding for computers (successful), business planning grant, (successful), EOI for Section 19 Lease (successful), IAS application (unsuccessful) • Interpretation and deconstruction of many complex funding application guidelines and forms, registration forms, Section 19 lease forms, applications for ABN, ATO forms, contracts etc ... • Setting up computers – using word processing and spread-sheet applications, making and using PowerPoint presentations, file management etc. • Setting up an office and filing cabinet etc. (new corporation) • Making meeting agendas and taking minutes • Running and recording meetings including General Meetings and an AGM • Planning and facilitating workshops • Intensive workshopping with Steering Committee and Directors to register the Goŋ-Ḍäl Aboriginal Corporation and manage ORIC reporting requirements • Supporting people to turn their ideas into written documents, also write letters (literacy) (8)

Schedule description of Activities	An IGDLP Working Description	Topic of conversation, when, where, number of people... Note: The conversations listed below occurred at places like; Council Office, Private Houses, Park, GEC Complex, Store, Training Room, Shady Spots, Accommodation, VOQ, Court House, etc.)
		<ul style="list-style-type: none"> Worked with Directors to help them write and submit a letter/ petition to government asking them to shift the RJCP caseload (100+)
Support community members to be actively involved in planning and implementation of services delivery. Were community members/leaders asked how they would like to communicate with government on matters relating to services delivery like how they were delivered?	Catalyse discussions of what the phrase 'government services' means; ask for help in identifying what government services are delivered in the community and how.	<ul style="list-style-type: none"> For community members to be actively involved in the planning and implementation of services delivery they need to have a say decisions. The government sends confused messages to Yolŋu – on the one hand most government engagement with community members is really to inform them of decisions that have already been made, and that there is little opportunity for any real input from the community. Yolŋu leaders in Gapuwiyak expressed a high level of frustration about this. If governments are genuinely wanting to support community members to be actively involved in planning and implementation of services delivery then they MUST collaborate and partner with them on equal terms. The Yolŋu leaders understand this even if government officials and ministers don't, which was evident time and time again. This was a major motivation for the development of Goŋ-Däl Aboriginal Corporation – to create a body that could be recognised and respected by governments and through which Yolŋu leaders could form real partnerships and joint ventures in enterprise development and services planning and delivery. (9) Yolŋu leaders in Gapuwiyak see the best/only pathway for them to work productively with government and for government to be able to work productively with the community is to have their own body through which they can negotiate – such as the Goŋ-Däl Aboriginal Corporation. They do not see the LA or any other government-mandated group as legitimately able to have this role. (9+) They feel it would be far more appropriate for indigenous engagement personnel to be employed by their own corporation than by government, so they are working first for their own people, for Yolŋu, and their role as a Yolŋu leader is not compromised. 'Government services' has been a regular discussion topic with the Corporation directors. The Corporation at some time in the future want to work much closer with Government. (GDAC Directors) (9)
Provide mentoring and coaching to emerging community leaders	Identify potential leaders; discern if possible the constituencies that this leader is coming to represent; discuss ways that leaders and their constituencies might interact respectfully.	<ul style="list-style-type: none"> GW has shown a level of interest and seen enormous potential in this project. He has been central to the development of the Goŋ-Däl Corporation and the Yolŋu Governance representation aspects of the project. We have very regular contact with him and two other members of the GDAC board regarding the provision of leadership and the development of Governance in Gapuwiyak. (GDAC Directors) (1)

A number of attempts were made to work with CABS/LAs, School Councils and Art Centres in all three East Arnhem communities with limited results Working with these kinds of groups seemed dependent on the experience, interest, competence, reflectiveness and/or imaginations of balanda managers, who have a controlling influence. As well as on the culture of workplace learning or other organisational restrictions

such as training versus mentoring etc. For example, it seemed the CSMs and EARC were only interested in or able to accommodate top-down training, that they had their own programs in place and could not accommodate or integrate our ground-up, responsive approach. An Acting Principal in one community was very keen to support us to work with the Yolŋu teachers and school council but this opportunity ended when he was replaced. We worked successfully with Yolŋu school council members in another community where two Principals valued workplace-based, ground-up professional learning. Despite saying they were interested and many attempts to work with them, Art Centre managers in two communities were unable to coordinate times for us to work with the Art Centre directors. Another Art Centre manager supported the Project in other ways but we were unable to work with board members.

APPENDIX 1.3 IGLDP Emerging Matters in Gapuwiyak

Due to the nature of our ground-up work we were able to respond to most emerging matters relating to governance and leadership, However, there was a limitation to the extent to which we could engage with some of these. In bold italics are the emerging matters and activities that we feel require more and/or ongoing, attention and work.

Yolŋu leaders we worked with in each community are related and connected through gurruṯu and their academic and practical interest in law, governance and leadership. There are many common issues and emerging issues. People expressed interest in working together across communities but the cyclones and other things interrupted our plans for this. There is scope for facilitating these and other Yolŋu leaders to work on these issues together. An example of where this is already happening is through the Yolŋu Nations Assembly (YNA).

Governance and Leadership issues emerging from the Community	Who and under what circumstances	What did you do about it? What happened? <small>With all issues listed below we listened first, gave our advice if we knew about the issue, and most often researched the questions together through desktop research, phone calls, networking and dialogue.</small>
<p>Impact of the Aboriginal Land Rights Act (ALRA) that overlays western law over Yolŋu law in the way that it identifies Traditional Owner (TO) clans.</p> <p>This is a particular issue for governance and leadership in Yolŋu towns where many clans and clan leaders are living in one area.</p>	<ul style="list-style-type: none"> GDAC Steering Committee and Directors (all of whom are recognised leaders but most of whom are not 'Traditional Owners' wrt Gapuwiyak) during most discussions around decision-making, where leadership is happening/not happening, and why. 'Mala leaders' in the Australian Government meeting about Township Leasing. Various leaders during Yolŋu governance and leadership mapping research. 	<ul style="list-style-type: none"> We talked about this issue with people and documented this in our field notes and IGLDP Reports. There were many discussions involving land rights law, TO's and the rights and responsibilities of different clans through gurruṯu in Yolŋu towns. We worked through issues relating to how do we do governance and leadership in this context. Early discussions focussed on making sure all Yolŋu in Gapuwiyak 'could see themselves in' GDAC. The Steering Committee developed a comprehensive preamble to their rule book which founded the corporation on the 'history' of the establishment of the Gapuwiyak township. This attempted to 'by-pass' the issues created by ALRA, which privilege certain 'TO' clans over others. The CG sought to create a different platform on which GDAC could stand – one that lies outside of ALRA that gives the Corporation (potentially all Yolŋu adults in Gapuwiyak including TOs) a different but also valid way of connecting to, speaking and acting for Gapuwiyak (i.e. to practice leadership and governance), and one that gives all Yolŋu in Gapuwiyak a way of validly connecting to the corporation. GDAC SC members and Directors continually discussed how to engage respectfully and meaningfully with the TO's. They also talked about how the new Corporation could help the TO's to sort some of their issues out, and they could work together to provide better leadership for the whole community <i>We listened, tried to understand the issues and followed the lead of Yolŋu leaders on these matters.</i>
<p>Making Yolŋu Governance more visible</p>	<ul style="list-style-type: none"> Gawura Wanambi and others 	<ul style="list-style-type: none"> Some elders saw this project as a real opportunity to strengthen and revive Yolŋu Governance practices and make them more visible to the wider community. Yolŋu leaders identify the need to clean-up and sort out their own backyard before they can engage meaningfully with government and see the new Goŋ-Ḍäl Aboriginal Corporation (Goŋ-Ḍäl or GDAC) as central to this process. <p>While we have made some resources, this is an ongoing</p>

Governance and Leadership issues emerging from the Community	Who and under what circumstances	What did you do about it? What happened? With all issues listed below we listened first, gave our advice if we knew about the issue, and most often researched the questions together through desktop research, phone calls, networking and dialogue.
		<p>project, that seeks to engage all Yolŋu community members in the first instance and then Balanda and eventually visitors.</p> <ul style="list-style-type: none"> • <i>There is future work to do with Yolŋu leaders/GDAC Directors/members to help them find ways to ‘clean up their own back yard’ and improve leadership, governance and engagement e.g. through Yolŋu governance and leadership research and mapping, creating local resources, cultural safety and proficiency policies, processes and programs, creating jobs and professional pathways for locally employed IEOs, service delivery etc.</i>
<p>Local Governance and Leadership initiative (something new) How to sustain and nurture this local governance initiative</p>	<ul style="list-style-type: none"> • Goŋ-Ḍäl Aboriginal Corporation Steering Committee (Goŋ-Ḍäl or GDAC) and Directors 	<ul style="list-style-type: none"> • We worked with SC members and Directors over the duration of the project to develop the corporation. • This is a grass roots initiative – initiated by Yolŋu leaders. • People are wanting to step up and take responsibility. • See the Story of the Goŋ-Ḍäl Corporation for details of how we supported and worked with them. • Supporting the group to engage with seeking funding, discussing partnership opportunities, responding to requests for expressions of interest. Looking at social enterprise and business options. • The GDAC see Governance and Leadership as a broad mandate to provide for their community. This includes providing for peoples sense of self esteem, love and belonging, jobs, identity etc. • <i>There is huge scope and need for ongoing work with GDAC, which has only just become registered. They continue to need assistance to become established, and continue developing strategic partnerships and joint ventures e.g. mentoring and support from ALPA, an accommodation business, fencing contract and possibly taking on the Culture and Art Centre.</i>
<p>A wish to engage proactively with Government, (IAS Application, community petition, letters to Senator Scullion), discussion with potential partners</p>	<ul style="list-style-type: none"> • Goŋ-Ḍäl Aboriginal Corporation Directors 	<ul style="list-style-type: none"> • This group felt confident together to engage as a local Yolŋu authority with Government and the private sector on a number of levels. Once they became incorporated they were recognised, something which had not happened previously. Just by standing under the Balanda construct of the Corporation framework gave them visibility. • They want GDAC to be the REAL local authority or ‘go-to’ body for all engagement with both the Australian and NT governments as well as NGOs in Gapuwiyak and Homelands. • For example – GDAC being the body that convenes local stakeholder meetings and employs IEOs, rather than government agencies having this role/responsibility. • <i>Working with GDAC to become the local ‘go-to’ body and authority for engagement with both governments and for the coordination of service delivery etc.</i>

Governance and Leadership issues emerging from the Community	Who and under what circumstances	What did you do about it? What happened? With all issues listed below we listened first, gave our advice if we knew about the issue, and most often researched the questions together through desktop research, phone calls, networking and dialogue.
CEPO's, Police engagement etc.	<ul style="list-style-type: none"> Community Engagement Police Officers (CEPO's) Through informal meetings (e.g. when we were both staying at the Police accommodation facility), formal meetings, emails and inviting them to see a workshop in progress and meet the GDAC SC members 	<ul style="list-style-type: none"> We saw an opportunity through CEPO's we met, through staying at the Police VOQ, and a previous contact through a Cyber Safety project, to share ideas of Ground-up methods and projects we have worked on while we were working in all three communities. There was of interest in our work and there has been ongoing dialogue and discussions. <i>The CEPO's continue to seek our input into police community engagement and education programs. This gives us an opportunity to help them learn ways of engaging and working with Yolju leaders and community members.</i>
Dealing with Balanda law processes	<ul style="list-style-type: none"> Various families and individuals, wanting help with other family members facing court and other legal matters. 	<ul style="list-style-type: none"> Many people are confused about the Balanda law processes. We have been regularly sought out to write character references for family members facing sentencing. We have also liaise with some families through NAAJA to get stories clear. Because we have some Yolju Matha language and trusted relationships, people feel comfortable to request help from us. Our help was also sought in relation to a telephone SCAM and an Internet SCAM, which we sorted out and reported <i>with</i> the people who were scammed. We were referred to a man in Gapuwiyak by his relative in Milingimbi who knows us). We noticed people were not always aware of NAAJA visits and did not necessarily avail themselves of help from NAAJA lawyers when they were visiting. It seemed hard for the lawyers who have no base in Gapuwiyak to work with clients from. On one occasion we were asked to provide support in printing documentation for the NAAJA lawyers. <i>This could be a service developed and delivered though GDAC and/or through a staffed adult education/ community learning centre.</i>
General community ennui	<ul style="list-style-type: none"> Participated in many conversations with people at their homes, in meetings and public places such as the Council lawns and town centre. 	<ul style="list-style-type: none"> People were talking about how there is no hope left, its all been lost, the NLC is a bastard, the Government is heading on its own straight path, we have turned our path towards the Balanda path, but they have stayed straight. They are over us, crushing us. <i>In our GroundUp work we were always 'careful not to promise what we couldn't deliver' but at the same time by working with Yolju leaders on governance and leadership 'problems of the moment' we were offering an opportunity for them to actively participate in working through these and developing their own solutions.</i>

Milingimbi Appendices

APPENDIX 2.1 IGLDP Engagement in Milingimbi

The following table is a summary of the Milingimbi Field Notes: August 2013 – September 2015.

During and between visits (field work) there were many (documented and undocumented) communications (phone and email) with co researchers/facilitators, local consultants, EARC, ALPA, NT Government, ORIC, lawyers and other stakeholders for many reasons including: research, finding and clarifying information, general organisation and logistics, organising meetings, sharing stories, planning, legal support etc.

Date	No. people	Topic of conversation, outcomes, actions
Sept 2013	1	Several phone calls to NG (YACI Consultant) about IGLDP work. He's interested to be a consultant.
16 Oct 2013	1	Phone call to NG (YACI Consultant) to remind him I am coming to Gapuwiyak to do IGLDP work next week, checking if this OK.
VISIT 1 TvW/JC 22 Oct 2013	1	Bumped into JG on the way to see NG. Talked about the project and he told us about new RJCP arrangements. Too many balanda coming here telling us what to do. How do you get into positions of leadership e.g. with ALPA RJCP? Experienced Yolŋu often overlooked for management.
	1	Met with NG to introduce IGLDP and talk about how we could work in Milingimbi. He's keen to work with us. Important to follow protocols when visiting different camps in Milingimbi. NG will liaise and introduce us to some leaders. Others we know and can visit ourselves. There is a funeral ceremony this week so some people are tied up with this. Showed us work he has been preparing for his Livestream Yolŋu Studies lectures about governance and colonisation.
	1	Met with WA (Ranger Coordinator, Crocodile Islands Rangers). Interested in the Project but calendar is very full.
	1	Met with JH (CSM). Discussed the Project. JH explained the Milingimbi CAB was set up by working through leaders and various alliances (<i>märi-gutharra</i>) with 2 ex officio members, and ? The LRGs on the other hand were based on a camp representative model. There is pressure to combine the two groups from FaHCSIA.
23 Oct 2013	1	Met with Z (Art Centre Manager) Went to funeral ceremony to pay our respects to KL (CLO) and his family.
24 Oct 2013	1	Bumped into AK (ALPA CEO) at Rulku Lodge (where we were staying) who was in Milingimbi for a day to attend the funeral and have some meetings.
	1	Visited FC (GEC) and introduced the Project.
	6	Informal chats: The Cats footballers were visiting so TvW (IGLDP facilitator) went to oval to see who was there. Bumped several people he knew including teachers, 2 police officers, people from Gapuwiyak and Miwatj Health and talked informally about the Project.
	1	Met with MOPRA Milingimbi Homelands Resource coordinator, GMc (Blue)
	2	Met with SK and LA (ALPA RJCP Coordinators)
	3	Met/dinner with FC (GEC), GD and another woman (helping 'Gadapu' do their business plan). Lots of talk about governance and leadership in Milingimbi.

Date	No. people	Topic of conversation, outcomes, actions
25 Oct 2013	1 3	Bumped into NG. He suggests we contact GW at Gapuwiyak who would be a good person to work with as an IGLDP consultant. NG arranged for us to visit DjaG (brother to TD and MDh at Ramingining) I (TvW) call all these brothers <i>māri</i> . Also joining us was ML(2). We talk about IGLDP. Things we could do together about Yolŋu governance and leadership and the lack of recognition. How to make Yolŋu governance and leadership more visible. They told me Yolŋu governance and leadership is always happening. <i>'Right behind you there' There's a Gunupipi happening, there's that tree that the djankawu sisters... It's a playground? No it's a place where the parliament, our parliament is happening. Balanda when they look they think they see old men sitting under the shade of the tree doing nothing, its not true, they are at work and busy.'</i> Long talk about how to find the right thing to work on in the Project. We need to think about what it is we are trying to catch so we know what kind of spear to make.
VISIT 2 TvW/JC/AN 14 – 17 Nov 2013	~15 people each day	Yolŋu Nations Assembly Executive Meeting: Morning and afternoon sessions were held over 4 days. Meeting convened, organised and run by NG, DjG, MDh KT and the YNA Executive. On average, 15 people participated each day. Discussions regarding alternative Governance arrangements for Yolŋu in East Arnhem through establishment of YNA. We were present in an observing role and later became involved in facilitating a workshop that ran on and off to help the executive members develop the YNA Objectives, membership rules and structure.
VISIT 3 TvW/JC 3 Mar 2014	1 1 1	Visited K (STEPS Trainer): K is working with a group of women. Introduced IGLDP, talked about possibility of working together and/or using the STEPS building for workshops etc. Bumped into WG (ex CDU Yolŋu Studies lecturer) and sister to MG (TO) at the Takeaway. We tell her about the Project. She said we should go and see MG later in the afternoon. Visited MG and arranged a meeting in the morning.
4 Mar 2014	3 1	Met with MG (TO), his wife, WG, another man and 3 kids. Talked for an hour or so about lots of governance issues - lack of government consultation, leadership roles are wiped out, <i>'Very importance focus – talking about governance. Always learning because always changes – even though I am an old man'. (DM)</i> , make Yolŋu governance clear, start with Yolŋu understanding of governance Met with NG: different camp areas, how they have their own specific organising systems according to clan nations: <i>māri-gutharra</i> and <i>yothu-yindi</i> alliances. Talked about Yolŋu rom and various governance practices, compared the Macassans with Balanda: When Balanda come they took the knowledge, When Macassans came they didn't make Yolŋu powerless, they engaged and developed a trading and business economy with Yolŋu.
5 Mar 2014	19	<u>CAB Meeting with BW</u> (EARC Chair) and JJ (EARC EO) explaining about new Local Authorities. Intention is for the LA to reflect the community. Run it their way but have certain rules because compared with CABs, the LA is now a part of government and legislated. Questions about whether LA can be incorporated so it's run properly. Lots of discussion with Yolŋu leaders wanting an LA or local body similar to a Local Council with ability to make own decisions – to have real power and have a say, be able to talk back to government – be a body alongside Shire [sic] to talk for people.
6 Mar 2014	1 1 3	Met with LB (School Principal) about IGLDP, School Council issues & working with them. Met with MB (Healthy For Life Coordinator) at the Takeaway. Talk about 'strong women's group and issues for women. Met with NG, YG and LW (leaders): Introduced IGLDP and talked about Yolŋu governance and leadership.

Date	No. people	Topic of conversation, outcomes, actions
7 Mar 2014	1	Visit from NG: Worked on Yolŋu governance and leadership. Drew a map of Milingimbi camps and governance on a flattened brown paper bag from the Store. Lots of stories.
	1	Met with BM (new ALPA RJCP Manager): RJCP only interested in accredited training. Strong ideas about how to do things.
	1	Met with JH (CSM): talking about ways of using IGLDP to build capacity of CAB
	1	Met with WD (leader): talking about IGLDP
8 Mar 2014	1	Chance meeting on beach with BM (new ALPA RJCP Manager): More positive discussion about the RJCP and how we might work together
	8	<u>Women's Group meeting/workshop</u> : Nine women – MB (Healthy for Life Coordinator), GW (teacher from Garden Camp) LW (Anglicare Playgroup leader from Garden Camp), JL (Strong Women from Bottom Camp), HM (Playgroup? from Bottom Camp), JB (ALPA from Garden Camp), RM (from Bottom Camp), EM (EARC and Mums and Bubs from Garden Camp), and some children. The women talked about problems with Governments cutting funding everywhere. There is a tradition of women's groups at Milingimbi going back to mission days. Women have in the past talked about having a family/women's centre but also to form an organisation to get their own grants, run programs, develop enterprises and become independent. MB's contract is finishing and she needs to leave Milingimbi. Women want her to be able to say but have no say in this. They want to be able to run things and hire the balanda they want to work with. Also the capacity to provide leadership and governance as women for women and families; to run women's camps (they have already run some at Lararra, Murruga and Dhipirri); to have a strong voice; to start at this level with a women's centre run by Yolŋu women with balanda as mentors. Stand with the leaders and motivate other women. They need a women's name and logo; a vision first; to form partnerships; to have a committee with Elders as mentors. We agree to keep talking and to meet again in the next visit and get more women involved.
	4	NG took us to meet with BM, Rose, JD(1) at Namuyani (top camp). Talk about IGLDP, governance and leadership issues and Yolŋu governance.
9 Mar 2014	1	Visit from JR (Regional Councillor and who we know from previous work).
	1	Phone call with MB about women's group and governance.
VISIT 4 TvW 8 Apr 2014	14	TvW stayed at MBs house while she's away. Met S (Anglicare). PM&C being established. Spoke with old man B (Garden Camp Leader) covering a range of issues <i>'when we get to court we cant use our own law'</i> . <u>LA meeting</u> : Official launch of LAs Plenty of discussion. Q: Can they be a corporation? Discussion about who should be on the LA. CSM works closely with KL the CLO. Housing issues discussed. Power and Water project... Need reliable people.... <i>Dj calls for more underneath story, more involvement, 'everything used to come through one door, know we don't know what's going on'</i> . Presented the Milingimbi IGLD plan, everyone clapped!
9 Apr 2014	6	Met with GW at MB's house re women's group. Met with J (young leader): Has a different perspective. Talks about using Facebook, Youtube, to communicate with Yolŋu. Met with NG: <i>'What do you want me to do? Complexity of leadership at Milingimbi</i> Met with KL (CLO and Gatjirrk Director): discuss options around Gatjirrk Corporation B and NGa: impromptu discussion at he park. B has all sorts of old documents. <i>'ALRA only recognises one land owner, creates division, it ignores song lines and connections, its only partly right.'</i> More discussion around proper ways to work with elders.'

Date	No. people	Topic of conversation, outcomes, actions
10 Apr 2014	4	<p>Met with GW (women's group) at MBs house: planning session, discuss corporation ideas and pathways including joining with an existing corporation (e.g. Gatjirrk) rather than starting their own (pros and cons).</p> <p>Met with Bruce RJCP: Feels local corporations need to get partners involved early – they just don't have the capacity.</p> <p>Met with T and C: New Youth Sport and Rec. Nothing left in YSR hall, it has been cleaned out.</p> <p>Phone call with HH (ALPA): re Gatjirrk festival</p>
11 Apr 2014		Office day.
VISIT 5 TvW/JC 21 May 2014	3	<p>Met with LB (Principal): discussed School Council workshop possibility</p> <p>Met with Art Centre manager: continue talking about possible workshop with the Board</p>
22 May 2014	2	<p>Met Bruce (ALPA/RJCP): Chewed the fat, what's happening with RJCP</p> <p>Another chat with Art Centre Manager re Board workshop...</p>
23 May 2014	3	<p>Phone calls and emails to start the day, mainly with ORIC</p> <p>Visited K (STEPS): Further explore working in collaboration around women's group ideas.</p> <p>Saw B: He says hello and says its good you are working with NG</p>
26 May 2014	0	Office day
27 May 2014	2	Met and planned with MB for Women's organisation meeting/workshop.
28 May 2014	7	<p><u>Meeting and Workshop 1</u> about a Women's organisation in Milingimbi with GW, LW, JG, RN, GB, Y. We talked about possible pathways for incorporation: To make a new corporation just for women or grow under umbrella of Gatjirrk Corporation.</p> <p>Brainstormed ideas for aims and objectives of the women's corporation onto butchers paper.</p>
29 May 2014	6	<p><u>Meeting and Workshop 2</u> About a Women's organisation in Milingimbi with MB, GW, LW, JG, JL. Shared and confirmed ideas for aims and objectives. The women decided it was best for them to start their own corporation rather than come under another corporation. Looked at NPY Women's Council website – their vision, objectives and guiding principles as an example. Compared brainstormed ideas to NPY objectives. Grouped their brainstormed ideas and asked JC and MB to draft an objective for each group to share back with them. Women decided they wanted to do a field trip with MB to Alice Springs to visit NPY and/or Waltja and go to a healing conference.</p>
30 May 2015	1	JC and MB wrote draft objectives for MB to share with the women. MB will help the women to organise the field trip through the Healthy for Life program.
VISIT 6 TvW 30 Jul 2014	5	<p>Met with NG and TM: Talked about making maps to show connections between Yolŋu clans living at Milingimbi and Homelands and how the town is organised according to clans. Looked at maps AN and MDh made at Ramingining and the map we made with NG a few months ago... Talked about Army camp, its Wangurri and T is Wangurri. You need to go through the right channels to enter this area. There is an invisible but known security system at work here. Inside the area there is law. We stated talking about <i>Gurul</i> which is meeting/talk/catch-up/negotiation. Through <i>Gurul'yun</i> you can sort problems, organise ceremony, share food, talk business, socialise. In the older times things were organised by letterstick, and lighting fires to show your presence to others. Told a story about how in mission times, and times of VHF radio, elders would send a message to another elder by using <i>ŋarali</i> (tobacco) to indicate a time period. 1 full <i>ŋarali</i> and a half <i>ŋarali</i> would mean 1 and a half months time to meet talked about how problems arise</p>

Date	No. people	Topic of conversation, outcomes, actions
		<p>with Balanda (police) when they disrespect this rom. After a while local police get to know what the protocol is and adjust their behaviours, but back at head office they don't get these learnings and the learnings stay with the individuals. Yolŋu leaders want more opportunity to speak with leaders in government (operations and political). Why should Yolŋu leaders keep having to deal with inexperienced Balanda? How can they effectively run their communities if they keep having to sort out people working at lower levels? They talked about Township leases and the worries people have.</p> <p>Met with LF (ALPA/RJCP Manager – Ram and Mil): He talked about how successfully RJCP is running especially at Ramingining. ALPA trying to develop a culture of accountability and creative freedom within the constraints of the RJCP framework. Philosophy is to help create happy sustainable communities. Training isn't working but shorter skill-focussed workshops are better. Attendant literacy and numeracy is a waste of time at this stage. He has teams set up. Team supervisors encouraged to try new ideas and ALPA will provide infrastructure and back office support as required. Team leaders meet regularly and are encouraged to take on responsibility and accountability. There is a culture of Yolŋu being afraid to suggest ideas in case they are wrong and its a lot of work undoing that mindset. Sees 'labour pools' as a viable way of working.</p> <p>Phone call with WW (IEO Gapuwiyak): Discussed my visit and caught up with various bits of news. Phone call with GW (Gapuwiyak): GEC supportive of new corporation to securing the old police station for Gapuwiyak community. Decide to explore issues around this next visit.</p>
31 Jul 2014	2 1 1 1	<p>Met with LA and LH (Art Gallery of NSW): Had repatriation materials. They have found collections of photos from various photographers and were working out how and who to give them back to, showing them around and collecting metadata. They were also there with JG who is pulling together something around <i>Makaraṯa</i> and Milingimbi for 2016.</p> <p>Had arranged appointment the day before to catch up with JH (CSM) but he waved me away when I knocked on his door</p> <p>Worked with NG: He talked about a disagreement re ownership/custodian ship of a ceremony. He was going to use East Arnhem Mediation to sort it out. He also had some people arriving from Ngukurr or Roper who would provide weight for his version of the story. I asked about what the purpose of perusing the dis/agreement. He said it was getting the story right that motivated him, not that one story was better than another one... I also asked about what was in it for the winner, he didn't really get interested in the direction I was taking it, he did joke about how its nothing like Balanda disagreements where people need to win. We went back to the map of Milingimbi and I showed him one of Milingimbi I had made based on the gurruṯu maps that Anthea had made. I talked about a tool that could be useful for Balanda to look at to understand some of the stories behind governance here at Milingimbi. I had one voice bubble talking about the army camp. He thought that keeping it simple would be good, naming clan nations and people and not getting in to too much detail. He thought that anyone you talked to would give you a different story. Talked about seeing if there might be a group interested in learning about some aspects of Balanda Governance, Land ownership, three levels of Government, Government and law. He thought we might be able to get a group together for that and use the RJCP training room or such...</p> <p>Z (Art Centre Manager): Wants the Art Centre Board to have some workshops around general meeting time September – November.</p> <p>GW (women's group): Discussed the Corporation, the Alice Springs trip and the Hippy program. Alice Springs trip (17 – 20 July 2014) was successful Women participated in the healing conference, loved the Soweto Choir (want to make their own choir – also a tradition at Milingimbi) Visit to WALTJA went well – good model for corporation. GW's vision has expanded after the Alice trip especially seeing the http://www.waltja.org.au/</p>

Date	No. people	Topic of conversation, outcomes, actions
		initiative. Ideas around a family centre behind the ALPA store, or look at using the big shed behind the Aged Care building. Also a choir master to work with them before and after the Gatjirrk festival...Interested in HIPPY. It would be great if the Corporation was up and running for it take on the HIPPY.
1 Aug 2014	11	<p>GB and K (STEPS Centre): K doing her own thing with RJCP women's group. Very different approach. Will be inadvisable to work together.</p> <p>MW (T) and woman from Art Gallery NSW: Long stories about Walamanju and Bush camp, gurruṯu and Yolṅu politics, following family lines this way and that.</p> <p>MG (Bottom camp): Personal governance - ICT</p> <p>ṄG (Garden Camp): Helped him with PowerPoint presentation on <i>Dingu</i> (Cycads) for his online lecture.</p>
VISIT 7 TvW/MS 17 Oct 2014	10	<p>Started off at RJCP and met G (new RJCP manager) to talk about IGLDP.</p> <p>Went to STEPS room look for the women. We stopped at the women's 'shed' and I dropped of a copy of the last workshop. Introduced new IGLDP facilitator (MS) to B (Garden Camp leader). Called at the clinic. Met FG (new IEO) who was very open, interested and easy to talk to. Then went to the art centre to talk to Z again. Not sure if we can work with Board or not.... Headed home but there was a big community meeting in the park. We stopped and listened and watched for an hour as around 150+ people undertook community governance. Various people spoke, some people very angry. It was about the way in which a women (who was recently buried) had died and the involvement of <i>galka</i>...</p>
18 Oct 2014	1	Met up with ṄG the next day and did some scoping together.
19 Oct 2014	0	<p>LA Meeting: Went to LA meeting. Item 2 was 'LA Members Training'. JH said special training was available for LA members from Matrix on Board, who had delivered some training for KL, and JH recently in Nhulunbuy. He put the training program up on the screen and explained the various sections and what they were for. He said the training sessions could be adapted to suit the LA's requirements and that it would be delivered in community. After discussion, the meeting resolved to invite Matrix to deliver both the full day and the half day training program. We asked ourselves: 'How and Why do we try and work with the Council?' We have approached JH to work with the LA on several occasions But the EARC already have training they have created, budgeted for and delivering. Why would they want to work with us? Also noticed an item from June 2014 minutes: 'Business Arising': JJ responded to a matter raised at the previous meeting in regard to incorporating the LA as an Aboriginal Corporation. JJ said that unfortunately this was not possible at the moment, particularly under the current Local Govt Act. However, this may change at some stage in the future.</p> <p>We prepared together a whole lot of resources (ORIC and reporting and meetings) to talk with Z (Art Centre manager) next Monday.</p>
20 Oct 2014	1	<p>Met with Z: We have a way forward to do a workshop with the Art Centre Board, probably based on the RAM School Council workshop, that will lead into an AGM and reporting requirements workshop later in our next visit.</p> <p>While we were there RL (Bottom camp leader) was there gathering stuff for a protest seemingly tied up with the public meeting we witnessed the other Friday where there were claims about <i>galka</i> (sorcery). RL said she was preparing a protest to get people to start being more caring for each other and show the kids a good example, instead of a bad example. We spoke with her about some governance things and left it at that. We are interested in relationship between <i>galka</i> and governance but difficult to know how to talk about this.</p> <p>ṄG rang and we walked over to bottom camp and met with YJ, LW, MB and another J. J was making a <i>galpu</i> (spear thrower). We talked about the Project again. They talked</p>

Date	No. people	Topic of conversation, outcomes, actions
		<p>about how there were too many bungawa (bosses/leaders) in Milingimbi. It was difficult for them to do things because they were just 'visitors'. Their real place is Dhipirri. So what about law and order, what about corporations, business etc? It's too hard to do things here because pretty soon you end up in trouble with other Bunggawa/TOs. <i>There is no incentive, when you know they are going to pull it down. Things don't last... So what can you do? Well once we get it together at Dhipirri we can all move back there, when there is training and jobs over there... What happened to the Ferry between here and Dabala? Nothing. We are only visitors. What did the others say? The leaders from the other camps? Maybe through the women it can work. JG in Darwin has been trying to get a corporation sorted out. Maybe you can help him? Keep us in the loop?</i></p> <p>JB (teacher): called us over and we sat with her and some others. She is MDH's sister. They talked about a couple of things especially about her father and she drew a pyramid diagram for how governance used to be done in the past. Is this something Michaela could follow up? She talked about the work that needs to be done with people to straighten them up and get them back on track. A big mob of crows turned up and E adopted Michaela and called her Wuḍuku (driftwood). Michaela's <i>mälk</i> (skin) is Galikali.</p>
22 Oct 2014	25+	<p>Met with the following people to try to advance our work in Milingimbi: School Principal, (re school council), RN (Library), JW (RJCP), GB (women's group/s), Edith (gurrutu), JH (CSM – LA), spoke to David Jan re LA's, JB (teacher) re school council, GW (scoped out a flyer). Also with WG, RL and NG.</p> <p>Participated in the field trip/meeting between Goḅ-Däl Aboriginal Corporation and ALPA about RJCP, Rulku Lodge and developing a strategy for working together.</p>
23 Oct 2014	15	<p>Started at the store distributing fliers for the women's meeting and asked F to announce on ALPA store PA.</p> <p>Met with LD (new school principal) to talk about the Project, the School Council and the women's organisation. She had a whole compliance regime that she could see from her position that made it tricky for her to work with us. Met a teacher who told us how the whole school was doing a Homelands project, kids were mapping their places.</p> <p>Met with TO'L (GEC) and F? (IEO) GEC and FG (IEO).</p> <p>Arrived at Jessie Smith Park (1.30pm) and waited for women's meeting, announcement was made on the store PA. Started at 3.00pm. Thirteen people met for 1.5 hours and ended up choosing a steering group of 7 people with 3 more to be chosen. The women were all very generous. RL started with prayer and then gave a long talk about her history of the Mirriḅu people and the Gurriyindi and the Gamalaḅ and the Malarra and how they came to Milingimbi and the old man with leprosy and the contracts and deals that were made and the alliances across families and the ones that were kicked off the island etc...The 'just another humbugging balanda' came up again</p> <p>Spent some time talking with LM who is running the Manymak PAWA program via CAT with all sorts of partners. Our original NI/CDU poster is still in circulation.</p>
24 Oct 2014	2	<p>Down to the Art Centre where we met AM and JN.</p> <p>Met with S (Anglicare) and talked about her project 'Children 4 Communities'. Met H (NT Health). Also met a new Batchelor lecturer doing Certs in Childcare etc. Have heaps of students to manage across Ram, Mil, Man. Visits once a month.</p>
26 Oct 2014	2	<p>Planned with M and GW for women's group workshop. More interested to focus on cross cultural activities, businesses, activities etc rather than on the objectives.</p>
27 Oct 2014	1 1 1 1	<p>Went down to the Strong Women's centre and found J (Strong Women) and JL .We asked about the wall stories from the last workshop and found them, reminded them of the meeting.</p> <p>Spoke with G from Monash writing a book about Bäpa Sheppy. She was interested in</p>

Date	No. people	Topic of conversation, outcomes, actions
	2	<p>the legacy of Bäpa Sheppy and –when we told her about the Goṅ-Däl Aboriginal Corporation and its preamble.</p> <p>KL came over and we talked about the Gatjirrk Corporation. He is interested to work out how to get more Balanda to help him with it. When talking to people in Milingimbi it seems there are people who want to help KL with Gatjirrk.</p> <p>We called JM (PAWA) over. I wanted to ask him about what he thought with his Board experience. He talked a lot about his connections to every where, and about how he developed his skills through mentors and courses etc. The success of the Miwatj board was unity.</p>
28 Oct 2014	10+	<p><u>Women’s Group Workshop 3</u>: Steering group members, FG, JL, JG, RN, RL, GW and MG participated. The space is not all that nice in the heat but we managed to get it sorted and put up the last workshop work and a projector screen etc. Michaela typed up the notes from the meeting in the park which we decided to put right at the beginning of the workshop to get them ratified. The workshop itself was quite good. We revisited work done so far and caught up new Steering Committee members, reviewed the homework and next steps from last workshop, caught up on what happened on the trip to Alice Springs – what people did and learnt, liked, didn’t like etc. Decided to continue on Thursday.</p> <p>Z (Art Centre) drove by with a story about her staff being blamed for <i>galka</i>, so she has given them the week off, again, and won’t be doing the workshop we had agreed to.</p>
29 Oct 2014	2	<p>Saw Ky at RJCP and discussed the scope of the RJCP re activities. Had a long chat with JW.</p>
30 Oct 2014	3	<p>Went down town and caught up with a few people. We had a chat with J (Strong Women) and JL to catch them up. JL very interested. She gave us a long talk in Yolṅu matha about some traditional women’s practices.</p> <p>Dropped into see RN (Library) and I showed her the Soundcloud App. She showed us the <i>Yannharṅu Atlas</i> and said the workshop it was good, ‘We had <i>liya wanṅany</i>’ (one mind).</p> <p><u>Workshop 3 continued</u>: FG, RN, RL, GB, GW, MG participated. In this workshop, we made sure everyone understands what a corporation is. We checked if everyone is still on the same path as before – the women’s group becoming incorporated, and if the objectives and activities are still right. Any changes? Any more? We made an action plan for next steps.</p> <p>Phone calls: Note: I have spent a number of occasions trying to sort out the problem relating to our ABN application. I end up in a loop between ABR, ATO, ORIC and sometime the ACNC. Sent off application to ORIC’s Law Help service.</p>
VISIT 8 TvW/MS 24 Nov 2014	7	<p>Flew over from Ramingining with TO’L (GEC) early. Met with FG, KL, GB ,GW, saw J (Strong Women). Maybe a workshop on Thursday and some individual work with RN (Library). Michaela arrived later from Darwin. GW came over and discussed some stuff. She had a new name and idea for the group. <i>Nyälka</i> which is a bag, any bag, and the design is of a basket with a baby in it. She also said Thursday could be good. We looked at copies of the <i>Dilakpuy Dhäwu</i> and I printed her some docs, she said she might do some work...</p>
25 - 26 Nov 2014	1	<p>Did heaps of admin. Saw JB (teacher) and talked to her about old women’s centre stories. We had caught up with MG earlier, also saw JB’s sister and she spoke about their dreams of getting off the island over to Dhipirri.</p>
27 Nov 2014		<p><u>Women’s Group Workshop 4</u>: At GEC Complex: Steering group members: FG, JM, RN, LW, JG, GW, GB, Y, EG, MG participated. We revisited the previous workshop and shared what we did, looked at the IGLDP website, continued working on a promotion for the Women’s Group, talked about the name, logo, motto, the story we want to tell</p>

Date	No. people	Topic of conversation, outcomes, actions
		about the women's corporation (audience and purpose) and next steps.
VISIT 9 TvW/MS 13 Apr 2015 First 2015 visit post Cyclones Lam and Nathan	6	<p><i>Planned visits and work on the IGLDP early in 2015 was delayed due to the impact of Cyclones Lam and Nathan and the cyclone recovery program.</i></p> <p>G: Discussed our work around the Women's Corporation in Milingimbi</p> <p>JX (post cyclone recovery coordinator): Discussed how recovery effort in Milingimbi related to governance in the community. Who made decisions, what sort of local capacity building was happening – or not.</p> <p>LF (ALPA/RJCP manager): Discussed post-cyclone scenario. Minister Scullion's visit, situation in Ramingining re. corporation, post IAS failure strategy, Chief Minister visit and focus on economic development.</p> <p>JY and NG: Touched base with regular collaborator NG, discussing impact of cyclone and current feeling in the community. Organised formal meeting time.</p> <p>GW: Quick meeting re possible scenarios for planning the women's SG meeting</p>
14 Apr 2105	7	<p>Territory Housing person: Discussed our Project. He wasn't listening and responded with criticism about 'not another f*n survey, we've been surveyed over and over!' More discussions about post cyclone recovery and service provider politics.</p> <p>AE (new GEC was in Gapuwiyak when IGLDP first started in 2013): Had to pitch the whole project to her from the beginning. She had some disconcertment over the IEO's involvement (unlike TO'L and FC), who saw IGLDP as providing good PD as long as IEO involvement was negotiated properly.</p> <p>Saw GW and RN at school: Discussed logistics & planning for next steps for women's SG</p> <p>Met with C (RJCP and Manymak Power) and J (new STEPS person): Organised to utilise STEPS training room next day. Discussion re post cyclone recovery <i>'Lost opportunity. After the cyclone everyone was pitching in. Then the recovery teams came and you could see Yolŋu shoulders droop.'</i></p> <p>JX: Spoke about LAs. They are too expensive, meet once every two months unless there is an emergency, people only come if they have a vested interest. Meetings called without proper agendas distributed before hand, communication poor, people not involved in making agenda etc.</p>
15 Apr 2015	7	<p>3 Elders at Bottom Camp: Discussion started with Tony Abbott's <i>'Homelands as Life Style Choices'</i> issue. We showed a new poster to start discussions around governance in Milingimbi. Following poster story we discussed Gupapuyŋu clan leadership, the focus on themselves as a clan, getting themselves organised, getting involved with Rangers work, focus on Dhipirri. LW had been on EARC Board previously and had been involved with a number of initiatives (tarmac for airport road, airport rebuild). He found it too much humbug working for the whole community. Discussion around Land Rights and Royalties (Gurriyindi, Malarra and Walamanŋu tribes) and fighting. Gupapuyŋu don't get an opportunity to contest royalties, so don't have much of a civic orientation.</p> <p>G (RJCP mentor): General discussion around seeing everything as an opportunity, even the cyclone cleaned everything up so we can have a new start. Focus on younger generation and thinking about what they are interested in. Discussion about media production for young people.</p> <p>O (interim CSM): EARC recruitment process. LA's – concerns about legislating causing more top-down compliance, pressure for Councils to not be involved in revenue raising, Council has 85% indigenous employee's.</p> <p>D and K (ARDS & NAAFVLS): introducing a domestic Violence Radio play and Poster.</p>
16 Apr 2015	4	<p>W (elder from Bush Camp): free ranging discussion that focussed on problems, violence, fear, inability to discipline, needs family level support, maybe the LA could help with that, maybe we need to come together with one mind, maybe everyone should go to</p>

Date	No. people	Topic of conversation, outcomes, actions
		<p>their homelands.</p> <p>KL: Discussed Gatjirrk Corporation, we need to come together...</p> <p>2 women: Meeting at Dumdum with women's group reps. 'Lets make a poster and see who is interested?' Felt like groundhog day. Hadn't we already done that, set up a steering group, developed objectives...? 'Maybe this isn't the right time?'</p>
Visit 10 TvW/MS 13 May 2015	1	Quickly met with GD (fill-in GEC): She gave some advice re the women's corporation – that in this climate with Australian Government focus on kids in schools, jobs and safe communities it didn't look sustainable.
14 May 2015	4	<p>Met with the clinic at GW's suggestion with MS (balanda), who has been working with women at Milingimbi for many years. We also speak with a mid wife and a doctor. They tell us that John Eltherink (NT Minister of Health) had recently visited. He said he would love to see a local Board be part of the conversation regarding Health (A job for Nyälka?) Talk about a public health student that could support Nyälka. Margaret tells us about her Women's Business Book. It seems to have some aspects of women's traditional governance in it. We offer support, help with texts, extra recordings etc.</p>
15 May 2015	2	<p>Scoped out the work will do with the women this week. Updates to the Nyälka Milingimbi Women's Aboriginal Corporation Draft Rule Book. Women's promotion – we came to stay over the weekend so we could record interviews with them.</p>
	1	<p>Spent the afternoon with LR (TO) talking about governance and leadership from her perspective. Tells a story about Milingimbi TO's don't have any colour... She says, in relation to a women's group: 'It has got to become true, not just one or two people chasing each other.'</p> <p>In response to asking about how Yolŋu do '<i>liya-wangany</i>' (one mind) she told a great hunting story.</p>
	1	<p>Bumped into RL and she asked us to sit down with her. There was another group of Yolŋu nearby discussing school matters. We told her that we were still doing our governance and leadership work. She told us there had been a small improvement in things in the community. She told us she had been working with G and others to do small governance interventions i.e. big kids fighting little kids, 'how can we lessen the violence?' She said she came in with a bigger stick and copied what they were doing. Once she had their attention, they gave the kids diverting activities that weren't violent. She was called to a school meeting halfway through our talk. She talked about how there had been discussions between camps that resulted in small programs within camps aimed at less gambling, dobbing in drug dealers, challenging young parents to look after their kids, providing for young mothers and their babies, activities for youth, discussions with elders, challenging Local Government, liaising with RJCP. For a moment there I felt there was no place for us or a corporation, people were practicing their governance. (Or maybe Nyälka was part of this change somehow). She finished talking about people just not engaging with RJCP and not caring about the \$'s.</p>
16 May 2015	1	Returned and did a video with LR about Yolŋu governance and leadership in Milingimbi. Followed by some discussion of how the camps work at Milingimbi. See 'Resources'.
17 May 2015	1	Weekend attempts to video record old ladies for women's promotion.
18 May 2015	4	Met with JY and LW: try out poster (designed after Ramingining visit) (see 'Resources'). More discussions about Gupapuyŋu not from here, we are talking and thinking about how to get back to Dipirri. JY getting a job as an elder with Rangers.
	1	Bumped into JW and talked about changes to RJCP.

Date	No. people	Topic of conversation, outcomes, actions
	1 1 1 1 3	Spoke to JB and showed her the 'governance map'. Met with RN at the library to try and do some more work on the women's promotion. This has been disappointing. After planning carefully to do this nothing has happened. Met with R. She made a few points. <i>Märi's</i> are special people who organize things for us. It's good for 3 or 4 women to be in the corporation but they need 1 balanda to keep it going. Strong <i>miyalk</i> (women) can talk up. Old people look at younger people and decide who will be encouraged. The steps to <i>Dalkarra</i> and <i>Djirrikay</i> (ceremonial leaders) is the same as university. She has some resources she has developed (<i>Gatjirrk</i> Curriculum and <i>Duntun? Wayawu</i>). Lots of stories about the good old days. <i>Dhurpu dhäwu'mirr</i> . Mentioned trips to Bali with Nandi Harris and Miss Lawton. Met JS on the road: stories about the old women's centre, women's club, bush trips. <u>Formal Women' Steering Group meeting</u> : It's only a small group and we talk about Rule Book changes, charity status and next meeting. The women suggest we start with a general meeting and finalise everything. TvW feeling despondent that there just aren't the numbers to get this group going.
19 May 2015	30+ 6	<i>Waŋa way'yun</i> : NG holds a <i>waŋa way'yun</i> (call to the land) with a PA at the Jessie Smith park. Lots of people voicing concerns and encouraging each other. NG turns it into a ' <i>Makarr Garma Petition</i> '. TvW is asked to assist as this is Yolŋu governance and leadership. See 'Sketches'. Strategy, editing checking, phone calls, discussions, advice etc. to move the Milingimbi <i>Makarr Garma</i> petition forward. NG starts another document that expands on some of the petition points. It's like a list of Yolŋu Governance practices. This is what we were hoping to work on with him in the first place. Why has it taken all this time? It's a work in progress.
20 May	1	Tele conference call with PG and NG about post petition effects, LAs etc.
Visit 11 TvW/MS 15 Jun2015	4	Flew to Milingimbi from Ramingining MS attended the women and girls quiz night, spoke to GW, J, R and JG.
16 Jun 2015	1 3	Discussion with NG re <i>Wetj Rom</i> . This is a sort of 'owing law' that has its roots in hunting. When someone catches an animal, the hunter and others will already know which bits go to which people according to kinship lines and age lines. Editing his document in preparation of Adam Giles visit. Met at the takeaway with DM (TO): post-petition discussion. Plenty of support from him for NG's work. He has too many worries himself.
17 Jun 2015	4 2 5	NG's family came over. MS works with his daughter, MG. Meeting with RN and JL's daughter at library. Spoke to S (Anglicare) who asked if MS could attend the Playgroup meeting to talk to the women about the corporation, and applying for funding through the HIPPY program.
18 Jun 2015	1 4 1 6	Print a copy of the redacted <i>Crime Commission report on Indigenous Law and Order</i> for NG. Discuss issues. NG does a show and tell with men from the bottom camp talking about governance. NG is teaching and using the poster we developed in Ramingining. Phone call with Brotherhood of St Lawrence re HIPPY program <u>Women's Steering Group meeting</u> : This is a very good meeting. A couple of new people,

Date	No. people	Topic of conversation, outcomes, actions
		good discussions, developed a vision statement, and did some evaluation of the IGLDP. S (Anglicare) attends and we talk about applying for HIPPY funding. The women decide that this is not the right project or the right time.
19 Jun 2015	1	NG is fired up and we do some work on his big list, then we spend most of the day working on the <i>Bon Milmarra</i> (promise marriage system). We start an illustration of this.
Visit 12 TvW/MS 3 Aug 2015	3	NG: scope out times he is available Met with FG(2) brother of WW (IEO in Gapuwiyak) and shared the story. Met GW down at the beach. Catch-ups for first meeting on 5 th , sharing stories about what she had been doing and who she had been sharing the story with...
4 Aug 2015	9	Met with RN in Library re meeting. Met with S and M at Rulku Lodge – discussed their operational processes and business model. Talked with C (Swinburne) at new Mayku Business (ALPA/RJCP/Swinburne furniture factory) Spoke with A (GEC): updated her on the Nyälka meeting and discussed the possibility of submitting a <i>Building Safer Communities</i> application. AE very pleased to hear this project would have the ongoing support of CDU. Spoke to Jo and Je about attending the Nyälka meeting, and Jo talked about her hopes for becoming a director Bumped into HM coming back from the shop, and she told us how she was making sure many of the other women were informed about the meeting Showed RL the video of LR (TO) re leadership and governance.
5 Aug 2015	17	First General Meeting of Nyälka Milingimbi Women's Aboriginal Corporation: Memberships, Directors, acceptance of Rule Book, preparation of docs for ORIC. Discussed scenarios regarding Rangers. Helped NG to start developing a section 71 NLC Application.
6 Aug 2015	2	More work with NG on <i>Bon Milmarra</i> (promise marriage system). Calls to NLC. Calls to Toll Shipping re Barge Landing. Discussion and Research re section 28 ALRA amendments. Finalise DRAFT of Section 71 App. MS follow up with J re old photographs Double checked ORIC docs and followed up extra signatures.
7 Aug 2015	1	More work with NG. Look at Senate Reading of Sec. 28 Amendment. More discussions around processes of NLC and Australian Government.
	1	Took corporation documentation to GW for her to sign, and discussed next steps e.g. opening bank account, holding required meetings etc.
	6	Discussion with MS, R, RL, JL, E, GW re 'Yothu-Yindi Mari-Gutharra Women's book'. More trips, translations, curriculum resource, new technologies. Video of women discussing ideas around the book.
8 Aug 2015	1	Research for Nyälka re bank accounts and ORIC reporting dates and guidelines. Met with RL and she translated the parts of LR's video which were in Burrarra.
9 Aug 2015	2	Discussions with GW and R re corporation, bank accounts etc. Discussed funding application <i>Safer Communities for Women</i> . Scoped out ideas, letters of support required, and general discussions around how a project like this could work. Ideas around another image.

APPENDIX 2.2

IGLDP Activities in Milingimbi

<p>Schedule description of Activities</p>	<p>An IGDLP Working Description</p>	<p>Topic of conversation, when, where, number of people... Note: The conversations listed below occurred at places like; Council Office, Private Houses, Park, GEC Complex, Store, Training Room, Shady Spots, Accommodation, VOQ, Court House, etc.)</p>
<p>Document the role, legitimacy and constraints of the working of Local Authority. Document the role of other community based organisations currently used by government such as Housing Reference Group</p>	<p>Document the role of several community based organisations that currently do consultation with government. In particular, how does the Local Authority work</p>	<ul style="list-style-type: none"> Local Authorities (LAs) were formed half way through the Project, and only met a few times (once every 2 months). Our visits have not coincided with any LA meetings, however some of the people we work with are on the LA and East Arnhem Regional Council. (4) Despite several meetings and discussions with the CSM about the Project and our interest to work with the CAB/LA, we were only ever allowed to attend LA meetings. (15+) The CSM had a large impact on the LA and it’s agenda. (1) Yolŋu leaders do not see NTG mandated ‘Local Authorities (LS’s)’ as the legitimate ‘local authorities’ and some are offended that local government has co-opted this term) In contrast to the LA and other government-mandated groups, the Yolŋu leaders of Milingimbi claimed: <i>‘The Milingimbi Makarr Garma as a legitimate decision making forum for the Yolŋu of Milingimbi. The Makarr Garma is constituted through the law and has jurisdiction for all things discussed in this petition. Makarr Garma is a foundation or a site. It’s the actual ground that we practice on; the place where we practice our law and order. Makarr Garma is place, people and practice all in one. It is a public site where we can make decisions and fulfill contracts. We are the constituted leaders and respected elders of the clans living at Milingimbi. These clans include the Traditional Owners of Milingimbi and the other clans living here. We govern the Yolŋu of Milingimbi through the Yolŋu law that is unchanging. We have been living under this law from the beginning.’</i> (Open letter to Chief Minister Adam Giles, Minister Bess Price and Minister Nigel Scullion, 20 May 2015) (120+)
<p>Working with community members to increase general understanding of principles of governance and leadership.</p>	<p>Undertake conversations and more formal discussions of the topics ‘What is governance here and now?’ ‘What is leadership here and now?’</p>	<ul style="list-style-type: none"> We continually observed Yolŋu leaders practicing governance and leadership in Milingimbi to manage complex negotiations between clans, around knowledge, leasing, conflict resolution, agreement-making, organising ceremonies, deftly and graciously managing both leadership and governance commitments and responsibilities in both Yolŋu and western contexts. We quickly realised that we weren’t there to increase people’s general understanding of principles of about governance and leadership – these were already well understood. Rather, people wanted us to help them to understand western principles of governance and leadership. Partly this was so they could better navigate Yolŋu leadership and governance but there was also a huge desire, good will and good faith to engage in the right level of dialogue with the right people in leadership to find ways for Yolŋu and western governance, leadership and law to work effectively together. (30+) Worked with a group of women learning about and practicing governance and leadership through developing a new women’s aboriginal corporation (6-10) Worked with KL, director of the Gatjirrk Aboriginal Corporation regarding managing the governance and ongoing administration of this corporation and its role in the community. (1)

Schedule description of Activities	An IGDLP Working Description	Topic of conversation, when, where, number of people... Note: The conversations listed below occurred at places like; Council Office, Private Houses, Park, GEC Complex, Store, Training Room, Shady Spots, Accommodation, VOQ, Court House, etc.)
		<ul style="list-style-type: none"> Continually revisited questions of governance and leadership in Milingimbi with key Yolŋu leaders and senior people who were interested in the project and also involved in community groups, programs, boards, organisations and councils (25+) Worked with NG and others on a poster of Milingimbi that attempted to map out the structure of the community, which clans lived where, who were the leaders, what were their kinship affiliations with each other, Milingimbi and other places. (4) Through interviewing TO's and non-TO elders regarding local leadership and governance arrangements governance and leadership started to become part of their discourse (6) Many Yolŋu leaders living in Milingimbi felt they had limited say in governance and leadership as this was not their place, they were just living here, and often talked of moving back to their homeland for which they had clearer jurisdiction. (6+) Developing and reflecting on, the community petition was an opportunity for people to think about and practice leadership and governance. (20+)
Facilitating more representative community groups and committees that are supported by traditional governance structures	Identify organisations that seem to be somewhat aligned to kinship system governance structure; become familiar with their working through respectful conversations	<ul style="list-style-type: none"> For Yolŋu, no one clan has superiority or more governance or leadership rights than any other clan. Within each clan there are leaders who can speak for and govern their own clan's business but governance between clans and places is continuously negotiated and practiced through kinship connections, relationships and responsibilities within Yolŋu law. Depending on their relationship to people or place, each clan has particular governance responsibilities. For example, if it is a <i>yothu-yindi</i> relationship or <i>märi-gutharra</i> relationship; if you are <i>wakupulu/waku waŋaŋu, ŋäŋdipulu/ŋäŋdiwaŋaŋu...</i> etc to another person, clan, place or ceremony. Every clan is each of these things (and more) to every other clan. Within this system and law, no one clan is above another. We worked with leaders in Gapuwiyak, Milingimbi and Ramingining to try to find ways of making this complex and eloquent system more visible to outsiders. Thinking about how to respect, recognise and value Yolŋu systems concurrently with western ideas of representation is very challenging. (6) Worked with NG to develop a governance map of Milingimbi including camps, clan groups, clan leaders and language groups (1) Regularly spoke with TO's, discussing the project and the women's corporation group, and making sure that they were aware of our work and able to guide its direction (3) Carefully kept other women's groups, and the older women who were active within them, informed of our work (4) Interviewed elder women about the history of Women's groups in Milingimbi and their visions for how to support young women and young mothers today (4) Worked with MS (Clinic) supporting her development of a book recording the knowledge and wisdom of Milingimbi women expressed through kinship relations of land and people, and its value

Schedule description of Activities	An IGDLP Working Description	Topic of conversation, when, where, number of people... Note: The conversations listed below occurred at places like; Council Office, Private Houses, Park, GEC Complex, Store, Training Room, Shady Spots, Accommodation, VOQ, Court House, etc.)
		for current healthcare practice (2) <ul style="list-style-type: none"> • Undertook desktop research to see how clan groups have historically been represented within local council and other structures • The emerging Yolŋu Nations Assembly is strongly based on traditional governance structures. This group and its community/region-specific subsidiaries may be able to provide strong and accountable governance in the future.
Working with community groups to co-ordinate and streamline existing groups and committees which may include amalgamating groups	Catalyse conversations amongst community members on the active groups in their communities that are in some way concerned with general issues of community governance. Participate in these conversations by respectfully asking questions	<ul style="list-style-type: none"> • Spoke with Gupapuyŋu elders to discuss possibility of a representative community body concerned with governance in Milingimbi. (4) • Met with staff at the clinic and the school to discuss how a Women’s corporation might partner with them in the future. (2) • Talked with Anglicare and Brotherhood of St Laurence re future partnerships which would allow a Yolŋu corporation to deliver services in Milingimbi in the future (3) • Spoke with members of the Local Authority regarding their personal responsibilities and the role of the L.A. in Milingimbi (4) • Worked with the women interested in developing an Aboriginal Corporation, continually discussing ways in which such an organisation might be nurtured, and the role it would play in supporting women and potentially delivering services in the community (6-10)
Providing technical training to individuals and community groups to increase capacity to engage with government	Be sensitive to the sorts of ‘technical’ capacities that community members need in order to be usefully engaged in community governance (e.g. setting up email accounts) and support community members in increasing their capacities	<ul style="list-style-type: none"> • Renewing the registration of the Gatjirr Corporation, assisting the Director with the required paperwork • Work with Nyälka Director/community Librarian drawing on and extending her skills around video editing on a promotion for the Women’s Group • Working with the Women’s Group to move through the paperwork required for registering a new corporation • Supporting people to turn their ideas into written documents including official letters (literacy) • Worked with elders to prepare a community Petition • Computer and networking support • Help with Internet banking • Interpretation of documents, news etc. into plain English • Writing submissions to government for funding • Making meeting agendas and taking minutes • Running and recording meetings • Planning and facilitating workshops • Supporting people to turn their ideas into written documents, also write letters (literacy)

Schedule description of Activities	An IGDLP Working Description	Topic of conversation, when, where, number of people... Note: The conversations listed below occurred at places like; Council Office, Private Houses, Park, GEC Complex, Store, Training Room, Shady Spots, Accommodation, VOQ, Court House, etc.)
Support community members to be actively involved in planning and implementation of services delivery. Were community members/leaders asked how they would like to communicate with government on matters relating to services delivery like how they were delivered?	Catalyse discussions of what the phrase 'government services' means; ask for help in identifying what government services are delivered in the community and how.	<ul style="list-style-type: none"> 'Government Services' were discussed with the Women's group regularly. They are particularly interested in services that impact what they see as their jurisdiction (e.g. for young mothers, women's health, children). We discussed how these services might be delivered by a Yolŋu organisation. We also looked at the possibilities of partnering with the Brotherhood of St Laurence or Anglicare to deliver specific programs in the near future. Government Services are increasingly being undertaken by NGO's, and working in partnership to deliver these contracts is seen as a strong area of governance and leadership development for the group. (6-10)
Provide mentoring and coaching to emerging community leaders	Identify potential leaders; discern if possible the constituencies that this leader is coming to represent; discuss ways that leaders and their constituencies might interact respectfully.	<ul style="list-style-type: none"> A core group of women nominated themselves as interested in working to develop a women's corporation in Mililingimbi. We worked with these women for over a year. Together we learnt and negotiated ways in which a Women's group owned and run by Yolŋu might operate in Mililingimbi (drawing significantly on the type of leadership exhibited by these women as they already negotiated the differences between camps, and clan groups, to support young women and children in Mililingimbi (6-10) Worked regularly with NG supporting him in his many roles. (in particular with his emerging role as a community leader, executive member Yolŋu Nations Assembly, Clan leader)

A number of attempts were made to work with CABS/LAs, School Councils and Art Centres in all three East Arnhem communities with limited results. Working with these kinds of groups seemed dependent on the experience, interest, competence, reflectiveness and/or imaginations of balanda managers, who have a controlling influence. As well as on the culture of workplace learning or other organisational restrictions such as training versus mentoring etc. For example, it seemed the CSMs and EARC were only interested in or able to accommodate top-down training, that they had their own programs in place and could not accommodate or integrate our ground-up, responsive approach. An Acting Principal in one community was very keen to support us to work with the Yolŋu teachers and school council but this opportunity ended when he was replaced. We worked successfully with Yolŋu school council members in another community where two Principals valued workplace-based, ground-up professional learning. Despite saying they were interested and many attempts to work with them, Art Centre managers in two communities were unable to coordinate times for us to work with the Art Centre directors. Another Art Centre manager supported the Project in other ways but we were unable to work with board members.

APPENDIX 2.3 IGLDP Emerging matters in Milingimbi

Due to the nature of our ground-up work we were able to respond to most emerging matters relating to governance and leadership, However, there was a limitation to the extent to which we could engage with some of these. In bold italics are the emerging matters and activities that we feel require more and/or ongoing, attention and work.

Yolŋu leaders we worked with in each community are related and connected through gurruṯu and their academic and practical interest in law, governance and leadership. There are many common issues and emerging issues. People expressed interest in working together across communities but the cyclones and other things interrupted our plans for this. There is scope for facilitating these and other Yolŋu leaders to work on these issues together. An example of where this is already happening is through the Yolŋu Nations Assembly.

Governance and Leadership issues emerging from the Community	Who and under what circumstances	What did you do about it? What happened? With all issues listed below we listened first, gave our advice if we knew about the issue, and most often researched the questions together through desktop research, phone calls, networking and dialogue.
Nyälka Milingimbi Women's Corporation	<ul style="list-style-type: none"> Nyälka Milingimbi Women's Corporation Steering Group, Directors and Members 	<ul style="list-style-type: none"> We worked with a group of women in Milingimbi over the duration of the project to develop the corporation. This is a grass roots initiative initiated by Yolŋu women continuing their work of caring for women, young mothers and children. See the Story of the Nyälka Milingimbi Women's Aboriginal Corporation for details of how we supported and worked with these women. We have supported the group the group to submit a number of project funding applications <i>There is huge scope and need for ongoing work with Nyälka, which has only just become registered. They continue to need assistance to become established, and continue developing strategic partnerships and joint ventures</i>
Post Cyclone Recovery program	<ul style="list-style-type: none"> Community members, Recovery team. Out and about. 	<ul style="list-style-type: none"> We heard the stories and commiserated with Yolŋu. We heard how the Recovery programs were rolled out, and how Yolŋu were left watching it all happen to them. For some people it brought back memories of the NTER, which was traumatic, and may have increased their anxiety. It was a missed opportunity for high level engagement and active community participation. It seems the recovery operations not only disempowered Yolŋu community members but they may have empowered balanda community stakeholders, adding to the frustration of local Yolŋu community members. <i>Cyclone recovery will be an on-going issue for Yolŋu</i>

Governance and Leadership issues emerging from the Community	Who and under what circumstances	What did you do about it? What happened? With all issues listed below we listened first, gave our advice if we knew about the issue, and most often researched the questions together through desktop research, phone calls, networking and dialogue.
		<p><i>communities and needs to be done differently.</i></p> <ul style="list-style-type: none"> • <i>Emergency response protocols in Yolŋu communities need to be reviewed and re-developed WITH Yolŋu leaders as well as balanda stakeholders in EACH community.</i> • <i>These situations need brokering by people with expertise in intercultural communication, negotiation, engagement and community development.</i>
Land Rights Legislation	<ul style="list-style-type: none"> • Individual Elders 	<ul style="list-style-type: none"> • Many discussions and disconcertment relating to Land Rights, Township leasing (99 year leases), NLC communication practices.
Issues in relation to violence, drugs, young parents, gambling, neglected kids etc.	<ul style="list-style-type: none"> • Individuals from various camps 	<ul style="list-style-type: none"> • We heard people tell stories about how they were trying different techniques and initiatives to counter violence, and bad youth behavior, gambling, drug dealing etc. These seemed to be developed as on-the-spot crisis-management solutions. • We saw Yolŋu adults organizing activities such as sport, games and sing-alongs for youth and young people at different camps. • These were all volunteer Yolŋu-initiated interventions.
Royalties	<ul style="list-style-type: none"> • Individual elders 	<ul style="list-style-type: none"> • We heard about various arguments about who should be receiving royalties and how the NLC managed this and how the community as a whole were dealing with it.
Recognition, Respect, Law and Order	<ul style="list-style-type: none"> • Elders from different camps, especially about police behaviour and intervention 	<ul style="list-style-type: none"> • A recurring concern is that there is no recognition or respect for Yolŋu law, governance or leadership from the top down. • This lack of formal recognition for Aboriginal law, leadership and governance by the Australian Constitution and Government and the NT Government means there is no basis for Yolŋu involvement in government policies, programs, services and agencies. Western law and order is imposed and ignores traditional practices. • See the Waŋa way'yun petition story and the Yolŋu Governance practices story. • <i>There is significant scope for continued work in researching and developing resources, programs that make Yolŋu governance and leadership more visible and processes for Yolŋu leaders to work with government at the appropriate level to develop policies and processes by which Yolŋu law, leadership and governance or can be recognised and worked together well.</i>
Adult education, training and jobs	<ul style="list-style-type: none"> • Elders from different camps during most of 	<ul style="list-style-type: none"> • A constant topic of discussion was training, certificates and no jobs and confusion about this.

Governance and Leadership issues emerging from the Community	Who and under what circumstances	What did you do about it? What happened? With all issues listed below we listened first, gave our advice if we knew about the issue, and most often researched the questions together through desktop research, phone calls, networking and dialogue.
	<ul style="list-style-type: none"> our discussions about governance and leadership with various examples 	<ul style="list-style-type: none"> Most trainers are not educators and do not understand how to develop and deliver programs suitable for the remote Yolngu EAL/D context. We observed training is not enough and that there is a strong desire, need and scope for quality both ways, research and community-based adult education, mentoring and life-long learning around all aspects of adult life including support for developing and running local Aboriginal corporations and businesses, legal matters, health, pathways to employment, IT, cyber-safety, media, education, the environment and land care.
General community ennui	<ul style="list-style-type: none"> Participated in many conversations with people at their homes, in meetings and public places such as the park and town centre. 	<ul style="list-style-type: none"> People were talking about how there is no hope left, its all been lost, the NLC is a bastard, the Government is heading on its own straight path, we have turned our path towards the Balanda path, but they have stayed straight. They are over us, crushing us. In our GroundUp work we were always ‘careful not to promise what we couldn’t deliver’ but at the same time by working with Yolngu leaders on governance and leadership ‘problems of the moment’ we were offering an opportunity for them to actively participate in working through these and developing their own solutions.
Making Yolngu Governance practices more visible	<ul style="list-style-type: none"> NG (IGLDP Consultant and Leader) 	<ul style="list-style-type: none"> NG saw this project as an opportunity to strengthen and revive Yolngu Governance practices and make them more visible to the wider community. While we have made some resources, this is an ongoing project, that seeks to engage all community members including Balanda. NG also wants to make resources to show outsiders/governments these practices are. These could be print-based, digital or programs.
Public discussions re funeral issues – conflict resolution	<ul style="list-style-type: none"> Various family, clan groups via public meetings 	<ul style="list-style-type: none"> We observed Yolngu leaders practicing governance through facilitating community meetings to mediate conflict resolution serious matters.
Commercial fishing	<ul style="list-style-type: none"> Individual elders 	<ul style="list-style-type: none"> Concern about fishing being conducted legally. Researching together and establishing networks with other people working in this area.

Ntaria Appendices

APPENDIX 3.1 IGLDP Engagement in Ntaria

The following table is a summary of the Ntaria Field Notes: August 2013 – September 2015.

Date	No. People	Topic of conversation, outcomes, actions
Nov/ Dec 13	7	3 meetings discussing Tangentyere's involvement in IGLDP in Ntaria. General willingness to proceed but only if properly negotiated with the right people and groups in Ntaria. These were 'low level' discussions to test the waters of people's general willingness to be involved
Dec 13	21	Attendance at Tangentyere Executive meeting to discuss and seek approval for Tangentyere Council Research Hub involvement in the IGLDP project in Ntaria
Feb 14	1	Discussion with Ntaria GEC to negotiate coming to Wurla Nyinta meeting
April 14	19	Attended Wurla Nyinta meeting to discuss project and seek approval to proceed with the project- Approval given
13 May 14	2	Meeting with Wurla Nyinta Member to discuss project and G and L issues
22 May 2014	2, 2, 3	Meetings with community members to talk about the project and their G and L issues
10 Jun 2014	1	Meeting with Shire elected Member re G and L issues
12 Jun 2014	2,3	Meetings with community members to talk about the project and their G and L issues
23 Jul 2014	1	Meeting with Council Services Manager re project, working with the LA, and overview of services provided by Macdonnell Regional Council
12 Aug 2014	2,3	Meetings with community members to talk about the project and their G and L issues
13 Aug 2014	2, 1	Meetings with community members to talk about the project and their G and L issues
19 Aug 2014	3,1,2	Meetings with community members to talk about the project and their G and L issues
2 Sep 2014	1	Meeting with FRM precinct manager
3 Sep 2014	1,2	Meetings with local organisations re project and their potential involvement
7 Oct 2014	1,1,2	Meetings with community members to talk about the project and their G and L issues
8 Oct 2014	1,1	Meetings with community members to talk about the project and their G and L issues
9 Oct 2014	1,1	Meetings with community members to talk about the project and their G and L issues
4 Nov 2014	1	Meetings with community members to talk about the project and their G and L issues
5 Nov 2014	1	Meeting with Stronger Communities for Children manager
6 Nov 2014	2	Phone call with CLC staff re the projects they are working on, the processes they use and their G and L issues
7 Nov 2014	1	Meeting with GEC re IGLDP progress and plans
11 Nov 2014	19	Wurla Nyinta meeting
19 Nov 2014	1	Meeting with community member about some of the difficulties being discussed around TO role in decision making and ways forward
18 Feb 2015	1	Interview re Governance and leadership- general

Date	No. People	Topic of conversation, outcomes, actions
10 Mar 2015	1	Local Authority- how the MacDonnell Council is conducting affairs locally in the absence of a Council Services Manager. Invitation to the next LA meeting.
	2	Interviewed two people about their role on the LA, how they came to be elected, their thoughts and feelings.
31 Mar 2015	2	Meeting discussing community feedback- what fora, when? Matt to organise preliminary feedback and present to range of bodies
	1	Interview re Governance and leadership- general.
	2	Interview re Governance and leadership- general.
7/4/15	3	Aboriginal control in Ntaria, what are the systems that govern (and have governed) the community over time.
14 Apr 2015	15	Presentation to LA. Discussion about the IGLDP, what it has done, what is still occurring, where to from here. Subsequent invitation to come back and provide updates. Follow up interviews with those not already talked to proposed.
	2	Interview re Governance and leadership- general and the role of the LA.
16 Apr 2015	1	Meeting with former worker at Hermannsburg and Tjuwanpa discussing community governance over time.
21 Apr 2015	2	Meeting exploring the role of the school in the community and the relationship between its board and other community level bodies. Hold further discussions with board members.
5 May 2015	2	Interview re Governance and leadership- general.
	1	Interview re Governance and leadership- general.
	1	Interview re Governance and leadership- general.
12 May 2015	18	Informal community feedback meeting.
13 May 2015	1	Meeting discussing the HRG, and proposals to transfer responsibility of the HRG to the LA
19 May 2015	~100	Community meeting re bullying and teasing at school
28 May 2015	14	Wurla Nyinta meeting- specifically discussing findings of the IGLDP so far and future planning
2 Jun 2015	2	Interviewing two people interested in working on the project in Research Assistant roles- discussing the project in more depth and the requirements of RAs
9 Jun 2015	3	Informal discussions with members of the CLC Community reference group in relation to decision making within the community. Who really has the right to make decisions for Ntaria and how does everybody know?
19 Jun 2015	1	Meeting discussing the role of the LA and its role in relation to community business and general governance of social issues.
	23	Feedback session
28 Jul 2015	1,3,1, 1,	Meetings to discuss where we are up to and best ways to move forward
	12	Feedback session
8 Sep 2015	1,1,1	Feedback, next steps and negotiating for how to progress next steps with Wurla Nyinta
15 Sep 2015	1,3	Feedback and discussions about possible next steps

APPENDIX 3.2

IGLDP Activities in Ntaria

Schedule description of activities	An IGDLP Working Description	When, where, number of people...
<p>Document the role, legitimacy and constraints of the Local Reference Group (LRG) and other community based organisations used by government for consultations such as the Housing Reference Group</p>	<p>Talk with people about the formal structures they have in Ntaria and how they assist (or inhibit) members of the community to have their concerns addressed</p>	<ul style="list-style-type: none"> • Meetings, interviews • Various locations in the community • Total 75 people • <i>A diverse range of conversations explored the role of existing groups, including those set up under government auspices as well as those set up within other organisations in the community.</i>
<p>Working with community members to increase general understanding of principles of governance and leadership</p>	<p>Undertake conversations and more formal discussions of the topics ‘What is governance here and now?’ ‘What is leadership here and now?’</p>	<ul style="list-style-type: none"> • Meetings, interviews • Various locations in the community • Total 81 people • <i>This was the main topic of many of the discussions, enabling community members to talk about their understandings of governance and leadership and how they see it in terms of what goes on in Ntaria</i>
<p>Facilitating more representative community groups and committees that are supported by traditional governance structures</p>	<p>Identify organisations that seem to be somewhat aligned to kinship system governance structure; become familiar with their working through respectful conversations</p>	<ul style="list-style-type: none"> • Meetings, interviews • Various locations in the community • Total 63 people • <i>Many people identify particular people and families as having particular roles in decision making in Ntaria, however there is reluctance to try to encode these in formal ways, perhaps because it obviates the need to do proper negotiation which people see as critical to good decision making.</i>
<p>Working with community groups to co-ordinate and streamline existing groups and committees which may include amalgamating groups Providing technical training to individuals and community groups to increase capacity to engage with government</p>	<p>Catalyse conversations amongst community members on the active groups in their communities that are in some way concerned with general issues of community governance. Participate in these conversations by respectfully asking questions Be sensitive to the sorts of ‘technical’ capacities that community members need in order to be usefully engaged in community governance (e.g. setting up email accounts) and support community members in increasing their capacities</p>	<ul style="list-style-type: none"> • Meetings, interviews • Total ~170 people (though I did not talk to all of them in the big community meeting) • <i>People do not generally see their problems in trying to make a difference to be primarily an issue of training, though many recognise that this is an important element of their ability to take a more decisive role in leading change in their community. Of more concern is how people already working in governance and leadership positions can have their views respected and taken into consideration by outsiders, and how those people and agencies can work with them rather than what they identify as for other purposes.</i>

Schedule description of activities	An IGDLP Working Description	When, where, number of people...
Support community members to be actively involved in planning and implementation of services delivery	Catalyse discussions of what the phrase 'government services' means; ask for help in identifying what government services are delivered in the community and how. Were community members/leaders asked how they would like to communicate with government on matters relating to service delivery or influence the way services are delivered?	<ul style="list-style-type: none"> • Meetings, interviews • Various locations in the community • Total 63 people • <i>People are interested to different levels as to how government influences their lives. Some are frustrated with their lack of ability to hold the government to account while others have little or no interest. The main thing to emerge late in the project was how the LIP offered a way for both community members and government to work together and to see what each was responsible for. Essentially it was something around which people could negotiate and track what was going on</i>
Provide mentoring and coaching to emerging community leaders	Identify potential leaders; discern if possible the constituencies that this leader is coming to represent; discuss ways that leaders and their constituencies might interact respectfully.	<ul style="list-style-type: none"> • Meetings, interviews • Total 12 people • <i>A small number of meetings with younger people who are actively engaged in community issues. Many of these people are from Traditional Owner families who have been active in local politics for many years. There is interest among these people of taking a more active role, but there is also the awareness that they must wait their turn and not be seen to be trying to get ahead of themselves</i>

Ramingining Appendices

APPENDIX 4.1 IGLDP Engagement in Ramingining

The following table is a summary of the Ramingining Field Notes: August 2013 – September 2015.

IGLDP facilitator Anthea Nicholls lived in Ramingining in 2013 until July 2014. During this time Anthea rented a Council donga opposite the Council Office and Art Centre, next to the VOQ and Store in the 'business hub'. She converted the large enclosed veranda into a meeting and work-space for elders, community adults and IGLDP, creating what was to become known as 'Governance House' (GH).

During the time that Anthea was living in Ramingining, Trevor van Weeren and Juli Cathcart (IGLDP facilitators) visited for periods of time to support her work. It should also be noted that Anthea, Trevor and Juli were also working on a number of other smaller projects in Ramingining during the time of the IGLDP. Anthea retired in July 2014 and left Ramingining, which was the end of GH. Trevor van Weeren took over most of the IGLDP facilitation through regular visits with some support from Juli Cathcart.

While living in Ramingining, during and between visits (field work) there were many (documented and undocumented) communications (phone and email) with co researchers/facilitators, local consultants, EARC, ALPA, NT Government, ORIC, lawyers and other stakeholders for many reasons including: research, finding and clarifying information, general organisation and logistics, organising meetings, sharing stories, planning, legal support etc.

Date	No. people	Topic of conversation, outcomes, actions
AN living in Ramingining 9 Oct 2013	1	MDh (senior man, Gupapuyju leader and local IGLDP Consultant) at GH: Working together on the ORIC rulebook kit, for creating a constitution. MDh and A have been asked to do this for Yolŋu Nations Assembly (YNS) but it affords a valuable opportunity to share information from both Yolŋu and Balanda perspectives on governance. The work is ongoing over the next 4 weeks.
10 Oct 2013	3	TO'L (GEC), MDh, YD (senior man, Liyagalawumirr elder and leader) at 'Governance House': Sharing feedback on the HRG and LRG. TO'L has developed a relationship with Yolŋu elders, which encourages open discussion, even criticism, about things, which happen through the LRG and HRG forums.
16 Oct 2013	2	FM, DW (senior women and EARC employee) at GH: Discuss ALPAs latest moves. FM says she is happy but now wants to see what happens next.
17 Oct 2013	1	CB (Balanda, Senior Teacher & School Council Rep) at the School: Conversation re the school council, its recent history and current status.
21 Oct 2013	4 3	E and family at Blue house: E asks for help in completing a wad of forms for Centrelink. This is the same set of forms, which I know they filled out 2 weeks ago. They would have daunted even a literate English speaking person. J, C and family at Blue House: They ask if I can I help them apply for a new house? I ask who is their representative on the HRG and tell them I have no influence in matters like this.
22 Oct 2013	2 1	Senior men, BD (School Liaison) and RD (Assistant Teacher) at School: talk about plans for the new Aboriginal Corporation. People are surprised but happy to see what ALPA is doing. MDh at GH: We discuss a range of governance issues: YNA, Local Community Awareness Project (LCAP), the NTG education cuts. These conversations are ongoing and positive.

Date	No. people	Topic of conversation, outcomes, actions
	1	Rev D (senior man) at his house: I call to talk about ALPA's plans for a new corporation but get involved in conversation re ALPA: 'No change from \$100'
23 Oct 2013	2	MDh, AD (Liyagalawumirr leader, elder, senior man) at GH: We discuss the Local Community Awareness Project and AD's work mentoring a young man who has been released from custody into his care.
	1	RB (CLO, ALPA Board member, senior man) at GH: discuss the rub between the Balanda and Yolŋu ways of doing things in organisations like the EARC.
	1	PvH (EARC CSM) on Council Office veranda: I update PvH on plans for CDU to report at the next LRG. I also get permission for DW to attend during EARC times as she was involved in the work we will be reporting on.
24 Oct 2013	1	TD (Gupapuyŋu elder and leader) at his house: I call to report to TD on the Ramingining Aboriginal Corporation (RAC) feasibility study ... but it gives me an opportunity to engage with TD on governance issues. As I don't often get to speak with TD this is important.
25 Oct 2013	3	TO'L (GEC), MDh and DB (senior woman and teacher) at GH: TvW and I have been mapping out a picture of our governance work, thinking about our goals, what we can offer, and what paths we can take. We share this picture with TO'L & MDh. We encourage each other. MDh: <i>'If I put a spear or woomera in your hand for the first time, it will be wobbly.'</i>
27 Oct 2013	1	AD at his home and homeland, Yathalamara: TvW and I visit AD at his request to talk about his record keeping as he mentors and supervises the young man from the justice system. AD also shows us his chook pens and talks about his plans to get an egg business running.
29 Oct 2013	20+	<p><u>Monthly LRG Meeting with special RAC Feasibility Study Report</u> at new police multi-purpose room: Various mala leaders present as LRG members as well as other community members. AK ALPA (CEO) has been invited to explain their new business venture Dinybulu Regional Services, hear what the mala leaders have to say about RAC and find and have a proper discussion. Up until this point, mala leaders other than TO's ALPA has not discussed its plans for DRS with Ramingining mala leaders. The CDU team reports on the RAC Feasibility Study, leading to lively discussion with AK and some significant developments in plans for the future. DRS will be taking over all the old Ramingining Homeland Resource Centre assets, which has the effect of making a RAC unfeasible. AK says ALPA would like the DRS to go to a RAC when it is up and running. He suggested ALPA create of 2 places on the DRS board for RAC board members in the future. It is unclear how a RAC could acquire the skills and experience to take over from DRS.</p>
	1	MDh at GH: comes to talk through the issues raised at the LRG ... but also the feelings raised through the strong discussion.
31 Oct 2013	1	YD at GH: YD comes to discuss plans for how we will manage the money from the sale of his book, which is about to be printed by CDU. He agrees to let the school sell half the books and raise money for a literary award. His family will sell the rest.
	1	TO'L at GEC Office: Debriefing about the LRG and planning next steps
VISIT 1: TvW and JC 5 – 13 Nov 6 Nov 2013	10	<u>Meeting at GH to discuss the proposed Township leasing plans (99 year leases):</u> DjG (YNA Spokesperson), JG (TO), JD (TO) plus 7 elders at GH: They are very concerned. This proves to be a valuable opportunity to witness Yolŋu governance procedures and hear concerns expressed about the way western governance moves potentially clash with traditional governance values.
9 Nov 2013	2	MDh and JW (JW calls JG (TO) <i>n̄ān̄di</i> (mother) at GH: MDh comes to talk re the issue of Town-leasing. He and his wife JG are on their way to talk with TOs.

Date	No. people	Topic of conversation, outcomes, actions
10 Nov 2013	8	MDh, RW (EARC Rep, TO, daughter of JG (TO)) at GH and at their homeland, Walkabamirri: MDh comes to talk re the issue of 99-year leases. RW later takes us to Walkabamirri to talk with her parents, JG (TO) and JD (TO) and her brothers about township leasing. Following the YNA visit, MDh and some other leaders asked us to help them research township leasing and to write a petition as a public statement from the people of Ramingining and Homelands, expressing their feelings to government. Over the next week or so they took the petition to Yolŋu leaders and community members for signing. The petition was sent to the Federal Minister for Aboriginal Affairs, Nigel Scullion.
11 Nov 2013	1	AD at GH: comes to talk about the record keeping he has been asked to do re his supervision of a young male offender who has been released by the justice system into his care but he also talks about the 99 year lease story and Yolŋu relationship to land: that land is not just a commodity - ' <i>It is us.</i> '
12 Nov 2013	20+	<u>Public meeting</u> including teachers from school at Bula'bula Park: The teachers' are on strike and meet with the community to discuss their concerns. The meeting also addresses concerns re Town-leasing and collects signatures for a petition saying the community rejects the notion.
13 Nov 2013	1	AD at GH: AD brings his paperwork back to us written 'in Yolŋu hand', for me to copy and forward for him. He is joined by MDh and YD. They discuss business including the Town-leasing issue.
14 Nov 2013	2	BD (School Liaison Officer) and SD (senior woman and Assistant Teacher) at School: We talk about the school council. The conversation keeps reverting to issues that could be raised with the council. I have trouble getting them to reflect on the role and effectiveness of the council itself.
15 – 17 Nov 2013	15+ each day	<u>Three-day YNS Meeting</u> at GH: DG (YNS Spokesperson and KT ask if they can hold the YNS meeting at GH: JC, TvW and AN (IGLDP facilitators) are invited to attend this meeting and to contribute to the development of a constitution. It proves to be an invaluable opportunity to witness traditional Yolŋu governance and western governance working together. Around 15 people attend the meeting each day.
VISIT 2: TvW/JC 18 – 26 Nov 2014 18 Nov 2013	1 1 1	RB (CLO, CAB member) on Council lawn: We talk about the CAB. Richard expresses frustration that the CAB is not a recognised body. ' <i>We need to be constituted.</i> ' GW (EARC Admin Officer) at Council office: We talk about the CAB. ' <i>A very important group but undermined by the infrequency with which they make a quorum.</i> ' RG (former EARC Rep, CAB Chairman) at Police Station: We talk about the CAB, HRG and LRG. RG appreciates these groups though on reflection admits to limited power. He doesn't express the frustration felt by RB.
19 Nov 2013	25+	<u>LRG Meeting:</u> members and visitors at the Police multi-purpose room: The CDU team has been asked to report on the Feasibility Study for a new RAC. There are also reps from the PAWA energy project and the new Local Authority (LA). The input from PAWA visitors is not well received by some of the Yolŋu elders who feel confident to speak up and say they are not happy about being presented with inadequate information. This leads to rich discussions afterwards re the way meetings are held and an invitation to JC (IGLDP facilitator) to run a small workshop on 'levels of community participation' for TO'L, ND (IEO, middle-aged leader and Norforce Sergeant) and MDh.
20 Nov 2013	1	MDh at GH: Much talk about meetings and processes.
21 Nov 2013	2	AD at GH: AD brings a 24-point statement he has written himself in English about Yolŋu and Balanda ways of dealing with infringement. He asks AN to type it for him and we talk about the points as I type. It elicits a deep discussion about Yolŋu governance. MDh joins us.

Date	No. people	Topic of conversation, outcomes, actions
22 Nov 2013	2	ND (IEO), FG (younger Liyagalawumirr leader) at GH: ND comes to ask about 'courses which teach about meetings/governance' because G has been asking about this. G later asks me the same question.
22 Nov 2013	3	ND (IEO), MDh, YD at GH: Talking, planning how we will work together 'both ways'.
22 Nov 2013	1	PvH (CSM) at the Council Office: We talk about the CAB: Strengths: good cross-section of the community; gets involved in making decisions re things like road humps, a memorial garden, etc. Weakness: with 20 members hard to get a quorum.
23 Nov 2013	2	CB (Senior Teacher) and LMCC (Teacher) both Balanda and School Council Reps) at CB's house: We talk about the School Council: It has really strengthened under the influence of the last two principals. They report that there is really good relationship between current (Acting) Principal and Chairperson.
25 Nov 2013	3	'Levels of Community Participation Workshop' at GEC complex for: TO'L (GEC), ND (IEO), MDh, TvW and AN: JC runs a small customised workshop on the IAP2 concept of 'levels of community participation' – inform/involve/consult/engage/empower and their relationship to community decision-making power.. She shows how in each engagement it is important to be up-front and clear about the level of community decision-making power and therefore the level of community participation. This helps to avoid the kind of frustration witnessed in the last LRG meeting. It is a great success and opens good dialogue.
26 Nov 2013	1 1	BD (School Liaison Officer) at School: BD indicates he wants to ask me a question that he feels might be sensitive. He asks, ' <i>Will ALPA bring the price down</i> '. BD knows I have been involved with the Feasibility Study re a new RAC, and that ALPA is involved in some new initiatives in Ramingining, but like the Rev D (see 22/10/13), he has this one concern. FG (EARC employee & young elder) at GH: Frank has been mowing my grass. Over coffee he raises a question, which is puzzling him. If ALPA got the Homelands contract why are they asking for money to do things like cut grass in the Homelands? I explain that it is probably because the contract money doesn't cover all expenses and so the Homelands are asked to make a contribution.
26 – 28 Feb 2014	1 by 4 days	MDh at GH: comes for 2-3 hours on each of these days and we resume the conversations we were having in November, sharing questions and knowledge around Yolŋu and Balanda governance practices. We discuss a letter he has written expressing community concerns about their lack of decision making powers and a statement sharing his views as to why kids are not going to school. He asks me to edit and type up the latter. I print copies of both for him.
Mar/Apr /Jun 2014	~30	Regular visits of MDh, Community members and elders at GH: Regular discussions re governance and personal governance skill building. Improving understanding of Yolŋu and Western governance, supporting and growing knowledge and skills in governance and leadership, finding ways for Yolŋu and Western governance systems to work better together. Researched and created <i>Waŋa Gurruŋu</i> spreadsheets & maps (see 'Resources').
3 Mar 2014	1 2 1	AW (School Council Chairperson) on Council Lawn: AW is wearing the uniform of the 'Walking Bus' program, reputed to be having significant success. I ask why he thinks this is and he tells me 3 stories: 1. People are getting the idea that education is important. 2. They are afraid of being taken to court. 3. It is <i>dilak mala</i> (elders) coming to their house. V (Centrelink Indigenous Liaison Officer) at GH: MDh brings V to meet me. We talk about her role and issues challenging Yolŋu re Centrelink: AbStudy applications, debts accumulated from other income not being declared, RJCP. PvH (CSM) at the Council Office: This is our first catch up after the break. We talk about the role this project can play this year. He invites me to speak to the CAB the next day.

Date	No. people	Topic of conversation, outcomes, actions
	15+	<u>CAB Meeting</u> : CAB members and visitors at the Council Office: I have 10 minutes at the meeting to remind members of the work we did last year and what we can do this year: building a strong conversation re both Yolŋu and Balanda governance and including the possibility of workshops and segments in regular meetings.
VISIT 3: TvW 23 Mar – 2 Apr 2014	~30	<u>Presentation of Stage 1 Report and Stage 2 Plan</u> : a summary of the Stage 1 Report and Stage 2 Plan for Ramingining was presented at a special LRG meeting. Unfortunately the meeting coincided with two big funerals out of town to which many key people had traveled, and a court session, so there were only 4 Yolŋu present and 6 Balanda. As a result AN followed up individually with Yolŋu leaders and key balanda managers.
15 Apr 2014	15+	CAB Meeting, Council Office: attended the CAB meeting.
28 Apr 2014		LRG meeting, GEC Complex: attended meeting
1 – 12 May 2014	6	AN worked with MDh and other elders and Yolŋu and Balanda community members to plan and prepare the <i>Njŋ'thun ga Buku-bakmarama Q&A Elders Forum</i> .
12 – 14 May 2014	50+	<u>Njŋ'thun ga Buku-bakmarama Q&A Elders Forum</u> : held at Old Police Station over 3 days. <u>Day 1</u> : was just for Yolŋu Elders and young people who will become Elders one day. They talked about their dreams and visions, and about questions and worries, getting ready for Day 2. (25 people) <u>Day 2</u> : Balanda were invited to be part of a Q&A program. It was a great success with 45 people coming to take part. We had 3 panels. Rev Dr DG flew from Darwin to be the chairperson and AK (ALPA CEO) also flew from Darwin. Other panel members were from the School, the Clinic, Bula'bula, ALPA, RJCP, the Police, the Rangers, the Regional Council and the Government. <u>Day 3</u> : We talked about the questions, which had been asked and thought about the future. JC and TvW joined. (15 people). See 'Resources' for the Newsletter documenting this event.
VISIT 4: TvW 14 – 20 May 2014 16 May 2014	6 + 6	<u>RAC 'Steering Committee' Meeting</u> at GH: MDh, TD, Brian Y (2), RB, BD and OC at GH met to discuss whether to pursue the idea of a Ramingining Aboriginal Corporation (RAC). There was a strong sense that those present wanted to take the first steps to start a new corporation, that is, to set up a Steering Committee, but TD said that he felt there should be TOs present to take this step. Follow up meetings with TM, MD, JG, JD, AD and SN.
20 May 2014	10	Following the Building Up Skills for Teaching and Learning Workshops for Yolŋu teachers we facilitated in 2013, the Principal invited us to run a 2-part introductory workshop for the newly elected Yolŋu School Council members. <u>School Council Workshop part 1</u> : Focused on <i>Who are we and what are our roles? What are the functions and powers of a school council?</i> And identifying special terms and what they mean
21 May 2014	10	<u>School Council Workshop part 2</u> : We continued working on <i>What are the functions and powers of a school council?</i> Then looked at <i>What do we do? And How do we do it?</i> We practice with some real-life decisions the school council needed to make.
6 Jun 2014	7	School planning meeting at the School: Attended the school planning day.
10 Jun 2014	9	<u>RAC Steering group meeting</u> at GH with AN, TvW, MDh, ND, Ad, DB, RB, DW and FM as well as JG and JD. The purpose of the meeting was to set up a steering committee for a Ramingining Aboriginal Corporation (RAC). We went over the RAC vision and explored the questions: <i>What does a steering committee do?</i> And <i>Who should be on the steering committee?</i> The following people were nominated including TO family representatives (MDh, AD, FM, W, DB, RB, ND, G, Y(2), M, D and MD (TO)). They decided to meet once a fortnight with AN up until September.

Date	No. people	Topic of conversation, outcomes, actions
		bodies. Apparently there is also another one happening near tanks. Both are very close to the town, which is unusual. There is also the funeral ceremony happening for ND (IEO's) father. So there are three ceremonies happening. There is also the ceremony happening on Milingimbi, which involves Ramingining people (see above) When I arrived at Milingimbi the same is going on there. What sounded like a large amount of people down at the bottom camp and the funeral at garden camp. Five large ceremonial activities across two communities. Yesterday MDh was expressing some worry about the poor kids being sent to school, he expressed some ideas about how they were actually missing out on being kids, on being Yolŋu kids. Yolŋu are very respectful of children and where they are at and allow them plenty of space to explore their world as they are growing up, they are allowed to fully inhabit their space and desires. MDh was feeling sad that they were being dragged out of their sacred kids space and herded off to school. I had a careful thought that maybe this was part of the reason for the ceremony to be so close to town and starting in the afternoons and going well into the evening. MDh said they were about getting the community involved and teaching the Yolŋu.
VISIT 6: TvW 2 – 7 Aug 2014 2 Aug 2014	5	PP and RB at GH': The VOQ is full of hunters, pig dogs, etc. PP talked to them about permits. I talked to them about previous booking. They were just tourists using a Government facility. Yolŋu were unhappy they were there. They did leave and made the place very tidy and clean... but AD, MM, JB and kids: Took a load of people out to Garanydjirr where some bones (<i>Nyaritj'pal</i>) were being returned from being housed in a museum through LA and LH.
3 Aug 2014	1	Took MDh to Barge Landing. MDh is reading - 'Touch Points for Leaders'. Various jobs.
4 Aug 2014	0	Completed Draft of the Goŋ-Ḍäl Corporation Story for Gapuwiyak and emailed off to GW.
5 Aug 2014	1 1 10+	Met with DB (younger leader) outside Council room: He asked me to come over and have a chat. We were both waiting for the LA meeting to convene. We caught up on jobs, families and what's going on mostly. He thought the meeting would be called off because there was no quorum. V (Ramingining library): shared some stories about what was going on with bones of DW's Grandfather being returned by (Donald Thompson museum mob – LA and LH). She found a picture of him in the Djembanju Joe book of Milingimbi photos. We kept flicking looking at people and places, she was actually getting fired up with people showing an interest. <u>LA meeting</u> : An interesting meeting. Quite a few calls to establish a quorum. No real feeling around it all just working through the agenda. DB (a younger Leader) should be made to feel more welcome. It's the second LA meeting and looked exactly the same format and style as previous CAB meetings I have attended. It started 40 mins late. I wonder how they do their communication about meeting times? Several issues are discussed but the agenda and outcomes are largely determined by the CSM. The LA's have a 'gavel' that is banged on the table when each issue voted. It seems to be the only new thing about the meetings, and a bit patronising. AN reported on RAC, in some detail. The CSM responded quickly with, ' <i>The LA is the one voice for Rammo, this should not duplicate things</i> '. MDh responded that the RAC will be a Yolŋu body. The CSM responded that the Council is a Yolŋu body you only need to look at the poster. Who started off the LA? Yolŋu did. All our management are Yolŋu, they set the agenda, [closes his eyes] ... ' <i>It's a Yolŋu group</i> '. The CSM mentioned that the NTG is pushing and wanting to use the LA for engagement. He says there is a ' <i>Have your say</i> ' Box in the office and people need to use it... VOQ issue discussed: L says she got permission from R, PD etc. for the hunters to use it and they had a booking for the accommodation. The discussion could have gotten out of hand but MDh said lets do it better next time, permits, protocol booklet for people

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	3 1	<p>working in Ramingining and visitors.</p> <p>Another issue of AL visit is discussed. It was unannounced, his wife in appropriately dressed, he was asking people questions. Our offer to help through IGLDP to work with leaders to produce something around visit protocols was rejected by the CSM.</p> <p>Met with J (ASRAC Manager), S, MDh outside Council office: Talked about a way of setting up the permit system for friends of visitors. J thought it would be easy, just make a draft, come and talk with the Rangers and make a final version. Probably need two, one for Balanda living in Ramingining, another for outsiders coming to Ramingining...</p> <p>Reflection on LA meeting: MDh drew a picture of his impression of all the service providers in Ramingining and Yolŋu on the outside. Need to do a good one of this. Did some driving for MDh and got key for Police accommodation.</p>
	2	<p>Police accommodation: Visiting Police with dogs. A is very chatty about community development and policing. Interested in listening about the project, generally despondent about bullies, crims, cronies setting the agenda for society. Australia an easy target for drug imports, some harder drugs starting to make it into communities, mostly because the people are selling marijuana to keep there other habits going (i.e. speed).</p>
6 Aug 2014	8+ 1	<p><u>Anthea ran a workshop for teachers at the school:</u> This workshop was about developing the teachers' leadership capacity through establishing a mentoring program. We did a number of workshop activities designed to build capacity for teachers (a number who have multiple leadership roles and responsibilities in the community). The activities included rating/evaluating, reading/writing, role playing, etc.</p> <p>Long phone calls with GW (Gapuwiyak): discussing strategy. One area he picked up on was what sort of response was happening at the Council level regarding the RAC. He was particularly interested in what the CSM had to say about the RAC overlapping what the LA is doing. He also told me how the court session went with the Galpu. He has now made some good contacts with NAAJA lawyers and is increasing his networks. Talked about the publicity around Garma and YYF. Planning for coming visit.</p>
7 Aug 2014	1	<p>MDh: There was a community Gunupipi coming out ceremony this morning. We retired to GH and did Internet Banking, Westpac Complaints, old photos, Yolŋu disputes over getting traditional stories right, (Knowledge is Power) Letters to the Rangers re protocols.</p>
AN living in Ramingining VISIT 7: TvW 17 – 25 Sep 2014 18 Sep 2014	2	<p>In this visit TvW and AN packed up GH in readiness for AN leaving and arranged handover. TvW met with S (Health from Gove) staying at VOQ. He confirmed a few things, the difficulties of Milingimbi, the strength of governance in Ramingining through Gunupipi. He does a lot of men's health work and talked about how various key figures like the people who ran the clinics and local champions supported his work.</p>
19 Sep 2014	3	<p>Started with the usual tension of not knowing what the day was going to bring. TvW met with TO'L about IGLDP now AN is leaving. Would like ND (IEO) to be more involved and FG (new IEO on Milingimbi). Told me Council committed to build new Family and Children Community Centre near the basketball courts. Talked about the need for agencies to de-personalise stuff, to support one and other and work together to support our target clients... Gave me a contact at Brotherhood of St Lawrence re the Hippy project. Spoke with LF (ALPA RJCP). Need to get in touch with MN re ALPA partnering and Goŋ-Däl. We need to talk with L and get on the page together, we want to be transparent, so do they. LF wants more communication with IGLDP.</p>
20 Sep 2014	0	<p>Moved IGLDP/CDU stuff from GH to the 'new office', a container behind the VONS. TvW/AN/JC discussed IGLDP strategy in Ramingining with AN over lunch. It's confusing. Planned to stay longer to complete RAC Rule Book. JC made a week planner with activities to get the RAC sorted.</p>

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21 Sep 2014		Started looking at what is going to be required to help Yolŋu directors write an IAS application. Big wall story with the start of an application focussing at this stage on the Outcome of the project. We are looking at how to extend the IGLDP work especially for Gapuwiyak. Moved more some more stuff to the 'new office' and had a hand-over with AN.
22 Sep 2014	2	<p>MDh dropped by so we could talk about the hand over and how there was going to be less time for IGLDP in Ramingining than when AN was living there. He laughed when he saw how full our calendars were. We talked about the possibility of doing a big week this week, and he talked about a body coming to Ramingining tomorrow, and there are five waiting at Milingimbi Not too sure if we will get much done this week, but you never know. He agreed to call us when he was ready, either later today or early tomorrow. He said he would check with some of the SC members about where they were at...</p> <p>Met with LF (ALPA RJCP) for 2.5 hours to establish relationships and confirm the relationship between the RAC and Dinybulu Regional Services. As far he can tell its all go with AK behind the concept and ready to continue talking with an emerging group from Ramingining.</p> <p>Spent the afternoon doing some more shifting stuff with AN and then went round in circles trying to work out how to apply for an ABN and apply for gift status for Goŋ-Däl.</p>
	5	<p>Spoke with MDh, helping him with glasses and getting his pre-paid modem activated. He thought he could get a meeting organised by Thursday or Friday with the RAC. We went over and found AD who is on his way to Milingimbi for funeral and then on to another one later. After some discussion MDh said he wanted to wait until we came back to get the RAC going. Rang WW (IEO Gapuwiyak) re booking VONS at Gapuwiyak... heaps of mucking around re accommodation.</p> <p>Emailed Michaela re Milingimbi visit. Law Connect (ORIC) contacted, very particular process... they have emailed us back.</p> <p>Took MDh and a bunch of kids out to Dabala to catch boats to Milingimbi for funeral. AD was still there – two boatloads went over. MDh wants to get a licence back for kava. Too many people are getting in to too much trouble over small quantities of kava and marijuana. He told me that the magistrate revved up the Ram police about bringing so many misdemeanours to the attention of the court re marijuana.</p>
23 Sep 2014	6	<p>Worked on the IGLDP website for the people page and started to do some work on the Government page. AN and MDh came around. We decided to go to his house and get his Internet connection sorted again. He wanted to watch conspiracy Youtube movies about Barak Obama. His daughter has just finished a video course with ARDS and was top of the class. Her laptop screen has been crushed and no longer works. Helped Anthea bump the rest of her things out of her house, exchanged computer files, went and sat with Y. Found DB and stayed with his family (nice). Tired to find DM who was at Milingimbi and FG (asleep). Then we found FG and started to talk to him about how we I am taking over from AN and we need to keep working on the RAC. R joined us and we talked through the plans for first week in November. Everyone now and then people ask, 'Is ALPA really a Yolŋu organisation?'</p>
VISIT 8: TvW 1 – 8 Nov 2014 3 Nov 2014	7	<p>Saw MDh, AD, G, TD, Y(2) LF (ALPA RJCP), W. Tried to get another Steering Committee meeting/workshop organised. Lots of talk about prices and fairness at DRS mechanics workshop. Spoke with LF (ALPA RJCP) re meeting up on Wednesday. At one stage a Yolŋu man shouted at MDh. I was told he was upset about us MDh and I) working together and he said MDh's English had no power.</p>
4 Nov 2014	5	<p>Involved in some relaxed town centre conversations with several people about there is no hope left, it's all been lost, the NLC is bad, the Government is heading on its own straight path, we have turned our path towards the Balanda path, but they have stayed</p>

Date	No. people	Topic of conversation, outcomes, actions
		<p>straight. They are over us, crushing us.</p> <p>Looked for DB. Went to school, spoke with AW. MDh has booked the Police multipurpose room for Steering Committee meeting/workshop tomorrow at 10am. Rose wonders why everyone keeps humbugging her for royalties... Drove around looking for DB and D. MDh had a YNS teleconference which I listened in on. They spoke about a launch, independent schools, recognition, a treaty, ABA grants, fundraising, crowd sourcing etc. Planning tomorrow's workshop, not much time so preparing as much as possible.</p>
5 Nov 2014	7	<p><u>RAC Steering Committee workshop/meeting</u> at the Police multipurpose room: The purpose of the workshop was for the Steering Committee to take the next steps in the journey of making a Ramingining Aboriginal Corporation for Ramingining. [See website]. MDh came early and we went over the program and setup. We drove to Yathalamara and found AD halfway. Rang up BD and YI(2) picked up DB and RR came as well. The program went quite smoothly. Not much interaction at the beginning, just 'yo, yo, manymak'. I think peoples picture of what they were getting in for was really moved forward. AD said he was very happy and positive about where we were going. MDh was all across it. RR was worrying that there was not enough people, how to solve that problem? We did talk about the idea of a steering committee doing some work and then sharing it back with the community to keep the story alive and give people an opportunity to get across it all. LF (ALPA RJCP) came in and gave a spiel. Lots of interaction this time, the story keeps getting smoothed out. There is plenty of business going on and people were heading off to various places.</p>
6 Nov 2014	1	<p>No MDh today. I completed outstanding work from Mil. Rob and Stu are doing a doco on the first guitar in Arnhemland and I brought Bobby around and we spoke about many things. Every time I speak with old men they bring up their sadness about lost culture. Makes you cry.</p>
7 Nov 2014	2	<p>Started discussing with MDh what we could do with the gurruṯu charts that he had been making with AN. I did an interview with him and he explained how they worked. He stopped speaking English, said if anyone sees this people will know he is not telling a made-up story. (Knowledge not documented and committed for all time idea). He went off for a while and came back with Rose who is the daughter for the TO's. She complained about people humbugging her for \$s. MDh showed her the maps. He explained to me that there is gurruṯu for places and also gurruṯu for people so even though he is <i>Yapapulu</i> for Ramingining (the Ramingining land bore the mothers who bore his <i>Galays</i>.) Need to study this. Matthew really to communicate this info to anyone who will listen, but how? An image on a website needs a heap of language around it. Maybe he wanted Rose to hear this too.</p> <p>Hung out at the Art Centre for a while, watching screen-printing. More admin etc. Hanging with DW, Met their brother PD and his wife and child. He wants to be serious about following his father's footsteps and living a straight road life.</p>
<p>VISIT 9: TvW 16 – 22 Nov 2014</p> <p>16 Nov 2014</p>	<p>7</p> <p>1</p> <p>2</p>	<p>Called MDh and spoke with AD. He is still interested, as is Y(2) and RR. LA meeting tomorrow.</p> <p>Everything closed and a big meeting took place in the park re school attendance. Lots of speeches, Sue (Principal) talked about kids getting ready to deal with the government as being the purpose of education. People spoke about the people who play cards, drink kava and smoke marijuana. They are using their kids as an excuse to do it, and their kids are using their parents as an excuse not to attend. Might lose year 8,9,10. Primary school is good. Talked to TD and Y(2).</p> <p>Had good phone conversation with PG (IGLDP SC member): Susan Everingham is interested in the Milingimbi women's group. The principle agreement by APONT could be good leverage. Should do one form the women's perspective, and also get the women's work history and capacity down.</p>

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		Visited TO'L and ND: ND told me I need to show him what's going on so he can be informed - good call.
17 Nov 2014	1	Helped DW with petrol card
18 Nov 2014	4 3 4 2 2 1	MDh in town and LA training on today. Met with AD, Y(2), RR and DW: aiming for a workshop for Thursday. Had a 3-way conference with RS (NLC) and GW re the S19 lease for Goṅ-däl. Went through the process etc. Then did a whole Health Dept ring around for Milingimbi, SE Office of Womens' Advancement, MH NT Health, just been reshuffled, was with Stronger Women. Also TS acting manager boss of ML (looks after strong women, then Justin Heath who runs the program. pretty positive responses. More discussions with Goṅ-Däl. PG how do we do the 'UP' stuff (of GroundUp)? He is coming to Ramingining for Thursday meeting.
19 Nov 2014	2 3 3 1	Big session with lawyers A and G from Minter Ellison re DGR and Charity status. MDh for breakfast, then a session at the VONS. Talked through workshop planning. He is worried people still don't get it. We came up with a plan to do a 'crossing the river' picture to get a visual idea of our journey. Phone call re <i>Gapuwiyak Manymak Power</i> tender. Phone call with WS (Anglicare) re Milingimbi Women's corporation. Preparing for Workshop. Calls with GW (Gapuwiyak).
20 Nov 2014	7	<u>RAC Steering Committee Workshop</u> : PG arrived and we had breakfast together. He went to see TO'L. I set up the space with MDh who came early. It was OK. When we got onto aims and Objectives I was fazed because people started talking about running their own health centres and all sorts of huge things. It came back together when we started to arrange the aims into groups. We did get some work done. I keep asking people if it's clear what we are doing and they keep saying yes but I'm not sure about that.
21 – 23 Nov 2014	0	At the VONS: documentation of workshop, report writing etc.
VISIT 10: TvW/JC 21 Apr – 1 May 2015 <i>First visit post Cyclones Lam and Nathan</i> 23 Apr 2015	3	<i>Planned visits and work on the IGLDP early in 2015 was delayed due to the impact of Cyclones Lam and Nathan and the cyclone recovery program.</i> Initial contact and scoping with MDh. TO'L (GEC) for past few years has left and we organise meetings with GD (new GEC) and ND (IEO). Met with ALPA RJCP Coordinator LF re RJCP and RAC. Mostly me listening to the ALPA message... Big problems between LF and MDh. Caught up with MDh. He spoke about ALPA heading off on its own path without the leaders. Ministers Scullion and Giles come here and don't look for the Elders first (which is Yolṅu protocol).
24 Apr 2015	2	Meeting with GD (new GEC). Brought her up to speed with what we are doing and have done. She told us about her new strategy for stakeholder meetings. All Balanda must bring a Yolṅu they are working with. Once the Balanda are finished, they are asked to leave and the Yolṅu can follow with their own needs. JC and TvW discussed logistics, timing and competing agendas and how approaches to these can be enabling or the opposite.
25 – 26 Apr 2015	0	Everyone had funeral ceremony commitments over the weekend.

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27 Apr 2015		<p>Met with MDh: talked about the RAC and where things are up to. MDh told us the NLC is helping the TO's to build their own family corporation. Not sure whether this will eventually take over Dinybulu (rather than a RAC). Things are getting more complex because of the existing connections between the TO's, DRS and ALPA. We talked about how that unless the RAC is incorporated, ALPA and the government cannot recognise or involve it in the DRS board. It needs a legal body (<i>rumbal</i>) to be legally accountable in Balanda law. MDh talked again about past initiatives and businesses in Ramingining – brickworks, farm, chook farm, abattoir, crabbing, and why these failed. Everyone id concerned about changes to RJCP and UB in July. How can Yolŋu work for them selves and not rely on or expect welfare. We started drawing a diagram/picture of all the balanda agencies in Ramingining on butcher's paper as we talked. MDh identified communication as a big issue and lack of involvement of Yolŋu leaders.</p> <p>We also talked about leadership and how a leader has to have the capacity to communicate both-ways. The conversation moved on to Sea Rights. <i>'There is a current and Yolŋu are caught in the government current who are pulling Yolŋu to their way of doing things.'</i></p> <p>MDh rang ND (IEO) who joined us: Leadership is people responsible for governance and helping other people understand, learn, pass on and follow governance and rules. Top level is <i>Djirrikay</i> (<i>Dhuwa</i> leaders) and <i>Dalkarra</i> (<i>Yirritja</i> leaders). Then there are <i>Djungaya</i> who can be either <i>Yirritja</i> or <i>Dhuwa</i>. Yolŋu are governed by the rules/laws set up by the ceremonies. The ceremonies were made by the ancestors.</p> <p>We looked at the picture of Ramingining we had drawn earlier and identified Yolŋu 'agencies' and governance was missing from the picture. This brought us back to the RAC and MDh spoke about the old 'Village Council' in the 1960's. There was no <i>rrupiya</i> (money) involved and the VC operated under Yolŋu authority. We talked about the feasibility of this idea.</p> <p>Met with A (new CSM): A showed initial interest but didn't see any opening to get involved with the LA. He is new and still learning about the history of DRS etc. e.g. thought DRS was a local Aboriginal Corporation. IGLDP hasn't had a presence at all in Ramingining this year and he came just before the cyclones. I get the impression the cyclone recovery has been a big time for balanda heads of agencies who have been holding weekly meetings. I tried to explain some things but it hard and I think we both felt disconcerted. We are completely outside of this, as I feel are many Yolŋu. I felt more than ever there is no place for us or IGLDP here. I felt the agony that the continual turn-over of balanda in these positions creates for Yolŋu.</p> <p>We developed a draft resource that could be used with boards to work through their responsibilities and roles.</p>
28 Apr 2015	4	<p>Spoke with B (clinic) and L (council) re jobs, we start talking about governance and drop into a community development conversation</p> <p>Met with MDh and ND (IEO): Discussion around Stakeholders not really working with the community. There are no real partnerships with community members. Teachers and Council not involving the community. LA are being elected but they are not going back to the community and telling them what they are doing... (MDh is a LA member)</p> <p>Meeting with JM (one of MDh's fathers). Similar sentiments to MDh – it's all Balanda rules, only Centrelink, people confused, no jobs, no coordination with social – economic and political, NTG treat us like dogs <i>'dji, dji,tji,tji'</i>.</p> <p>Spoke about bringing out Yolŋu governance: Marriage system, <i>mälk, rumaru, Wukundi, rum'rum wetj</i>. Also drugs, phones, early marriage</p> <p>People don't came back and tell us... Yolŋu Governance is missing from Balanda eyes.</p> <p>MDh is getting lots of calls re Funeral arrangements. Later we start talking about how to make Yolŋu governance more visible.</p>

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29 Apr 2015	1	<p>MDh session again (recorded). Balanda seem to come just for the money...</p> <p>Talk around the concept of <i>Djugu</i> (negotiation of contracts/agreements related to <i>Dhapi</i> (circumcision)) – the ways they are made, what’s expected, how to renege, outcome is for <i>Magaya</i> (peace and happiness). Discussion that maybe contracts with Balanda could be worked like this, together.</p> <p>This is where an idea starts to develop to make small explanations of different types of Rom to ‘prove’ that there are all sorts of practices that Yolŋu are trying to activate but under the encapsulation of Western Law and systems.</p> <p>Funeral commitments and everyone talking about the Bali executions, shocked, try and explain Indonesia and its laws...</p> <p>Started ‘<i>Don’t leave us out</i>’ illustration based on MDh and Juli’s diagram/picture.</p>
VISIT 11: TvW 11 – 15 Jun 2015	4	Drove to Ramingining and set up meetings.
11 - 12 Jun 2015	2	<p>With MDh I discussed the positives and fallout from NĠa’s Milingimbi Makarr Garma petition. MDh doesn’t feel comfortable to talk without NĠ present. NĠ is asking Yolŋu to step up, not Balanda. First of many phone calls with Milingimbi Ranger coordinator who saw the petition and felt something bad had been said about them and it should have been discussed with them first. Gradually the Ranger coordinator sees the point of view that it was a Yolŋu initiative and the issue was around communication. Later MDh drops in again ready to talk about the petition. He says NĠ is doing it right at Milingimbi, he spoke from himself. Discussions around what the YNA executive will think. Learning: you should be engaging with people who have an interest in what you might put in a petition.</p> <p>Teleconference with PG (IGLDP SC member)</p> <p>Draft a letter with MDh to PG re IGLDP work ‘<i>the job is not finished</i>’ and the need for more.</p> <p>Phone call with NĠ re post petition police visit, which seemed like a good outcome, although NĠ thought they were managing their risk more than really engaging...</p>
13 Jun 2015	1	<p>Discussions about YNA and <i>Makarr Garma</i> (community specific manifestations of local representation under the YNA umbrella)</p> <p>MDh talks about ‘<i>All we want is for our message to be put on display, recognised and then practiced</i>’. He talks about ‘<i>they keep putting that fire in our brains</i>’. What are the Government responses to all their meetings with us? If we continue with field officers we need to have full-time Yolŋu researchers in place. ‘<i>People here in Ramingining walk around like they are watching themselves in a movie.</i>’</p> <p>Long discussion re arguments, discussions and decision making; Yolŋu can get brainwashed under another cultural system. Balanda method is fast and decision oriented, rather than slow and consensus orientated. Yolŋu let people talk and argue but postpone a decision until their heads have cooled down. This peace and desire for peace is already in peoples head, it just needs time and a <i>magayamirri</i> person to facilitate its manifestation</p> <p>In a discussion around police D asks ‘<i>What rights have we got? After passing all their laws, they don’t educate anybody about them, its a struggle for Yolŋu.</i>’</p>
14 Jun 2015		Organised to go and sit with PG an old man and elder who lives at ‘Tanks’ (Homeland). We showed him a version of the Poster we had been developing and discussed the state of affairs. He pretty much backed up what MDh was saying.
VISIT 12: TvW 14 – 17 Aug	25	<u>Yolŋu Nations Assembly (YNA) Executive meeting (3 days):</u> I was invited to attend as a trusted Balanda. My role was as an observer, documenter and support person. The

Date	No. people	Topic of conversation, outcomes, actions
2015 14 Aug 2015		meeting was the annual YNA executive meeting but more Yolŋu were encouraged to attend. The format was telling the story about the current state of affairs for Yolŋu, their law and culture. Then talks about what the YNA sought to do which was claim that Yolŋu have never been conquered and are a sovereign people and want their law recognised and a treaty made.
15 Aug 2015	25	<u>YNA Meeting continued:</u> Continuation from yesterday with a particular focus on a design for a Yolŋu 'democratic pattern'. Also more speeches and encouragement. I could record the sessions and draft the design work and join in on some discussion. Budget presentations, Group connection exercise. Interesting to note that many of the Governance and Leadership issues that have come up in our IGLDP work are also part of these discussions. This is very much a Yolŋu inspired, Yolŋu agenda group.
16 Aug 2015	6	<u>YNA Meeting continued:</u> Some logistics support, discussion, drafts of design etc. Everything seemed to stop abruptly and no real plans were made re what to do next. I suggested a draft of a flyer so that Yolŋu might be able to have discussion about the YNA. There was some agreement.

APPENDIX 4.2

IGLDP Activities in Ramingining

<p>Schedule description of Activities</p>	<p>An IGDLP Working Description</p>	<p>Topic of conversation, when, where, number of people... Note: The conversations listed below occurred at places like; Council Office, Private Houses, Park, GEC Complex, Store, Training Room, Shady Spots, Accommodation, VOQ, Court House, etc.)</p>
<p>Document the role, legitimacy and constraints of the working of Local Authority. Document the role of other community based organisations currently used by government such as Housing Reference Group</p>	<p>Document the role of several community based organisations that currently do consultation with government. In particular, how does the Local Authority work</p>	<ul style="list-style-type: none"> • Local Authorities (LAs) were formed half way through the Project, and only met a few times (once every 2 months). Our visits have not coincided with any LA meetings, however some of the people we work with are on the LA and East Arnhem Regional Council. (10-15) • Yolŋu leaders want more decision-making power than the advisory role they largely have in government mandated groups. (3) • Engaging with the CAB/LA required extensive consultation with CSM. We managed to attend a number of meetings. We were able to do some small presentations. In some ways our work was seen as an activity that kept the LA’s away from their agendas. When CSM changed, the new CSM didn’t have any experience of the Project and didn’t see the need. (15) • The CSMs had a large impact on the LA and it’s agenda. One CSM largely controlled the meeting agenda, discussion, actions/outcomes. • One CSM thought that having Yolŋu members on the LA and EARC automatically made these a Yolŋu organisations and couldn’t understand when Yolŋu leaders disputed this. (1) • Cyclone recovery put the power very firmly in Balanda managers hands, and the LA was used to ratify recovery processes. (10) • Yolŋu leaders on the LRG/CAB/LA would often come to discuss issues and concerns raised in CAB/LA with us – especially to find out background information, what things meant, what was underneath, what was the real underlying government policy / agenda etc. We did a lot of unpacking together. (5) • Enrichment of Yolŋu governance and leadership practices and balanda respect for these through working in partnership is seen by Yolŋu as the key to good governance and leadership in Ramingining. Rather than government managers imagining/hoping that the Yolŋu they are working with will some day take over their jobs, people like CSMs and GECs should be looking for ways for themselves to work more effectively in the intercultural space, and resourced to learn how do this. (5) • There wasn’t an LRG as such – rather the GEC and IEO would call/speak to elders about issues coming up and the IEO would follow up to make sure the right leaders were kept informed and came to meetings. (10) • The low level of community decision-making in the most government engagements meant CAB/LA/LRG members were often being ‘informed’ of situations and could have little if any input into decisions and programs. This led to Yolŋu leaders feeling disrespected, frustrated and angry. Government officers seemed ill-equipped to working in complex intercultural situations and oblivious to the distress they created. (5)
<p>Working with community members to increase general understanding of</p>	<p>Undertake conversations and more formal discussions of the</p>	<ul style="list-style-type: none"> • We continually observed Yolŋu leaders practicing governance and leadership in Ramingining to manage complex negotiations between clans, around knowledge, leasing, conflict resolution, agreement-making, organising ceremonies, deftly and graciously managing both

Schedule description of Activities	An IGLDP Working Description	Topic of conversation, when, where, number of people... Note: The conversations listed below occurred at places like; Council Office, Private Houses, Park, GEC Complex, Store, Training Room, Shady Spots, Accommodation, VOQ, Court House, etc.)
principles of governance and leadership.	topics 'What is governance here and now?' 'What is leadership here and now?'	<p>leadership and governance commitments and responsibilities in both Yolŋu and western contexts. We quickly realised that we weren't there to increase people's general understanding of principles of about governance and leadership – these were already well understood. Rather, people wanted us to help them to understand western principles of governance and leadership. Partly this was so they could better navigate Yolŋu leadership and governance but there was also a huge desire, good will and good faith to engage in the right level of dialogue with the right people in leadership to find ways for Yolŋu and western governance, leadership and law to work effectively together. (15+)</p> <ul style="list-style-type: none"> Regular meetings with elders regarding Governance and Leadership matters including; 99 year leases, meeting procedures, LRG/CAB/LA's. (10)
Facilitating more representative community groups and committees that are supported by traditional governance structures	Identify organisations that seem to be somewhat aligned to kinship system governance structure; become familiar with their working through respectful conversations	<ul style="list-style-type: none"> Anthea worked closely with a group of elders at Ramingining. This group are traditionally the governance managers in Yolŋu society. The influence of this group is often misunderstood or un-recognised (3 – 25). <i>'You want to see Yolŋu governance – come and sit with me on my veranda in the evening'</i> MDh The emergence of 'Governance House' enabled us to support and work with Yolŋu leaders who participated in the CAB, LRG and LA behind the scenes. Many hours were spent together unpacking complex issues, getting to the bottom of confusions, puzzling, building new meaning together, trying to understand difference and manage or disconcertment. Yolŋu elders were able to do this work with us and with each other in a culturally safe environment, where the goal was to find understanding together and to learn from and with each other. (25+) As a result of the feasibility study for a Ramingining Corporation a steering group was established to develop a new corporation in Ramingining. This group included representation across many of the cans in Ramingining (8-10)
Working with community groups to co-ordinate and streamline existing groups and committees which may include amalgamating groups	Catalyse conversations amongst community members on the active groups in their communities that are in some way concerned with general issues of community governance. Participate in these conversations by respectfully asking questions	<ul style="list-style-type: none"> We worked regularly with DhG (Yolŋu leader, elder and IGLDP consultant). He is always involved with this project and involved with advisory boards (CAB, LA, LRG etc.) (1) Worked with a steering group to develop an Aboriginal Corporation, continually discussing ways in which such an organisation might be nurtured, and the role it would play in supporting the vision of elders in the community (6-10)

Schedule description of Activities	An IGDLP Working Description	Topic of conversation, when, where, number of people... Note: The conversations listed below occurred at places like; Council Office, Private Houses, Park, GEC Complex, Store, Training Room, Shady Spots, Accommodation, VOQ, Court House, etc.)
Providing technical training to individuals and community groups to increase capacity to engage with government	Be sensitive to the sorts of 'technical' capacities that community members need in order to be usefully engaged in community governance. (e.g. setting up email accounts) and support community members in increasing their capacities	<ul style="list-style-type: none"> • One-on-one coaching happened regularly (~15) • Help setting up email or using internet banking (~5) • Worked with elders to prepare a community Petition (15+) • Help with preparing documents including character reference for Legal matters (~8) • Leading by example with organised meetings, slowing conversation down, allowing pauses, etc. (~15) • Preparing communications materials for particular purposes • Mentoring in numerous contexts in supporting understanding English language, concepts and meanings (~20+) • Looking at some of the foundations of Western culture; democracy, money, tax, magna carta, land ownership, etc. • Making meeting agendas and taking minutes • Running and recording meetings • Planning and facilitating workshops (~20+) • Supporting people to turn their ideas into written documents, also write letters (literacy) (~5)
Support community members to be actively involved in planning and implementation of services delivery. Were community members/leaders asked how they would like to communicate with government on matters relating to services delivery like how they were delivered?	Catalyse discussions of what the phrase 'government services' means; ask for help in identifying what government services are delivered in the community and how.	<ul style="list-style-type: none"> • Discussing 'Government Services' with our collaborators often ended up with discussions about how they could get senior people from Government and all its departments to come and sit down with people and see for themselves what's going on in Ramingining. Many people felt there needed to be new type engagement happening, a deeper engagement that involves recognition and respect for Yolŋu governance. (5)
Provide mentoring and coaching to emerging community leaders	Identify potential leaders; discern if possible the constituencies that this leader is coming to represent; discuss ways that leaders and their constituencies might interact respectfully.	<ul style="list-style-type: none"> • DhG regularly sought clarification regarding emerging issues. Together, we had meetings with other leaders. He also identified one younger ceremonial leader who he hopes will start to work alongside him in this sort of work. (1)

A number of attempts were made to work with CABS/LAs, School Councils and Art Centres in all three East Arnhem communities with limited results. Working with these kinds of groups seemed dependent on the experience, interest, competence, reflectiveness and/or imaginations of balanda managers, who have a controlling influence. As well as on the culture of workplace learning or other organisational restrictions such as training versus mentoring etc. For example, it seemed the CSMs and EARC were only interested in or able to accommodate top-down training, that they had their own programs in place and could not accommodate or integrate our ground-up, responsive approach. An Acting Principal in one community was very keen to support us to work with the Yolŋu teachers and school council but this opportunity ended when he was replaced. We worked successfully with Yolŋu school council members in another community where two Principals valued workplace-based, ground-up professional learning. Despite saying they were interested and many attempts to work with them, Art Centre managers in two communities were unable to coordinate times for us to work with the Art Centre directors. Another Art Centre manager supported the Project in other ways but we were unable to work with board members.

APPENDIX 4.3 IGLDP Emerging matters in Ramingining

Due to the nature of our ground-up work we were able to respond to most emerging matters relating to governance and leadership, However, there was a limitation to the extent to which we could engage with some of these. In bold italics are the emerging matters and activities that we feel require more and/or ongoing, attention and work.

Yolŋu leaders we worked with in each community are related and connected through gurruṯu and their academic and practical interest in law, governance and leadership. There are many common issues and emerging issues. People expressed interest in working together across communities but the cyclones and other things interrupted our plans for this. There is scope for facilitating these and other Yolŋu leaders to work on these issues together. An example of where this is already happening is through the Yolŋu Nations Assembly (YNA).

Governance and Leadership issues emerging from the Community	Who and under what circumstances	What did you do about it? What happened?
<p>Impact of the Aboriginal Land Rights Act (ALRA) that overlays western law over Yolŋu law in the way that it identifies Traditional Owner (TO) clans.</p> <p>This is a particular issue for governance and leadership in Yolŋu towns where many clans and clan leaders are living in one area</p>	<ul style="list-style-type: none"> Working with the our regular collaborators and visiting other elders. Regular discussion around how decisions get made and where leadership is happening / not happening 	<p>With all issues listed below we listened first, gave our advice if we knew about the issue, and most often researched the questions together through desktop research, phone calls, networking and dialogue.</p> <ul style="list-style-type: none"> There were many discussions around the situation with TO's and a Ramingining Aboriginal Corporation (RAC). There were many discussions involving land rights law, TO's and the rights and responsibilities of different clans through gurruṯu in Yolŋu towns. We worked through issues relating to how do we do governance and leadership in this context. The SG for a RAC were always careful to invite TO's to meetings and keep them in the loop. Early on it was about making the Corporation one that all Yolŋu could recognise and feel like it represented them, and involve the TO's. Later some leaders were concerned about How could a new Corporation could help the TO's to sort some of their issues out, and provide more leadership for the community. <i>We listened, tried to understand the issues and followed the lead of Yolŋu leaders on these matters.</i>
<p>CEPO's, Police engagement etc.</p>	<ul style="list-style-type: none"> Community Engagement Police Officers (CEPO's) Through informal meetings (e.g. when we were both staying at the Police accommodation facility), formal meetings, emails and inviting them to see a workshop in progress and meet the GDAC SC members 	<ul style="list-style-type: none"> We saw an opportunity through CEPO's we met, through staying at the Police VOQ, and a previous contact through a Cyber Safety project, to share ideas of Ground-up methods and projects we have worked on while we were working in all three communities. There was of interest in our work and there has been ongoing dialogue and discussions. <i>The CEPO's continue to seek our input into police community engagement and education programs. This gives us an opportunity to help them learn ways of engaging and working with Yolŋu leaders and community members.</i>

Governance and Leadership issues emerging from the Community	Who and under what circumstances	What did you do about it? What happened? With all issues listed below we listened first, gave our advice if we knew about the issue, and most often researched the questions together through desktop research, phone calls, networking and dialogue.
Dealing with Balanda law systems, customary law	<ul style="list-style-type: none"> • Various families, wanting to help with other family members facing court • AD working through requirements in caretaking a young offender 	<ul style="list-style-type: none"> • We have been regularly sought out to write character references for family members facing sentencing. We have also liaise with same families through NAAJA to get stories clear. Because we have some Yolju Matha skills and growing trusted relationships, people feel comfortable to request help from us. • Elder and leader, AD made a special customary law arrangement for a young offender whereby he took on his parole responsibilities in his Homeland. We helped him to fulfil his reporting requirements.
Recognition of Yolju law, leadership and governance processes.	<ul style="list-style-type: none"> • Elders 	<ul style="list-style-type: none"> • This has only been discussed. It would require serious effort to engage with NT Police to sit down with elders and develop local solutions to law and order that acknowledged both cultures in productive ways. • We also helped elder and leader, AD edit some writing he did about the relationship between customary law and western law, and made a video interview with him that has not been translated yet. • <i>There is important for continued work in researching and developing resources (print-based and/or digital), programs that make Yolju governance and leadership more visible and processes for Yolju leaders to work with government at the appropriate level to develop policies and processes by which Yolju law, leadership and governance or can be recognised and worked together well.</i>
General community ennui	<ul style="list-style-type: none"> • Participated in many conversations with people at their homes, in Governance House and in public places such as the town centre. 	<ul style="list-style-type: none"> • People were talking about how there is no hope left, its all been lost, the NLC is a bastard, the Government is heading on its own straight path, we have turned our path towards the Balanda path, but they have stayed straight. They are over us, crushing us. • <i>In our GroundUp work we were always ‘careful not to promise what we couldn’t deliver’ but at the same time by working with Yolju leaders on governance and leadership ‘problems of the moment’ we were offering an opportunity for them to actively participate in working through these and developing their own solutions.</i>
ALPA and Governance and decision making	<ul style="list-style-type: none"> • Various conversations with ALPA staff and Yolju elders at Ramingining 	<ul style="list-style-type: none"> • ALPA are involved in many enterprises in Ramingining – they run the store and the remote school attendance program, are the RJCP/CDP provider, and have established the Dinybulu Regional Services Pty Ltd that is running business and providing services in Ramingining and Homelands. • While people are happy enough about these changes, and ALPA is an Aboriginal Corporation, there are concerns that ALPA are not liaising widely with Yolju leaders, only their Board members. We often found ourselves telling leaders and elders in Ramingining news about ALPA’s enterprises and actions that they were unaware of. • On several occasions we met with the ALPA CEO and RJCP

Governance and Leadership issues emerging from the Community	Who and under what circumstances	What did you do about it? What happened? With all issues listed below we listened first, gave our advice if we knew about the issue, and most often researched the questions together through desktop research, phone calls, networking and dialogue.
		Manager in relation to our IGLDP work and made sure they were kept informed of our work. We also helped facilitate Yolŋu leaders connect with the ALPA CEO and RJCP Manager through RAC meetings and the <i>Nānthun' ga Buku-bakmarama (Q&A) Elders Forum</i> .
Adult education, training and jobs	<ul style="list-style-type: none"> Elders from different camps during most of our discussions about governance and leadership with various examples 	<ul style="list-style-type: none"> A constant topic of discussion was training, certificates and no jobs and confusion about this. Most trainers are not educators and do not understand how to develop and deliver programs suitable for the remote Yolŋu EAL/D context. <i>We observed training is not enough and that there is a strong desire, need and scope for quality both ways, research and community-based adult education, mentoring and life-long learning around all aspects of adult life including support for developing and running local Aboriginal corporations and businesses, legal matters, health, pathways to employment, IT, cyber-safety, media, education, the environment and land care.</i>

Wurrumiyanga Appendices

APPENDIX 5.1 IGLDP Engagement in Wurrumiyanga

The following table is a summary of the Wurrumiyanga Field Notes: August 2013 – September 2015.

Stage 1 Engagements

Date	No. people	Topic of conversation, outcomes, actions
Mid-Late 2013	2	Jay Lumsden and Therese Puruntatimeri from Red Cross. Introduced the project, sought advice regarding how we should work, and invited the involvement of interested people
	2	Peter Penley and Mavis Kerinaiaua from PM&C
	2	Rosanna de Santis and Chris Bush from Tiwi Island Shire Council
	1	Nelson Mungatopi, Corrections Officer
	1	Andrew Kulentumama, After School Care supervisor
	11	Met with Tiwi Islands Shire Council
	2	Pauline Corpus and Kate When from Dept. Local Govt and Regions
	1	Richard Tungatulum from Catholic Care, L.A., Regional Council and Local Reference Group
	1	Pius Tipungwuti from Civil Works and L.A.
	1	Claudia Cantilla from Child Protection, NTG
	2	Bronwyn Rossingh and Mike Harrison from CDU

Stage 2 Engagements

Date	No. people	Topic of conversation, outcomes, actions
12 Aug 2014	5	Gave a project briefing at a Local Authority meeting in Wurrumiyanga
20 Aug 2014	2	Spoke with Rohan Thwaite and John Lotu (North Australian Aboriginal Justice Agency) about building capacities for both 'Tiwi Way' and Ponki Mediation to work with and support the mainstream court processes
21 Aug 2014	1	Spoke with Bruce Moeller (TIRC Governance Manager for the Local Authority) about the standing and current functioning of the Local Authority
26 Aug 2014	1	Spoke with Ippei Okazaki, Community Justice Centre about building capacities of Ponki Mediation to work with mainstream court processes
26 Aug 2014	1	Helen Bishop - mediator and previously worked for NAAJA on the Ponki Mediation process
27 Aug 2014	1	Colvin Crowe – Support Officer, Department Local Government & Regions
2014-15	1	Ongoing liaison with Kevin Doolan around workshop planning and delivery
6 Mar 2015	1	Norm Buchan (Secretary, TITEB): Introduced the project, and discussed possible future work with TITEB board members at Wurrumiyanga
24 Apr 2015	1	Norm Buchan (Secretary, TITEB): Prepared for our upcoming work with the TITEB board
5 May 2015	1	Spoke with Sister Anne Gardiner about current happenings in Wurrumiyanga, her work curating Tiwi history and culture at the museum, and about poor attendance by young

Date	No. people	Topic of conversation, outcomes, actions
		people at cultural events initiated and organised by museum staff.
6 May 2015	2	Margaret Kerinaua (Chair person, Tiwi Designs): Role on the board of Tiwi Designs Steve Anderson (Manager, Tiwi Designs): Running a social enterprise in Wurrumiyanga, and challenges around building both Tiwi people and the business
	2	Collaborated with Deb (TITEB) and Yvonne Dunn (Red Cross) so Women's group and workshop participants could attend a Red Cross community consultation event.
	1	Trevor (TITEB): Current changes and renovations to TITEB and its buildings and assets. Collaborated around an engagement exercise for selecting colour schemes for TITEB classrooms.
7 May 2015	1	Maryclaire Miliken (GEC): Changes to RJCP obligations and the effect on the community
8 May 2015	1	Mavis Kerinaua (IEO): Talked with Mavis about a diagram of Tiwi Way which she has gradually been developing as a resource guiding how organisations act in Wurrumiyanga
	2	Ruth Tipungwuti and Marge Munkara (Yellow shirts): About Tiwi Way and how it might be articulated to others
	1	Michaela Tipungwuti (Elder, TITEB Student): Spoke about several initiatives she was involved in to assist people in Wurrumiyanga. In particular, to support young people to stop playing cards, and to become more involved in looking after themselves and the community.
	1	Henriette Hunter (Catholic Care): Role of service providers in the community
10 Jul 2015	1	Daniel Lesperance (Acting Secretary, TITEB): Discussed the next iteration of our work with the TITEB Board.
17 Jul 2015	1	Daniel Lesperance (Acting Secretary, TITEB): Discussed the next iteration of our work with the TITEB Board, in particular the development of a shareholders agreement

Stage 2 Workshops

Date	No. people	Topic of conversation, outcomes, actions
11 Nov 2014	33	Mapping governance in Wurrumiyanga, and articulating how Ponki Mediation works with other governance structures and processes (e.g. the police, Local Authority, church, TITEB etc).
12 Nov 2014	7	'Tiwi Way' and how it influences and shapes the Tiwi people, language, culture and way of life. Note: Attendance was low as there had been a death in the community that morning
13 Nov 2014	21	Mapping governance in Wurrumiyanga, and articulating how Ponki Mediation works with other governance structures and processes (e.g. the police, Local Authority, church, TITEB etc).
28 Apr 2015	8	TITEB Board meeting and governance workshop. Electing new board members, and beginning work around how the board might strategically drive the company
5 May 2015	17	Telling stories of governance and leadership, raising and working through current key issues in the community, issues around breaking cycles of dependency and addiction
6 May 2015	17	Experiments in governance participation; involvement in two community consultation exercises
7 May 2015	16	Projecting towards future change. What will Wurrumiyanga look like in 20 years time?

Date	No. people	Topic of conversation, outcomes, actions
		How will we bring about change and keep things the same?
8 May 2015	5	Confidence building around capacity in the workplace Note: Attendance was low as this was the day after payday, and many people were involved in card games.
11 Aug 2015	10	Workshop focusing on Skin Group organisation, road map for the future and project evaluation
28 Aug 2015	3	TITEB board meeting and governance workshop

APPENDIX 5.2

IGLDP Activities in Wurrumiyanga

Schedule description of activities	An IGDLP Working Description	When, where, number of people...
<p>Working with community members to increase general understanding of principles of governance and leadership</p>	<p>Undertake conversations and more formal discussions of the topics ‘What is governance here and now?’ ‘What is leadership here and now?’</p>	<p>Workshops run in Wurrumiyanga using Rise Up facilitation techniques (134 people)</p> <p>These included activities focussed on governance:</p> <ul style="list-style-type: none"> • Listing and mapping current governance structures and organisations in Wurrumiyanga • Identifying organisation’s ownership and type e.g. government, non-government, service providers, enterprises, corporations • Considering the ways in which they are run, and their inclusion of Tiwi skin group and clan group representation e.g. on boards, committees, councils, executives • Discussing the future of Wurrumiyanga • Considering ways in which people work in different ways in doing governance work, and relations between doing governance work, caring for the community, and upholding Tiwi Way <p>And activities oriented around opening up the question ‘what is leadership’, and offering the space for a variety of responses. In particular, noticing and exploring</p> <ul style="list-style-type: none"> • A disconnect between the over-commitment of some community members in governance work, and the disinterest of other • How to support those on councils and boards • How leadership may be recognised as taking a variety of forms (e.g. as happening in the home as well as in ceremony or board meetings) <p>Workshops and directed mentoring with the TITEB board also focussed not only on governance skills and compliance, but how the coordination and running of a company may work for the community (8 people)</p>
<p>Facilitating more representative community groups and committees that are supported by traditional governance structures</p>	<p>Identify organisations that seem to be somewhat aligned to kinship system governance structure; become familiar with their working through respectful conversations</p>	<ul style="list-style-type: none"> • Sought the guidance of elders and Ponki Mediators around the direction of the project work (see Stage 1 report). • Conducted a number of Rise Up workshops specifically including elders, Ponki Mediators and members of the Wangatunga Strong Women’s group (Dec Quarterly Report, p.42). • Facilitated the development of a strategy to strengthen the Skin Groups and their governance capacity as a key organisation in the community • Facilitate election of a TITEB board which includes adequate representation of skin and clan groups.
<p>Working with community groups to co-ordinate and streamline existing groups and committees which may include</p>	<p>Catalyse conversations amongst community members on the active groups in their</p>	<p>See point 1 above.</p> <p>A key concern within the workshops was the stress that participation on boards and committees places on a small number of key members in the community.</p> <p>Some elders were clear that their concern was not the over or under supply of services, but how available services might work, together and</p>

Schedule description of activities	An IGLDP Working Description	When, where, number of people...
amalgamating groups	communities that are in some way concerned with general issues of community governance. Participate in these conversations by respectfully asking questions	separately, to produce change. This helped to produce discussion around: <ul style="list-style-type: none"> • Appropriate conduct in community meetings • Role of different service providers • Implicit models of coordination between service providers (and how these models might be more closely aligned with a visual representation of Tiwi Way)
Providing technical training to individuals and community groups to increase capacity to engage with government	Be sensitive to the sorts of 'technical' capacities that community members need in order to be usefully engaged in community governance (e.g. setting up email accounts) and support community members in increasing their capacities	While the focus of the Rise Up workshops was not governance training per se, they offered participants technical guidance in a number of areas. <ul style="list-style-type: none"> • Understanding and completing forms • Understanding and signing timesheets and contracts • Participation in engagement processes (e.g. as facilitated by government agencies or service providers) • Oral presentation skills They also offered opportunities to be guided through a number of real and mock consultation processes Governance workshops with TITEB board
Support community members to be actively involved in planning and implementation of services delivery	Catalyse discussions of what the phrase 'government services' means; ask for help in identifying what government services are delivered in the community and how.	Workshops run in Wurrumiyanga using Rise Up facilitation techniques (124 people) At times there seemed to be a rather poor understanding of the role of service delivery in the community, and of service delivery as a form of governance. Enterprise development and land management working through clan groups appear to me more advanced than interest around Tiwi delivery of services in the community, perhaps facilitated through Skin Groups. However, in working with the new Skin Groups working groups, it was significant collaboration with service providers in being able to deal with issues in the community through a cultural approach that would be enabled by this new organisation.
Provide mentoring and coaching to emerging community leaders	Identify potential leaders; discern if possible the constituencies that this leader is coming to represent; discuss ways that leaders	We have been encouraging and supporting young leaders, coaching them around acknowledging family, continuing Tiwi Way, and being confident and capable in meeting situations. We had high expectations of the participants, impressing on them that they can all step up and become a leader, and that leadership does not just exist in organisations, and on boards and councils; also happens at home, in family and in the community.

Schedule description of activities	An IGDLP Working Description	When, where, number of people...
	and their constituencies might interact respectfully.	

APPENDIX 5.3

IGLDP Emerging matters in Wurrumiyanga

<p>Governance and Leadership issues emerging from the Community</p>	<p>Who and under what circumstances</p>	<p>What did you do about it? What happened?</p>
<p>Requests for assistance around new enterprise development</p>	<p>We held a number of conversations with Tiwi people (both within and outside of workshops) regarding their interests in developing small enterprises as a source of employment</p>	<p>We were always encouraging of these potential initiatives, and supported people to begin planning the different aspects of running a business and the steps that they might take down this road.</p> <p>We did not see the work of establishing businesses and enterprises as falling within the remit of this project, so we were not able to spend significant amounts of time helping people to do this work.</p> <p>There was also a slight lingering concern, that while people were often being asked to imagine themselves as small business owners and entrepreneurs, that the lack of ongoing support for these initiatives as they begin to navigate Western finance systems and bureaucracies may be setting people up to fail.</p>
<p>Requests for facilitation services</p>	<p>Individuals and organisations in the community frequently approached us requesting the services of an external but understanding facilitator as they tried to work out disputes between organisations in the community, or to initiate meetings between service providers which might assist to coordinate their collective vision and ways of working in the community.</p>	<p>While being supportive of processes which might see service providers and other organisations coming together in the community, these requests began to come very close to the end of the project, and were beyond what Rise Up could commit to offering without entering into a business agreement.</p> <p>However, it is interesting to note here that there seems to be an expressed interest in such services as Tiwi and nonTiwi people and organisations try to work out how to coordinate their activities in Wurrumiyanga, and together look for ways to prevent duplication or competition between services, or to engender their current working practices which a more cultural approach to working.</p>
<p>Requests for letters supporting court proceedings, verifying activity and accrediting participation</p>	<p>Community members attending workshops.</p>	<p>People attending workshops were often caught up within multiple layers of accountability in the community. They needed to be able to verify where they were during working hours, and the activities they were engaged in. Where necessary we were able to help with drafting or providing letters accounting for people’s whereabouts. However, we were not able to offer accreditation related to workshop attendance, as we were not offering a standard training program.</p>