Gunaikurnai Land and Waters Aboriginal Corporation
RNTBC (ICN 4768) | ABN 43 709 397 769
27 Scriveners Road, Kalimna West VIC 3909
T 03 5152 5100 | www.gunaikurnai.org

28 October 2026

Members
Gunaikurnai Land & Waters Aboriginal Corporation

Dear Members,

Arrangements for the Annual General Meeting

As set out in the enclosed notice of meeting, the GLaWAC Board of Directors has called an Annual General Meeting (AGM) for 9am – 2:30pm on Friday, 27 November 2026 at GLaWAC, 27 Scriveners Road, Kalimna West.

The AGM is an important meeting held once a year to allow the GLaWAC Board to formally provide members with information of what has happened over the last 12 months. This includes providing reports and financial information and allowing an opportunity for members to ask questions about how the corporation is managed. Enclosed are the draft minutes of GLaWAC's 2025 AGM and GLaWAC's Meeting Protocols for your consideration.

This year, the AGM will also involve the election of directors.

Election of directors and expression of interest process

Under Rule 6.7 of the GLaWAC Rule Book, directors are to be elected on rotation. Three directors will retire at this years' AGM and are eligible to be re-elected.

Expression of interest process

GLaWAC strongly encourages those interested in becoming a GLaWAC director to apply. Applicants are required by Rule 6.3 of the Rulebook to submit an expression of interest form to the corporation at least 28 days prior to the date of the meeting (being Friday 27 November 2026) explaining why they want to be a director of GLaWAC, and what they will bring to the role.

Profiles of eligible nominees based on their completed expression of interest form will be provided to members at the AGM. This additional process was introduced last year, and it is the Board's view that this process will allow members to consider and elect as directors, those individuals who will bring important skills and experience to the Board of GLaWAC.

Rule 6.2 Number of directors

The number of directors of the corporation is at least six (6). This number includes up to two (2) independent or specialist non-member directors. There will not be more than 10 directors in total.

- The number of directors of the corporation is decided at the general meeting.
- No more than three (3) directors can be descendants of the same identified apical ancestor at any one time.
- The current directors retiring or seeking re-election at this year's AGM are:
    - Glenys Watts Seeking re-election
    - Nicholas Johnson Seeking re-election
    - Paula Morgan Not seeking re-election
    - Lois Whelan Resigned

Individuals seeking election (or re-election) as a director must satisfy the eligibility criteria in Rule 6.3. As well as being a Gunaikurnai person and GLaWAC member, individuals must be present at the general meeting and must have submitted an expression of interest to be a director of the corporation 28 days prior to the date of the general meeting. They must also have provided a national police check clear of adverse findings no more than three (3) months old.

Election process

GLaWAC directors are appointed under Rule 6.5 by resolution passed by a majority of members at a general meeting or AGM. If there are more individuals who wish to be a director than there are vacant positions, an election by secret ballot is required.

The GLaWAC Rule Book provides that an election by secret ballot is as directed by the Chair of the meeting.

The Board considers that any election should take place by secret ballot as follows:

1. Once the expression of interest process has closed, ballot papers are prepared listing the name of each of the eligible nominees.
2. At the AGM, each member entitled to vote is given a ballot paper upon signing the AGM attendance sheet.
3. Members will record their vote for the number of vacant positions, e.g. if three (3) director positions are vacant, each member is entitled to vote for up to three (3) directors from the list of eligible nominees.
4. Members will place their ballot paper in a ballot box, and the votes will be counted.
5. The Chair announces the results of the election.

The advantage of this process is that it provides a clear mechanism by which members cast their votes anonymously, all votes are clearly recorded in the ballot papers in the event of any dispute, and the meeting can ensure that each member only votes once.

GLaWAC 2025-2026 Annual Report

The 2025-2026 Annual Report has been finalised.

You can use this QR code to obtain a copy of the Annual Report from the GLaWAC website.

Printed copies of the annual report will be available at the AGM.

If you would like a printed copy posted to you, please contact GLaWAC at admin@glawac.com.au, or call 03 5152 5100.

Accommodation and Travel

Accommodation and/or travel support will be made available to the following:

- Elders, and
- People whose travel exceeds 100 kilometres (fuel support only)

To access this, please contact GLaWAC at admin@glawac.com.au or call 03 5152 5100

Accommodation will be available for Thursday, 26 November and Friday, 27 November.

Fuel vouchers will be made available to GLaWAC Members at the conclusion of the AGM

Documents enclosed with this letter

1. Notice of GLaWAC AGM
2. Draft minutes of GLaWAC's 2025 AGM (for approval at this AGM)
3. GLaWAC's Meeting Protocols

If you have any questions or would like to discuss the arrangements for the AGM, please contact GLaWAC Admin on (03) 5152 5100. We look forward to seeing you there.

Yours sincerely

Troy McDonald
GLaWAC Board of Directors

Gunaikurnai Land and Waters Aboriginal Corporation RNTBC

ICN 4768

Notice of Annual General Meeting

All members of the corporation are advised that an Annual General Meeting (AGM) of the members of the **Gunaikurnai Land and Waters Aboriginal Corporation RNTBC (Corporation)** will take place as follows:

Time:	**9am – 2.30pm (Doors open at 8:30am)**
Date:	**Friday, 27 November 2026**
Place:	GLaWAC, 27 Scriveners Road, Kalimna West
Technology:	For members unable to attend the AGM in person, an online meeting option will be available.
Online Attendance	Online registration will close at 5pm on Thursday, 26 November to ensure membership can be confirmed.
Registration	To register for either in-person or online attendance, please: • Call - 03 5152 5100 • Email - admin@glawac.com.au • Use this link https://gunaikurnai.org/agm/, or • Scan the QR code and enter your details
Arrival to AGM	On arrival at the meeting, members will be required to check their details on the Members Register and if needed, update their name, address, or any other details.
Proxies	In accordance with GLaWAC Rule Book, rule 4.12, Proxies cannot be appointed to attend or vote at annual general meetings
Resolutions	Voting on ordinary business at the AGM will be in accordance with GLaWAC Rule Book, rule 4.10 – one vote per member by majority show of hands.

Special Resolutions

GLaWAC proposes two amendments to the GLaWAC Rule Book by Special Resolution.

Special Resolution means a resolution that is passed by at least 75% of the votes cast by members entitled to vote on the resolution.

The proposed resolutions are to update the definition of "Gunaikurnai people" to properly reference the 2010 Gunai/Kurnai native title determination and, to fix a small cross-reference error within rule 5.3 of the Rule book.

The proposed special resolutions are:

Special Resolution 1

Gunaikurnai Land and Waters Aboriginal Corporation Members resolve to amend the definition of "Gunaikurnai people" in Schedule 1 – Interpretation, of the GLaWAC Rule Book,

From:

> *"Gunaikurnai people" means the descendants of the apical ancestors referred to in Schedule 3. In the event that a determination of native title is made by the Federal Court, the Gunaikurnai people means those people as determined by the Federal Court to be the native title holders.*

To:

> *"Gunaikurnai people" means those persons who identify as Gunai, Kurnai or Gunai/Kurnai and are descended from one or more of the Gunai/Kurnai apical ancestors described in Schedule 4 of Mullett on behalf of the Gunai/Kurnai People v State of Victoria [2010] FCA 1144, or as produced in Schedule 3 of this rule book.*

Special Resolution 2

Gunaikurnai Land and Waters Aboriginal Corporation Members resolve to amend Rule 5.3 of the GLaWAC Rule Book by:

Deleting the words:

> *"In addition to the AGM the Elders' Council shall meet a minimum of once each year and as required for the purposes of Rule 8."*

Inserting the words:

> *"In addition to the AGM the Elders' Council shall meet a minimum of once each year and as required for the purposes of Rule 6.23."*

Explanatory Statement for Special Resolution 2

Rule 5.3 says how often the Elders Council must meet, including when required by 'Rule 8'. The reference to Rule 8 is incorrect. Rule 8 is about native title decision making and does not require Elders Council meetings. The correct reference is 'Rule 6.23', which requires Directors to meet with the Elders Council at least twice per year

On behalf of the Directors, I look forward to seeing you at the Annual General Meeting for 2026.

Kind Regards



Troy McDonald
GLaWAC Director and Board Chairperson

ANNUAL GENERAL MEETING - AGENDA

Time		Description
09:00 *Venue open for breakfast from 08:30*		Breakfast and family gathering to nominate members of the GLaWAC Elders Council (GLaWAC Rule book, rule 5.1 - 5.2) *Families are encouraged to yarn prior to the AGM*
Time	**Item**	**Description**
09:30	1.	Registration – including checking member details on the members register
10:00	2.	Welcome
	3.	Minute Silence
	4.	Confirm quorum *(GLaWAC Rule book, rule 4.7 – 30 members)*
	5.	Confirm the Chair for the meeting *(GLaWAC Rule book, rule 4.8)*
	6.	Confirm people in the Meeting *(GLaWAC Rule book, rule 4.13)*
	7.	Apologies
	8.	Meeting protocols
10:15	9.	Minutes of 2025 AGM Motion: Members resolve to confirm the draft minutes of the Annual General Meeting held 30 November 2025, as attached to the 2026 AGM meeting notice, as a true and accurate reflection of that meeting.
10:30	10.	Reports required to be presented at AGM (included in GLaWAC Annual Report) • Directors Report for the 2025-2026 financial year • Audited Financial Report for the 2025-2026 financial year • Auditors Report Motion: Members resolve that the Directors Report, Audited Financial Report and Audit Report were presented in the meeting and are included in the 2025-2026 GLaWAC Annual Report.
11:15	11.	Appointing an auditor for 2026-2027 Financial Year Motion: Members resolve to appoint FiveFold Financial as Auditors for the 2026-27 Financial Year and authorise the Directors to set the audit fee.
11:30	12.	Rule book Amendments by Special Resolution as set out in the Notice of Meeting • Special Resolution 1 - Amending the definition of Gunaikurnai people • Special Resolution 2 – Amending rule 5.3 of the Rule Book.

12:00	13.	Setting Director Remuneration *(GLaWAC Rule book 6.14, CATSI Act s 252-1)* **Motion:** Members resolve that in accordance with Rule 6.14 of the GLaWAC Rule book, directors of the Corporation will be paid, for the duration of their appointment as a director and excluding reimbursement of reasonable out-of-pocket expenses as specified in the GLaWAC Rule book, an annual reasonable sitting fee of: $12,000 (ex GST) for the appointed Chairperson, or $6,000 (ex GST) for all other Directors, to be paid in monthly instalments for performing their role as a director of the corporation, and $500 (ex GST) per half day (four hours or less) or $800 (ex GST) per day (more than four hours), to be paid upon completion of their duties or functions where the director is appointed to a committee of the corporation.
12:15	14.	**Election of directors** (GLaWAC Rule book, rule 6) • Nominees for director positions **must** be present in the meeting, either in person or online. • Introductions from nominees for director positions. Voting by secret ballot
13:00		Break for Lunch – 30 minutes
13:30	15.	Confirm Director Election Outcome
	16.	Confirm appointments to Elders' Council
14:00	17.	Year in review presentation (video)
14:15	18.	Any additional questions or comments from members about the corporation
14:30		Meeting close

Gunaikurnai Land and Waters Aboriginal Corporation RNTBC

Annual General Meeting (AGM) - Minutes

Sunday, 30 November 2025

GLaWAC 27 Scriveners Road, Kalimna West

Time: 11:31am – 3:34 pm

GLaWAC member attendees

In-person

Jodie Anastasio	Susan Martin	Alice Pepper
Lynette Bishop	Monica McDonald	Bobbie Pepper
Beryl Booth	Troy McDonald	Wynetta Rix
Joanne Brunt	Peter McGergor	Brian Stevens
Deanna Campbell	Kelvin Moffatt	Olive Stevens
Wilfred Carter	Julie Mongta	Colin Thomas
Lee-Anne Eddington	Larry Mongta	Andrew Thorpe
Ernest Harrison	Paula Morgan	Glenda Thorpe
Maria Harrison	Alicia Morris	Majorie Thorpe
Douglas Hood	Lena Morris	Wayne Thorpe
Nayuka Hood	Grattan Mullett Snr.	Brent Watkins
Gwendoline Hudson	Pauline Mullett	Wayne Watkins
Rex Hudson	Sandra Mullett	Glenys Watts
Christine Johnson	Kevin Murray	Lois Whelan
Nicholas Johnson	Sonya Naylor	Robyn Yates
Noretta Knight	Meriki Onus	Bronwyn Young
Margaret Komen	Arika Onus-Thorpe	Raylene Young
Kylie-Anne Martin	Shane O'Shanassy	Ricky Young

Online

Peter Ritchie	Sarah Brown

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Non-member attendees:

Gunai/Kurnai common law native title holders:

Cathy Thomas	Linda Mullett	Jasmine Rose
Jacob Porter	Lynette Hayes	Muriel Rose

GLaWAC independent directors, executive, legal advisors and administrative/audio visual support:

Ewan Waller (Director)	Michael Woods	Dan Clancy (Nanoo Nanoo)
Charee Smith (Interim CEO)	Philippe du Plessis	Eloisa Triodi (Nanoo Nanoo)
Nick Ashburner (New CEO)	Robyn Garland	Kieren Murray (FNLRS)
Tanya Taylor	Jessica Shapiro	Darcy White (FNLRS)
Matthew Patterson		

Apologies

Francis Dunne	Marion Hood	Ricky Harrison
Jess Lynne Morgan	Mary-Anne Atkinson	

Item	Description
1	**Welcome, attendees and apologies** Uncle Wayne Thorpe gave a Welcome to Country and conducted a Smoking Ceremony. Meeting Chair and GLaWAC Director Troy McDonald gave an overview of the meeting Agenda. GLaWAC Director Alice Pepper paid respects to Elders past and present. She spoke on the meeting protocols and emphasised that they promote cultural safety and should be followed. General Counsel Michael Woods confirmed with the Chair that quorum had been achieved. Minute silence The Chair held a minute silence in recognition of all the Sorry Business this year. Non-Members Attendees Six Gunaikurnai common law native title holders sought admission to the meeting. Following discussion regarding whether and on what basis the proposed attendees could be admitted, the Chair requested General Counsel coordinate a vote of those members present and —there being a majority of members in support— exercised their power under rule 4.13 of the Rulebook to admit the following people as non-voting members: Cathy Thomas, Jacob Porter, Linda Mullett, Lynette Hayes, Jasmine Rose and Muriel Rose. They were admitted in accordance with agreed meeting protocols; that they were observers who were not allowed to comment or vote.

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	The Chair directed the interim CEO, Charee Smith to note a comment from the room to review the rulebook and tighten observer rules. Special Invitees The Chair introduced the following special invitees, who were approved to attend the AGM through the required GLaWAC Board processes: Charee Smith, Ewan Waller, Michael Woods, Kieren Murray, Darcy White, Jess Shapiro, Nanoo Nanoo (audio visual team), Matthew Patterson, Tanya Taylor, and Philipe du Plessis. The Chair introduced GLaWAC's incoming CEO, Nick Ashburner, to the members present and explained that the Board went through a selection process to appoint him. Nick will commence in February 2026.
2	**Minutes of 2024 AGM** The minutes of the last AGM, held on 22 November 2024, were tabled by the Chair. An amendment to the minutes was proposed to reflect that Alice Pepper, Harry McDonald, Glenda Thorpe, and Beryl Booth were not recorded as attendees in the 2024 minutes, despite attending. Troy confirmed that the 2024 minutes would be amended to reflect this. **Resolution** That the draft minutes of the meeting held 22 November 2024 incorporating corrections sought at this meeting, be confirmed. **Moved: Alice Pepper** **Seconded: Paula Morgan** **Carried: Majority**
3	**Corporation Reports** 3.1 CEO Report The Interim-CEO, Charee Smith, gave an overview of GLaWAC's work in the reporting period. She explained that sub-committees of GLaWAC report to the Board on the following areas: • Native title and culture heritage • Economic development • Audit risk and finance • Our Country Charee encouraged people to speak to the GLaWAC team about the work they have been doing. Offshore wind energy In 2024, the GLaWAC Pathways to Partnership policy was launched at the Gippsland New Energy Conference to guide GLaWAC's engagement and work with proponents of major projects on Gunaikurnai Country such as renewable energy, coal mine decommissioning and water management. GLaWAC has signed four offshore and one mine remediation agreement in the 2024-25 period under this policy.

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Funding and fiscal constraints

Charee noted that the Victorian government is operating with a risk averse, conservative fiscal approach. GLaWAC is fighting alongside other Traditional Owner Corporations for a new core funding model. This environment is creating an advocacy role for the CEO; requiring engagement at all levels to secure funding and build diverse income streams to ensure sustainability.

Charee emphasised that the strength of the organisation lies in its people and thanked the group for their trust in this journey.

In response to a request from the floor, Charee confirmed she would, as best as she was able to, answer questions asked by members at the meeting and not take them on notice.

3.2 Service Requests Update

Grattan Mullett, GLaWAC Senior Strategic Advisor, gave an update on GLaWAC service requests.

Functions of the GLaWAC Culture Hub include supporting art galleries and encouraging engagement through community events. The Culture Hub also supports community artists through the Community Artist Register — commissioning artists for public projects through an expression of interest process.

The Culture Hub has recently expanded and recruited new team members. Cathy Thomas leads the team and is based in Forestec along with Kelvin Moffatt. Heather Hood is based in the Morwell office.

Services delivered include:

- Cultural consultation
- Cultural dance
- Smoking ceremonies
- Cultural activity
- Cultural heritage awareness
- Cultural heritage sessions
- Welcome to Country

Updates are provided through GLaWAC's quarterly newsletters.

There were a number of other key activities in the reporting period, including:

- Two Elders events – one at Forestec and one in the Latrobe Valley – which were funded by Latrobe City Council and Gippsland Shire Council to celebrate their knowledge and contributions.
- The Lakes Entrance footbridge sculptures were delivered by the On Country team in February for Stage 1 of that project. Stage 2 is underway and includes consultations with Elders.
- Interpretation projects for the Buchan Caves and Tarra-Bulga, which include key stories around those sites. There are several other interpretation projects in progress, including a project about Sea Country and history.
- Tourism products and sites, including the Raymond Island Koala project and The Entrance Walk
- Supporting Elders out on Country.

Community engagement has seen broader uptake around east Gippsland and in the Latrobe Valley. Grattan acknowledged and thanked Paula Morrison [past GLaWAC employee] for her work on this.

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	Grattan stated that the team are keen to further improve our cultural offerings, especially around tourism and noted that they will need strong community knowledge holders to contribute and provide direction to that. Uncle Wayne Thorpe asked about setting up cultural awareness for mob, suggesting there should be more onsite visits for mob as currently it is predominately GLaWAC workers and committees out on Country. Uncle Wayne asked if there is budget to support this. Grattan agreed regarding the importance of this and confirmed that there is now dedicated budget to support such initiatives, including for camps and onsite visits. Charee Smith stated GLaWAC has budget with the RSA to use for that type of activity and there will be a financial report that addresses those details. Grattan noted that a lot of grief and trauma has happened in the Latrobe Valley, and GLaWAC helped young men come back and heal through visits to home and Country. There was discussion among members regarding the opportunity for GLaWAC to work through high schools and other avenues to engage young people in culture and out on Country, as a way of supporting them and making sure they are not lost The Chair confirmed GLaWAC wants to work more closely with Gippsland and East Gippsland Aboriginal Cooperative Ltd (GEGAC) to build these opportunities, which need to be co-designed with the Community. There was further discussion about partnership opportunities between GLaWAC and GEGAC to support young people. Charee acknowledged the importance of this and that community has a blank canvas to move forward with these ideas. A member from the floor asked if there is space in the Culture Hub to look at culturally appropriate ways of healing. Aunty Beryl Booth answered that GLaWAC have been running some on Country based programs and internships. In response to a question from the floor regarding opportunities for members to be involved in cultural planning, Charee Smith confirmed GLaWAC will hold more gatherings/meetings for Gunaikurnai people in 2026, which will include a mix of native title business and cultural planning and engagement. Nayuka Hood asked about how to get out on Country. For example, at Lake Tyers and Kurnai Park. Charee Smith confirmed that Kurnai Park can be managed by GLaWAC in the future so that the community can activate and improve that park. The Natural Resource Agreement under the RSA includes the right to practice culture on Crown land and land owned by GLaWAC or Gunaikurnai People. Arika Onus-Thorpe asked whether there is a volunteers list so people can volunteer their skills and time. This suggestion was noted. Throughout the discussion Pauline Mullett asked a series of questions regarding GLaWAC membership forms and the criteria and evidence needed to assess them. She asserted that a young person was granted membership to GLaWAC on a fraudulent basis by First Nations Legal and Research Service (FNLRS). She further queried the implications of not selecting Gunai or Kurnai

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as an identifier when filling out a membership application. Pauline also asked about the cultural heritage authority of the Culture Hub under the *Native Title Act 1993*.

In response Grattan noted that membership applications are assessed by the Culture Hub and Elders with assistance from FNLRS where needed, who hold relevant archival evidence. The Culture Hub then makes a recommendation to the Board, who make the final decision. Grattan noted that membership forms need to be filled out correctly.

Pauline made persistent interjections when Grattan was seeking to answer her queries and other members also responded.

The Chair confirmed that the Culture Hub team supports the Board but that all membership application recommendations come to the Board, who are the ultimate decision makers regarding whether a membership application is accepted.

The Chair thanked Grattan and the Culture Hub team for their work.

3.3 Country Operations Update

Matthew Patterson, Acting Executive Director – Country Operations, gave the Country Operations update. Matthew advised that there had been fantastic achievements in the reporting period and thanked Katherine Mullett, who is on maternity leave, for her leadership.

Achievements in the 2024-25 reporting period, included:

- Implementation of the Joint Management Plan. Fourteen parks are under joint management, with the Traralgon Team looking after four new parks that came under joint management under the 2022 RSA.
- The work of the Registered Aboriginal Party (RAP) cultural heritage research team. They have conducted archaeological surveys, DNA sampling and species mapping to connect cultural knowledge and ecological data.
- The cultural fire program, with eight cultural burns being conducted - including at Jack Smith Lake and Knob Reserve. An agreement was signed with Forest Fire Management Victoria to contribute to controlled burns as an equal partner and increase capacity to do those burns. First Traditional Owner group to do that. There is also a Girls on Fire Program that builds skills in fire management.
- The Sea Country Indigenous Protected Area program, a proposal for which is being developed and through which additional rangers have been employed.
- Fresh water management, including an eel migration study, a sustainable water strategic group and the development of a partnership with Melbourne Water to manage Thompson water and loss of water from Country.
- The strategic programs team has conducted extensive camera monitoring across RAP area. Dingo monitoring has found several litters in Lake Tyers.
- The delivery of the Cultural Landscapes Framework, which is now being implemented.

Uncle Wayne Thorpe asked whether the burning program involves follow-up research to determine the results of burning. Uncle Wayne expressed concern for plants, wildlife and soil in areas that have been burned. He noted that cultural burns in the old ways were for food and cultural reasons, not for fuel reduction.

Matthew answered that rangers make observations about where fire should be targeted and work with DEECA on identifying those places. GLaWAC leads small cultural burns with low-intensity and their NRM teams are engaged to follow up with pest and weed control afterwards. DEECA lead other

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burns and GLaWAC have less influence over where and how these are carried out but remain involved to learn from them.

Uncle Wayne asked if GLaWAC is looking at research to link up songlines across Country, and if so if it can be accessed?

Matthew answered that Uncle Russell Mullett's team has done a lot of research on this. Matthew undertook to provide a full list of the songlines to Uncle Wayne and will get back to him regarding how to make it available to community.

Aunty Majorie Thorpe also expressed concerns regarding the timing and scope of some of the burns. Aunty Marjorie also raised her concerns regarding the proposed Fingerboard Mineral Sands Project and queried whether GLaWAC has agreed to it proceeding?

The Chair advised that there has been no interaction with the relevant proponent, Gippsland Critical Minerals Pty Ltd. GLaWAC's position statement is on its website, if there is any change to that position it will need to come from the Gunaikurnai full group. Charee Smith noted that Gippsland Critical Minerals has approached GLaWAC to advise of its recent activities. GLaWAC is being incredibly careful in its response.

Aunty Beryl Booth asked whether GLaWAC has done any further thinking about charging for water?

It was confirmed that the water programs GLaWAC run are funded through the environmental water levy and GLaWAC use that to fund the Aboriginal Water Officers. There is an ongoing conversation about receiving revenue from water licences.

Sonya Naylor asked who conducts the archaeological surveys and whether young people have the opportunity to be involved? Matthew answered that Uncle Russell Mullett leads that team and employs young Gunaikurnai people on the ground and in partnership with universities.

3.4 Financial Report

Charee acknowledged the role of Fiona Hammond, Executive Director – Corporate Operations, in this work and introduced Phillipe du Plessis, General Manager – Business, to provide the Financial Report in her absence.

Phillipe stated that the financial report shows that GLaWAC has $4.47M million surplus. It received $24.7 million revenue and there was a $4.5 million trust draw-down during the reporting period. Philipe advised that $1 million of expenditure, excluding wages, was for procurement of Indigenous benefit, which includes Community Benefits from the Gunaikurnai Trust and grant funding for projects or programs. This is a new reporting metric GLaWAC has developed in response to member requests.

Phillipe confirmed that GLaWAC holds $10.6 million cash currently, has enough cash to operate in 2025-26 and can meet its commitments to deliver on projects. Phillipe advised that there are no debts and no liabilities and no borrowings.

Pauline Mullett interjected and asserted that GLaWAC is in debt.

Phillipe explained that GLaWAC has grown over time, with the current reporting period seeing a record for revenue received, which then leads to greater spending on funded projects.

Spend against Whole of Country Plan

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The reporting period is the first time that GLaWAC has mapped its spending against the Whole of Country Plan. It shows that expenditure is predominately in the right to use and manage our resources, economic independence, and protecting and practicing culture.

Gunaikurnai Traditional Owner Trust

It was reported that the Trust amount at June 2024 was $17.1 million and due to the aforementioned $4.5 million draw-down, was $13.6 million at June 2025.

Since the Trust started in 2010 GLaWAC have only ever received the annual minimum funding determined by the Trust and used it solely for community benefits and funeral funds. This has averaged approximately $190,000 per annum over the years, with last year being $360k, and advised 2025/26 will be $250,000.

The Trust is due to mature on 31 December 2031 – at the current rate of investment it is likely to meet the target value of $16.3M

The $4.5 million drawn-down supported GLaWAC's commercially oriented businesses (social enterprises) which have been making losses. These businesses are where GLaWAC employ most of its Gunaikurnai and indigenous staff and embed self-determination in decision making.

Further investment will be necessary to build financial acumen to deliver profits from these operations.

Revenue supporting employment within GLaWAC

From a funding perspective, there are three types of positions at GLaWAC: Funded, income generation, and unfunded.

- Funded positions: donors, grant funding arrangements.
- Positions supported by income generation: Commercial operations/social enterprise
- Unfunded positions: Positions that are not independently funded or paid from income generation activities, such as project management fees. For example, executive positions because they are not attached to a specific project, or roles such as accounting and administration —all of which are necessary to run a business like GLaWAC.

Workforce

There has been more revenue and more full-time-equivalent employment than previous years.

71% of GLaWAC's workforce are First Nations people, 29% are non-Indigenous people. 75% of First Nations people employed are Gunaikurnai.

What does sustainability look like?

GLaWAC is aiming to bring its commercially focused operations to profitability or at least break even. GLaWAC is also pursuing new revenues, renewable energy partnerships, and water licence arrangements. That is why the RSA is important as it allows for future investment. The more GLaWAC can generate independent income through commercial operations the better. Revenue becomes discretionary and can be spent on areas Community identifies as important.

Auditor's Report

Phillipe confirmed that the auditors appointed in 2024, FiveFold Financial, have reviewed and certified GLaWAC's financial records and confirmed that they are a true and fair representation of GLaWAC's financial position.

3.5 Questions and Discussion

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Pauline Mullett again interjected and asserted that GLaWAC is in debt and demanded that the meeting be paused for an intermission. The Chair confirmed that GLaWAC is not in debt.

Larry Mongta noted that $4.5 million was taken from the Trust to prop up the figures and that there was no mention of the money GLaWAC took out of the trust fund. The Chair confirmed that information about this is in the Annual Report. A member from the floor noted that this information is contained on page 29 of the Annual Report.

In response to a request from the Chair, Philippe explained that a draw-down is a withdrawal and, in the case of a trust fund, can only occur subject to legal requirements being satisfied.

Pauline Mullet interjected and repeatedly asked why the previous CEO (who was named)was given $3.5 million. There was heated discussion among members in response to this comment. The Chair confirmed that neither the previous CEO nor anyone else was given $3.5 million.

Pauline Mullett asserted fraud had been committed and called for an investigation into the spending and for the Board to be sacked.

A member from the floor called for Pauline Mullett's membership to be revoked.

The Chair stated that ORIC is provided with GLaWAC's annual and financial reports. He again confirmed that no individual in the organisation received $3.5 million and that the Trust draw-down had a purpose and function —it could only be drawn down under specific and strict guidelines. The approach that GLaWAC undertook to draw funds from the Trust was legal and went through the correct authorisation process. The draw-down had a direct correlation with operating the organisation in accordance with the design of the Trust. GLaWAC did not deviate from the rules, regulations, or lawful obligations of the Trust.

Joanne Brunt commented that the Auditors Report appeared to predict a $9.8 million loss in the next financial year and queried the impact on NRM staff and other GLaWAC crews. She asked what had caused the predicted loss and what the plan is for the future?

The Chair responded that GLaWAC has financial advice that its trading position in 2025-26 is sound but confirmed GLaWAC does need to get better at forecasting and planning against program delivery. GLaWAC is developing financial systems to enable integrated planning, so it has a better picture of how money is being spent.

The Chair addressed some of the forecasting challenges which impacted GLaWAC. Notably, the strategic decisions made by government regarding projects which GLaWAC had anticipated it would receive revenue from, but which were either not realised or took longer than anticipated to progress. These included: the now cancelled Commonwealth Games, offshore wind projects, and water licences. Under Charee Smith's leadership GLaWAC have now developed systems to guard against such challenges impacting revenue forecasts in the future.

The Chair again assured members that the Trust draw-down was done in accordance with the rules of the Trust. The Board was reluctant to do it and debated it over multiple meetings. Once the decision was made it was executed in accordance with law. Every cent of that money went to support the corporation and its program delivery for community.

Brian Stevens observed that GLaWAC need to start putting in risk management frameworks to ensure the future of the organisation. The Chair acknowledged this and noted the Board are having those conversations and have heard the anxieties of key people regarding this.

Aunty Marjorie Thorpe stated there is a need to ensure that capable people are being employed so that there is not a shortfall of funds again in the future.

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	Aunty Glenys Watts noted that there were also funding cuts from the government and to retain as many Aboriginal workers as possible the Corporation moved some of them into other programs. Joanne Brunt noted that there needs to be clear KPIs for the executive. The Chair noted this and said that this will be a conversation with GLaWAC's incoming CEO. The Chair called for the Financial Report to be endorsed. **Resolution** **That the financial report be endorsed** **Mover: Aunty Lena** **Seconder: Beryl Booth** **Carried: Majority vote (29 in favour, 3 opposed, 1 abstention)** The Chair called for the Annual General Report to be endorsed. **Resolution** **That the Annual Report be endorsed.** **Mover: Aunty Paula Morgan** **Seconder: Aunty Leanne Edmonson** **Carried: Majority vote (30 in favour, 3 opposed, 0 abstentions)** The Chair invited people to speak to Phillipe if they had any further questions regarding GLaWAC's financial position.
4	**Appointment of auditor for the next financial year** The Chair called for the appointment of FiveFold Financial as Auditors for the 2025-26 Financial Year. **Resolution** **That Fivefold Financial be appointed as the financial auditor for the 2025-26 financial year** **Mover: Raylene Young** **Seconder: Lena Morris** **Carried: Majority vote (37 in favour, 0 opposed, 0 abstentions)**
5	**Election of Directors**

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	The Chair stated the following seven people were seeking election for the five Director positions at GLaWAC and called for votes to be cast: • Alice Pepper (seeking re-election) • Lois Whelan (seeking re-election) • Lynette Bishop (seeking re-election) • Troy McDonald (seeking re-election) • Brian Stevens • Francis Dunne • Sonya Naylor The Chair noted that information about each director seeking election was included in the AGM meeting notice pack. The Chair requested people to place their ballot papers [provided to each member upon registration and entry to the meeting room] in the voting box at the front of the room before breaking for lunch. *Recess was called at 1:53 pm for counting of votes for the Director Election and lunch.* *The meeting resumed at 2:22 pm. General Counsel and FNLRS confirmed 36 people returned, quorum met.* The Chair acknowledged some people had been silenced as a result of constant interjections throughout the meeting that morning and that steps would be taken to ensure that does not happen again. The Chair congratulated everyone who put their hand up to nominate as Directors. General Counsel announced that the counting process was conducted securely and observed by two independent witnesses from FNLRS. General Counsel announced that the following people had been elected as Directors: 1. Brian Stevens 2. Alice Pepper 3. Troy McDonald 4. Lynette Bishop 5. Lois Whelan The Chair confirmed there is room in the tent for everyone to get involved in GLaWAC.
6	Acknowledgement of Aunty Julie Mongta The Chair invited Aunty Julie Mongta to join him at the podium. The Chair acknowledged her lengthy and consistent work at GLaWAC and her work on the RSA over decades. Aunty Julie addressed the meeting and expressed her desire for everyone to get along, the fact everyone is family in the group, the danger facing Country and the strong foundation that is needed. Aunty Glenys Watts thanked Aunty Julie for all her work and knowledge, reflected on the journey they have shared and expressed her wish for Aunty Julie to continue to be involved going forward. Troy noted that Aunty Julie was a key leader and critical thinker in the establishment of the *Traditional Owner Settlement Act 2010* and the significant work and toll associated with that, and acknowledged the others in the room that have been a part of that journey.

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	Alice Pepper thanked Aunty Julie for her, and all her Elders, guidance strength and knowledge and expressed her hope to continue that work. Grattan Mullett acknowledged Aunty Julie's role since the very start and the Elders who are no longer with us for their dedication and commitment. He acknowledged the exhausting nature of the court process through the fight for native title. Aunty Beryl Booth spoke about her role in the original co-op; noting they started with nothing. They realised our community wanted something in the Latrobe Valley, so they formed a Board. Originally, there were just five people working in the co-op. As it grew, they pushed for legislative change and recognition and then it snowballed and continues to today. A member from the floor added their thanks to Aunty Julie and others for the work they have done. They noted that in accordance with their protocols, people need to be protected from the behaviour that occurred at the meeting today - it is intimidating, violent and defamatory. The member noted it is not good enough and existing protocols and procedures to remove people must be used to protect Elders and others when this kind of behaviour occurs. Other members spoke in support of these comments. The Chair said there will be processes to better activate meeting protocols. The Chair asked for people to give GLaWAC feedback about the behaviour at the meeting. Grattan Mullett asked for greater clarity around the role of observers at AGMs in the future. The Chair said he does not think any observers spoke but noted this.
7	Elders' Council election Aunty Lena Morris, Chair of the Elders Council stated that Aunty Maria Harrison —who had not been reappointed on this occasion— was always welcome seek appointment to the Elders' Council in future. Aunty Lena read out the results of the Elders' Council appointment process [which was conducted at the Forestec premises immediately prior to the AGM]: Uncle Wayne Thorpe — Aunty Glenda Thorpe Aunty Noretta Knight — Aunty Susan Martin Aunty Robyn Yates — Uncle Kevin Murray Aunty Glenys Watts — Aunty Beryl Booth Uncle Wayne Watkins — Aunty Lynette Bishop Aunty Lena Morris — Aunty Francie (Margaret) Komen Aunty Raylene Young — Aunty Julie Mongta Aunty Deanna Campbell — Aunty Lee-Anne Eddington Aunty Marjorie Thorpe — Aunty Gwendoline Hudson

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	Aunty Lena confirmed the counting of votes for appointment to the Elders Council was witnessed by Kieren Murray of FNLRS.
8	**General yarning and questions** Charee introduced Tanya Taylor, Executive Director – Growth and Sustainability, to talk about this program area. Tanya provided an overview of current programs, including opportunities arising from renewable energy projects and coal, oil and gas decommissioning. There is high demand in this area and GLaWAC is keen to hear community's voices in this work. A key achievement has been entering into engagement agreements with offshore wind proponents. Tanya noted that where GLaWAC doesn't have funding to deliver a project itself, it facilitates and leans on its partners. Tanya invited questions. Joanne Brunt asked how GLaWAC is tracking with procurement? This led to a broader discussion about procurement, including noting the need to partner with existing Aboriginal businesses and to support good local Aboriginal businesses over those from further away. Tanya answered that GLaWAC have improved in this area; currently procurement of goods and services from Aboriginal businesses is 5-10% with an aim to be 20% by next year. Work is underway to identify more Aboriginal businesses through Gippsland business networks. Charee Smith noted that there is a procurement policy in the RSA, that this is an opportunity that the Corporation needs to capitalise on and that it needs the input of members to be able to do so. Alice Pepper highlighted the opportunity on 27 February 2026 at the Sale Business Expo to have these conversations. In response to a question from Uncle Wayne Thorpe regarding how Treaty is supporting Aboriginal employment, Alice Pepper stated that Gellung Warl and ongoing Truth Telling are both being set up. Local treaties are also on the horizon, but GLaWAC need a strong foundation before that starts. Meriki Onus stated she is interested in big economic pieces of work that Gunaikurnai can do as a nation to help our people get access to things such as private healthcare and home ownership - life changing things our people can be involved in. Other business and related opportunities identified by members included: • Tourism and its potential to provide employment for Gunaikurnai people • Youth orientated and peer support programs. • Aboriginal businesses to teach and train young people on Country There was further discussion regarding the opportunities for GLaWAC and Gunaikurnai in these and other areas on coming years, and reiteration of the need to move away from reliance on government funding and toward self-sufficiency. Aunty Lynette Bishop congratulated Aunty Glenys Watts for being awarded Volunteer of the Year. Aunty Glenys Watts thanked Grattan Mullett for all his hard work. Uncle Wayne Thorpe asked about updating the name of Kurnai Park. The Chair noted this and said a cultural working group could oversee changing the name.

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	Charee noted that the RSA still has processes to go through but will keep people updated as that occurs.
9	**Close** Charee closed the meeting at approx. 3:34 pm.

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Gunaikurnai Land and Waters Aboriginal Corporation

Meeting Protocols

Be respectful of others and
their differing views

One person speaks at a time

Stay focused on the issue, not the person

Follow the meeting process

Remain calm and constructive

Give everyone a fair chance to contribute

No mobile phones

Participants may be asked to leave if
meeting protocols are not followed

Gunaikurnai Land and Waters Aboriginal Corporation