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2019 has been a year of consolidation for the ADBT.

However an exciting new business was formed and up and running in the Gulf, Gulf Labour Hire is a Labour Hire Company based in Normanton and run by Lee George, a local from Normanton.

This business has exceeded all expectations, virtually capturing all of the job vacancies at Carpentaria Shire, Lee has also made some headway with Gidgee Healing, placing two employees into that Organisation.

Next year he will target the other Local Government areas, the Pastoral Industry and also look at opportunities in the Mining sector.

The other established businesses are humming along nicely and I will leave it to the General Manager and others to report on further in this Annual Report.

From a political sense we have had a Federal Government election this year, which has brought about change in that our Federal Indigenous Affairs Minister - Nigel Scullion decided to retire, we had a good relationship with Nigel and I thank him for all the assistance he has given the ADBT in the Past, however we now look to the future and will work on developing a similar relationship with Ken Wyatt the new Minister.

We are in the process of activating the "Personal Development through Sport" funds again, this has only been possible with the assistance of funds from the Daintree Discovery Centre, our key investment property.

I thank the Mining Company, New Century, for coming on-board with their matching contribution.

We have developed a system, learnt from hard won experience, that this funding, this time around, will be self-sustaining and will run for the life of the Organisation.

The administration headquarters and Art Retail property in Cairns - Ancient Journeys, continue to grow in strength. We have been able to provide vital exposure for Gulf Artists in the major thoroughfare - the Esplanade, of Cairns.

Once again purchasing this property is one of the better initiatives the Directors of ADBT have made.

One of the main reasons why the ADBT is so successful is the calibre of the staff we employ, Brian Arnold, Troy Fraser and Paul McGuinness are excellent people, highly skilled, motivated and genuinely believe in the values and aims of our Organisation.

In ending I thank my fellow Directors, again another major strength of the ADBT is the Directors we have on the Organisation, when you consider all of our Directors are Leaders in their respective Communities, it does bring a level of credibility and leadership to our Organisation that is rarely matched by any organisation in the Country.

All I can say is bring on 2020.

Fred Pascoe
Chairman
I am now writing this message from our small office located within Ancient Journeys on the Esplanade in Cairns. We relocated our office from Tjapukai in October to fall in line with the successful opening of Ancient Journeys. In November, Ancient Journeys will have been open for 12 months. In the 12 months we have seen sales increase steadily and the number of artists that have become involved with the supply of art has increased. As I always say, “we haven’t even begun to scratch the surface” with what can be leveraged from a shop on the esplanade in Cairns! In December I sent an e-blast out about Miracle Fruit trees. The plant could transform the next generation of Aboriginal people to improve their diet and health by growing the trees.

With the ever increasing diabetes challenge for global populations, there is an opportunity for the Community to gain funding for a research program and lead the world in combatting this insidious modern disease. The berry can also help people who are going through Chemotherapy.

To support this possibility 10 Miracle Fruit trees were sent to BYNOE and 6 trees were sent to Gulf Christian College.

Over the last financial year there have been some wonderful attractions/features added to the Daintree Discovery Centre. The number of aquarium tanks has increased and been relocated from the interpretive centre to the sunken deck. And the old aquarium area within the interp centre has been repurposed and now houses a bug display. Please look at the images of both in this report.

An exciting project for the coming financial year is the establishment of a Foodworks complex in Normanton. What an amazing project for the people of Normanton and the Gulf! Below are the features of the project.

Foodworks complex

1. Large Foodworks, 1200 sq metres
2. Incorporate a retail area for white goods, electronics, hardware, towels and bedding etc within the Foodworks building.
3. Gold Lotto outlet. We currently have an agency located at Normanton Traders
4. Newsagency
5. Fast food outlet
6. Petrol station

The existing Normanton Traders site will become a distribution hub for those same retail items and distribute to Doomadgee, Mornington Island, Karumba, Burketown and others.

Another exciting project that started toward the end of the financial year is the establishment of Gulf Labour Hire!

Gulf Labour Hire aims to replace the outside workers and contractors with a dedicated local workforce providing the missing link between the available jobs and the qualified yet under-employed local population. Gulf Labour Hire is a local business based in Normanton, Queensland and owned and operated by Indigenous people with the necessary networks and cultural ethics to successfully employ local Indigenous men and women along with the local networks in Local Government, the Pastoral Industry and the Mining Industry to source the jobs.

Gulf Labour Hire is managed by our Coordinator & Recruitment Specialist Lee George.

As I have said in previous annual reports...”Watch this space” Things are always happening at ADBT. We talk and we walk...we are doers.
Community, Youth and Economic Development Manager’s Message

Well it has been another exciting 12 months. With our new relocation to the Cairns Esplanade, it has given us what the vibrant city of Cairns has to offer. With the Board’s continued direction in the community development focus, the ADBT has invested heavily in some great community projects. These include –

- Development of the art profile in the communities and promotion of Ancient Journey to support community art
- Again partnering with the King of the Ranges Stockman’s Challenge in Murrurindi, N.S.W
- Provided advice on community programs and activities
- Provided advice on number of business proposals
- Supported a number of individuals, teams and events through our Sports Development Program and Youth Development program.

The ADBT is currently working towards further funding to support our young people. With this strategic focus, the ADBT can only go from strength to strength and this means benefits going back to the gulf communities.

In addition ADBT is also moving towards building some great partnerships which includes educational institutions, sporting bodies, government agencies and the private sector. With our address now in Cairns, gives us some great leverage and access to these organisations.

A big thanks must go to our Directors of the ADBT and General Manager in providing leadership to keep the ADBT going forward and the continual investment in our communities.
Section 1: Governance

Office location incorporating retail, car hire, tours and tour bookings
53- 57 The Esplanade, Cairns (lots 124 & 125)

In July, our builder Stephen Burke from True North started to fit-out the shop with shelves. And the front counter was built by CCW.

At the end of September ADBT relocated from their office at Tjapukai to an office area that had been established within the shop.

By October 2018 fixtures and fittings including the front counter were on order or being installed. The design for the front of the shop was finalised. The exterior of the shop was rendered and signage was installed as we rolled into November. Below is an image of the shop before render.

In addition to all of the suppliers of licensed authentic aboriginal art ADBT organised an art collection trip to the Gulf. Art was collected or was ordered from Doomadgee, Mornington Island and Normanton.

The GM and CYE visited Doomadgee and Normanton along with Ian Waldren (Indigenous artist) and John Armstrong (Mirndiyan Gununa Art Centre Manager). Both were funded by the SBAS program through Gulf Savannah Development to help get artists going and assess values of what had been produced to be sold at the shop.

The SBAS Coordinator, Annie Cork did a wonderful job with all of the logistics associated with moving all of us around the Gulf.

Annie Cork,
Gulf Savannah Development

The SBAS Coordinator, Annie Cork did a wonderful job with all of the logistics associated with moving all of us around the Gulf.

The shop opened on the 21st of November as Ancient Journeys! Opening hours settled on 6 days a week (closed Sunday). 10:30a – 7:30pm.

Since the purchase of the esplanade shop the GM was given insight into the future redevelopment of the area around Ancient Journeys. The tenants within the office building behind the old tourist information centre/ old Mulgrave Shire Council Chambers will be relocated to a new building that is under construction now.

Their old office building will be demolished and a new art gallery will be constructed, the entire area around it will be opened up, all of the wall and fences will come down so foot traffic through the open space will bring people through our courtyard and hopefully through our shop.

The Courthouse Hotel will be expanded and turned into art incubation and exhibition space. From my understanding Cairns Indigenous Art Fair (CIAF) will be held in this area as well.

Below is the finished interior of Ancient Journeys

With these developments our shop has not only increased in value it has also created one of the best spaces for the sale of Indigenous art in the country.
Ancient Journeys

In June Ancient Journeys started to sell Floravilla Daintree Ice Cream. Daintree Discovery Centre tables and chairs were added to our courtyard, image below.

It’s envisaged that when people buy ice cream they can sit at the tables. Ultimately the goal is to slow people down in the hope they buy something in the shop.

In addition to the prints listed on our website we have also established a special section at Ancient Journeys for Kelly Barclay prints, image above. The GM will organise a display at the Daintree Discovery Centre as well.

Ancient Journeys accessed funding from AusIndustry to have some promo materials translated into Chinese (Mandarin). Copy of the promo materials are below.

The Ancient Journeys website and shopping cart are live, image of the website below. At the moment only one item is for sale, Kelly Barclay prints. The GM will populate the shopping cart with more items soon. Learning the shipping system has slowed things down.
Section 2: Stakeholder & Community Engagement

ADBT newsletter/e-Blast and press releases

Our first newsletter for the new financial year went out on the 10th of July. And of the 809 recipients, 234 opened the newsletter which is very high “open rate” for an organisation. The newsletter had 3 news items including:

1. Bitumen of the Doomadgee Roadhouse carpark
2. Purchase of the Burketown Pub
3. Our shop at 53-57 Esplanade.

In October two e-blasts went out. One promoted Indigenous business start-up workshops and the other featured a new style of e-blast which promoted/profiled an Indigenous business in the Gulf. Our first profile was Barry Walden.

An e-blast went out in December promoting an opportunity to develop/grow Miracle Fruit Trees.

The plant could transform the next generation of Aboriginal people to improve their diet and health by growing Miracle fruit trees. The trees have been grown in the Australian tropics since the late 1970's, they can be sourced and grown from seed or propagated.

With the ever increasing diabetes challenge for global populations, there is an opportunity for the Community to gain funding for a research program and lead the world in combatting this insidious modern disease.

The first Australians through their determination to enhance the lives of their own people, could lead in researching how the Miracle fruit could better the lives of many.

This change could simply start by Schools and Community groups growing the trees.

Miracle fruit trees (Synsepalum Dulcificum) originate from the tropics of West Africa and have been used for centuries as an addition to the Indigenous peoples diet.

The berries have a slightly sour taste, but have the ability to change the taste of sour and acidic foods to that of amazingly sweet.

You can suck a berry, then experience a sweetness far surpassing anything tasted before.

The taste of acidic food, say a tomato, green apple, passionfruit, pineapple, lemon or lime is transformed.

Or, if you wait a minute and have a second berry, that alone becomes a burst of sweetness.

The berry has a unique glycoprotein Miraculin, which temporarily binds the sweet receptors on the tongue.


The Miracle Fruit tree e-blast went out to 850 recipients across the Lower Gulf and was sent to many individuals within govt. It was disappointing that none of the agencies govt agencies expressed any interest. There was one response from the e-blast. The principal, Jake Randell from Gulf Christian College. As a result the GM, on behalf of ADBT, purchased and freighted 6 Miracle Fruit trees to the school. The GM also sent 10 trees to BYNOE.

Below are other e-blasts sent out during the year.
February 18th- Job Opportunity: Sponsorship Manager for Frontier Days
February 11th- Karumba Barra & Blues Festival
January 23rd- Opening of Ancient Journeys, Aboriginal Arts, Gifts and Tours
April 24th - Karumba Barra & Blues Festival
May 10th- Availability of Kelly Barclay prints for sale through the Ancient Journeys website.

BYNOE board

The ADBT General Manager joined the BYNOE board as an external director focusing on economic development. He attends monthly meetings in Normanton.
Section 3: Economic & Business Development

Daintree Discovery Centre

The current advancements and investigations that are being managed by the GM.

1. Bug displays.

Alan & Deanna Henderson from Mini Beast Wildlife who are experts in bugs are finalising a plan to redevelop the aquarium room into a bug room.

As part of the process they have assessed the proposed bug room and provided a report and design for the new space. Construction started in March and was finalised in May. Below is an image.

2. Branding on signage and improving the message of the DDC.

This is an on-going activity that will be completed in several stages and over a few years. The first stage will be the dinosaur area.

3. Indigenous content.

On-going.

4. Aquarium.

Complete, but there is an option to add a few more tanks along the upper deck.

Since the tanks were established many of the fish have died due to a variety of issues but generally the pumps were too small and the sunlight was causing algal growth.

New large pumps have been installed and the backs of the tanks have been covered to block the sunlight. Below are the images of the new/expanded attraction.

5. Vending machines.

The coffee machine has been installed and was making money. The machine has had to be removed due to issues with moisture. The machine will be relocated to another ADBT site.

6. LPON license 87.6FM.

The CEO of the Douglas Shire Council, Mark Stoermer and council liked the concept subsequently council have waived the charges associated with housing the transmitter in the ferry booth.

Content and ads for the broadcast have been completed. Our PR contractor Mrs Tanya Snelling took over the project and was completed. The transmitter will be housed in the new ferry booth and a broadcast will begin in mid-September 2019.

7. Kelly Barclay prints to be displayed for sale.

8. Kids Corner.

The Daintree Discovery Centre Manager Mrs Abi Ralph has implemented another one of her great ideas, a "Kids Education Corner". Below is an image of area.
30th Anniversary of the Daintree Discovery Centre

The ADBT board attended the 30th Anniversary of the Daintree Discovery Centre.

Below are some of the images including one with the ADBT Chairman and Mayor of Douglas Shire Council, Ms Julia Leu.

Jurassic/Dinosaur bottled water

ADBT and Richmond Council were not successful with their submission to the Building Better Regions fund.

Bidunggu-water truck

The truck has been wet and dry hired to the Doomadgee Council for most of the year. Glendon Connelly is still driving the truck.

The GM provided some business training for the Bidunggu water truck with Glendon Connelly and his partner India Chong. The training occurred in Mt Isa. Training was provided by the Learning Workshop, Rebecca Burke.

After the training it is envisaged Julia Collings will assist India to take over the bookkeeping for the water truck. As part of that process India was provided with office and computer equipment. They now work regularly together to invoice and complete payroll.

The GM will continue to assist Glendon with the coordination of the truck.

Entertainment license in partnership with a large social enterprise

The GM has engaged SAS Group to act as our lobbyist to assist with gaining a license. SAS Group created a policy and strategy based on our entertainment concept.

There have been a number of meetings with Ministers and our partners to get the support from the State and Federal governments. Agreements with the social enterprise partners have been signed and completed.

ADBT have a stake in the entertainment concept and lobbying activities will continue throughout the next financial year.

Normanton Traders and Doomadgee Roadhouse (retail trial)

The GM has set up a retail trial to support our interest in establishing a Foodworks complex in Normanton.

As part of the trial the GM and CYE ferry/deliver items to sell at the Doomadgee Roadhouse and Normanton Traders. Items include TVs, speaker systems, strollers, bathroom, fishing gear, toys and towels.

The GM believes this project will definitely determine if buying a truck and doing our own deliveries to communities would be worth it.

An account has been set-up with Big W so the roadhouse and traders can organise their own orders and shipping. The GM will be available to assist both managers if needed. The GM and CYE will still ferry some items when they travel by car.

To date this trial has been successful and will likely continue until the Foodworks complex is open.
Proposed Normanton Traders Roadhouse and Grocery (Foodworks complex)

The GM, CFO and CYE met with Roger Di Benedetto, New Business Manager, Australian United Retailers Ltd. (Foodworks). Features of the complex below.

Foodworks complex

1. Large Foodworks, 1000 sq metres
2. Incorporate a retail area for white goods, electronics, hardware, towels and bedding etc within the Foodworks building.
3. Gold Lotto outlet. We currently have an agency located at Normanton Traders
4. Newsagency
5. Fast food outlet
6. Petrol station

The existing Normanton Traders site will become a distribution hub for retail items and distributed to Doomadgee, Mornington Island, Karumba, Burketown and others.

On Tuesday April 16th, the GM, Chairman, CFO and Gene Geedrick met with Roger Di Benedetto at the Foodworks in Kuranda. The Kuranda store is 1000 square metres so it will be similar to the proposed Normanton Store.

Below is an impression of the Normanton Foodworks complex.

Cairns Indigenous Art Fair (CIAF)

The GM organised sponsorship of the art workshops at CIAF. The cost was $5000. Sponsoring the event gave Ancient Journeys access to artists to improve range of items to sell.

The GM attended the launch of the event on the 2nd of May from 5:30pm at the Crystalbrook Collection. Once again CIAF was another success.

The Ancient Journeys staff member Clair Arnold and the ADBT GM attended the event and made some connections with artists. Its hoped those connections will grow into a supply of artwork to Ancient Journeys.

Gulf Labour Hire

Gulf Labour Hire Pty Ltd is a company that has been established by the Aboriginal Development Benefit Trust (ADBT) in May 2019.

Gulf Labour Hire aims to replace the outside workers and contractors with a dedicated local workforce providing the missing link between the available jobs and the qualified yet under-employed local population.

Gulf Labour Hire is a local business based in Normanton, Queensland and owned and operated by Indigenous people with the necessary networks and cultural ethics to successfully employ local Indigenous men and women along with the local networks in local government, the pastoral industry and the mining industry to source the jobs.

To date, GLH employs 15 people in Normanton and will seek to use the local Community Employment Service BYNOE CACS as a base and source for job seekers.
Gulf Labour Hire is managed by our Coordinator & Recruitment Specialist, Lee George. Lee has a very broad level of professional experience in the civil and mining industries. He has a passion for mentoring and teaching new and existing staff. He understands and values the importance of creating a TEAM environment.

Food hub launch at JCU

On the 20th of March the GM attended the launch of the NQ Food Hub with Betty Hinton owner of Floravilla Ice Cream (Daintree).

The GM has been investigating the possibilities associated with manufacturing Daintree ice cream in large commercial quantities to supply restaurants, airlines, and hotels. There would also be potential for Indigenous native food flavours as well.

Case study: Aboriginal Development Benefits Trust

The GM and CYE attended a couple of meetings organised/funded by Jobs Queensland and facilitated by KPMG to investigate/study social enterprises.

From those meetings ADBT was chosen as a case study. The case study has been finalised and was published as part of the KPMG report. Below is an image of the study.

Group life insurance

The GM has been pursuing a group life insurance policy for BYNOE in an attempt to address issues associated with paying for funerals for community people.

Often funerals and all of the costs associated with one places a huge burden on people and organisations.

Amanda Bryant from Corpsure, our insurance broker has found an insurance company that will possibly work with us to establish a group life insurance policy for BYNOE.

The ultimate goal would be for BYNOE to coordinate/manage group policies for other Indigenous organisations and councils in the Lower Gulf but there is no reason why it couldn't be expanded to other regions across Australia. BYNOE could establish this as a business.

Details of how the group policy will be implemented will be finalised in the next financial year.

It's envisaged that the 60 core staff at BYNOE will have life insurance by November 2019.
Section 4: Operations

Business management consultancy

Jan Pool
Brian Arnold
Troy Fraser
Paul McGuiness

Section 5: Income Streams

Inquiries & investigation

Current opportunities the GM was/is investigating:

Entertainment license

A business for BYNOE

Foodworks complex in Normanton

Distribution hub for white goods, electronics, hardware and other household items in Normanton

Section 6: Financial Process

Nil
Community, Youth and Economic Development Projects

The ADBT has committed to improving the sports development and pathways for our gulf communities and is working hard in attracting funds and revenue to support them.

The ADBT Indigenous Sports Funding aims to provide participants or applicants with the opportunity to develop their sporting skills by competing at events and competitions within Australia, to create young Indigenous leaders within sports and pursue a career establish pathways within the sports field.

With the completion of our Sports Development Program and the Youth Leadership Program, we have received and approved numerous sponsorships applications for young people to participate at regional and state level competitions as well as youth leadership opportunities.

I have attended and supported some of these events in Cairns and in other centres and can say that these young people from our communities should be congratulated as they have represented themselves, their community and region in a very respectful and professional manner.

In addition to this we have supported community teams to compete at regional carnivals. From all reports this has been very successful. The ADBT has supported the following sport events for individuals and teams –

- Mornington Island Raiders Rugby League Team
- Gulf Bulls Rugby League Team
- Doomadgee Rodeo
- Queensland Primary Schools Athletic Championships
- Support and assistance for two participants to attend a Rodeo school in New South Wales
- King of the Ranges Stockman Challenge
- Doomadgee Rugby League Team
- Regional Netball competition
- Overseas basketball development program
- Youth Development Grants: for eligible youth to take up opportunities to develop their skills in leadership and/or community or cultural; and
- Academic Grants - for eligible youth who would like to pursue further educational opportunities within any institution in Australia.

The ADBT has assisted young people in a number of development opportunities to date. Following on from this grant the ADBT will work with communities to develop other opportunities for our youth to create leaders of the future. Strong Youth, Strong Leaders, Strong Community.
King of the Ranges

The partnership developed between the Aboriginal Development Benefits Trust (ADBT) and the King of the Ranges Stockman’s Challenge (KOTR) has continued with Stewart Foster competing for the second year.

Unfortunately due to unforeseen circumstances Davin Lorraine could not attend for his second event. With ADBT’s sponsorship and the support of the King of the Ranges Program, Stewart travelled to the small regional town of Murrurundi in NSW’s Upper Hunter Valley to compete in the King of the Ranges Challenge.

Stewart spent four weeks in the community participating in a variety of day to day activities and training with experienced local people.

The objective of KOTR Indigenous Stockman Training Program is twofold:

- To give opportunities for young Aboriginal stockmen from Northern Australia to spend time in Murrurundi NSW, participating in a range of experiences within the community which may help to increase self-confidence and further all round development.
- To assist young Aboriginal stockmen develop and enhance specific skills enabling them to compete with confidence in a Stockman’s Challenge Competition.

With the ADBT’s commitment to give each participant two years participating at the King of the Ranges, this gave Stewart more time to embrace the event and community. Stewart participated in a range of activities at the local schools, which included the indigenous school in Walhollow. Some of his activities included-

- Interviews with the local media
- School visits
- Community visits/community engagement and promotion
- Visited local indigenous organizations
- Assisted local farmers with mustering cattle for sale, assisted with mustering and drenching sheep and helped the KOTR Committee members dig trenches and lay pipeline for a new water supply at the Challenge venue.

This level of horsemanship enabled them to acquire many new skills and build up self-confidence, which is an important component in overcoming competition nerves. New skills learned are listed below.

- Bareback Obstacle
- Packhorse
- Stock handling
- Whip crack Target
- Horseshoeing
- Cross Country Jumping
- Keep a simple daily record of activities including any comments
- Rate their skills achievement at week 2 and at week 4

The ADBT would like to congratulate both Stewart and Davin, who are now employed full time in the industry.

The ADBT will begin to work closely with the Normanton community to identify the next two potential applicants for 2020.
Ancient Journeys facilitating artist development

Art Development in Community

Through our community engagement and relationship with already established art centres in Normanton and Mornington Island, Ancient Journeys has established a list of community artists.

We now have a range of artists from the Gulf communities which supply us with artefacts, pottery, painting and other pieces of art from the natural environment. Currently Ancient Journeys has art pieces from Mornington Island, Normanton and Doomadgee.

In addition we have sourced art from Aurukun, Torres Straits, Pormpuraaw and from the local Cairns area.

All credit needs to go to our ladies at the front, Toni and Clair.

Art Development at the Mornington Island State School.

A very successful project has been a partnership formed with the Mornington Island State School.

The school has provided art for sale to Ancient Journey which has attracted sales from all over the world. With this success, the ADBT will be meeting with the other schools in the lower gulf to offer this great opportunity.

Doomadgee Art Box

The Doomadgee Roadhouse purchased a 20ft shipping container and has established it next to the roadhouse. It is envisaged that local artists will supply art for sale.

During the tourist season there are visitors looking to buy art. ADBT are currently working with community organisations, in particular My Pathway to fill it with local art and eventually supply Ancient Journeys.

Art competitions

With the continued support of local artists, ADBT held a competition in 2018 for the supply of art for a new ADBT work shirt range.

A big congratulations to Janetta Bee on her winning three designs for the new ADBT work polo's. Opposite are two of the winning designs;

The meaning behind the circle logo are in four parts.

The circle represents a gathering or meeting, the hands represent the board members with their unique skill sets, the hands are facing outward’s the reason for that is because each person brings in their own knowledge and opinions across the board.

The feathers represent migration (meeting of different birds) and the different types of birds that migrate up to the gulf.

The feathers would be great because the different types of birds. The black and red were chosen from the Aboriginal flag black for the people and red for the land, the red also represents our blood and connections.

The green, blue and brown represent the rivers and water.

Continued on page 15
The sunset logo represents the wetlands in wet season and how beautiful the sunset colours are up in the gulf.

Wild Cattle Muster

The cattle industry has a very important and strong history with indigenous people, the lower gulf being no different.

With the ADBT's continued support of this project, we have seen a number of small loans to members of the traditional owners of the Gulf.

This has provided up front support to be able to supply and organise resources. The Wild Cattle Muster is coordinated in Doomadgee by ADBT Director Jason Ned, who has provided much needed support and resources on the ground as well as his connections and knowledge of the industry.

The Wild Cattle Muster also provides an important avenue for community people of all ages to participate. Often there are more than ten individuals on country helping with the muster.

From all reports it provides a great opportunity to engage the young people and also a great environment to teach, pass on skills, information and learning.

The sale of the cattle provides a much needed source of income to support the families involved. It also provides funds for the next muster. Shown are some photos from the muster north of Doomadgee.
Fred Pascoe – ADBT Chairperson – Normanton Community Representative. Fred was elected to Carpentaria Shire Council from 1997 to 2008. He was elected as Mayor in March 2009 then re-elected as Mayor from April 2012-2016. Currently Mr Pascoe is the CEO of BYNOE.

Jan Pool – ADBT Director – Finance. Mrs Pool is an experienced non-executive Director with a strong commitment to corporate governance and financial sustainability of not-for-profit and community based organisations. Past directorships include the Chair of Dance North, Director of Shalom Christian College, Director and Secretary of Townsville Chamber of Commerce and a Member of Townsville City Council – Community Safety Advisory Council, and Chair of Finance, Audit and Risk of Islanders Board of Industry and Service. Providing a solid foundation to the role of a Director, Mrs Pool has over 30 years' experience as a Senior Finance and Commercial Executive and Company Secretary across a diverse range of industry sectors, including mining and refining, financial, legal and health services and marine construction.

Richie Bee – ADBT Director – Representative for Gkuthaarn Native Title Group.

Fred O'Keefe – ADBT Director – Doomadgee Community Representative. Mr O'Keefe was Mayor of the Doomadgee Shire Council until 2016. Mr O'Keefe currently works for Lawn Hill Riversleigh Pastoral Company.

Shane Goodwin – ADBT Director – New Century Resources, Century Mine Representative. Shane Goodwin is New Century Resources' Head of Corporate Affairs and Social Responsibility. He has previously held roles as MMG's Stakeholder and Community Relations Manager in Queensland, and as Company Secretary for the Lake Cowal Foundation, an independent environmental trust in New South Wales. Professionally, Shane has been a Community and Stakeholder Relations Practitioner in the mining and construction industries for the past 10 years, with earlier experience as a Policy Adviser in the Commonwealth Parliament.

Richard Sewter – Director – Representative for Waanyi Native Title Group – Mornington Island.

Kevin Cairns – ADBT Director – Representative for Waanyi Native Title Group. Mr Cairns was the Manager of the Doomadgee Post Office for 10 years. He currently works for the Lawn Hill Riversleigh Pastoral Holding Company.

Bradley Wilson – ADBT Director – Mornington Island Community Representative. Mr Wilson is also Mayor of the Mornington Shire Council.
Brandon Karkadoo – ADBT Director – Mingginda Native Title Representative.

Jason Ned – ADBT Director – Najabarra, Doomadgee, Gregory or Burketown Community Representative. Mr Ned is also the Deputy Mayor for the Doomadgee Shire Council.

Murrandoo Yanner – ADBT Director – Aboriginal Business Leader.

Remuneration of ADBT Board Directors

Cash Compensation

Fees for Serving on the Board.

For in-person Board or committee meetings, each Director in attendance shall receive $650 per day. This includes the Chairman.

Compensation for additional days before and after meetings. It was resolved that the Board would compensate Directors whose travel is disrupted/extended at a rate of $250 per day and when loss of wages isn’t appropriate.

Board Directors will receive $500 a day when attending a special event, meeting or investigation.

Board Directors will receive $100 a day while attending business forum; $300 per day if they are a speaker.

Incentive Payment for Directors.

An incentive payment of up to $6,000 annually will be paid to each Director in December of each year that meets the incentive payment criteria.

The incentive payment criteria shall be determined by the Board each year. For the 2017 calendar year, the incentive payment criteria will include:

1. Attendance at four out of six Board meetings for the year.

2. If a Board member is unable to attend a meeting, the GM must be notified of an apology with at least one weeks notice prior to the meeting. The reason for the non-attendance should be stated.

3. The Director should attend one business or organisational visitation or familiarisation.

4. The ADBT will pro-rata a Director’s incentive payment if a Board Director is removed prior to the end of the calendar year.

Penalty if a Board Director Leaves a Meeting.

If a director leaves the meeting for more than one hour and without a valid excuse, the Director will be charged an hourly rate or $81.25 an hour or the equivalent of dividing the day rate of $650 by eight hours.

Retainer for Serving as Chairperson.

A monthly retainer shall be paid to a Director who serves as Chairperson. The retainer shall be payable in arrears in monthly payments on the last Friday of the month in the amount of $2,000.

Travel Expense.

Each of the Directors shall be entitled to receive reimbursement for reasonable travel expenses which they properly incur in connection with their functions and duties as a Director. A one-off payment of $100 will be made to cover these costs. Please refer to ADBT’s Policy on travel for further information.
The information contained in this report is derived from the Trust's audited financial statements for the year ended 30 June 2019.
The largest source of income continues to be business development funding provided under the GCA. Following the sale of Century Mine to New Century Resources Limited in 2018 it is now expected that this funding is likely to continue for the foreseeable future.

Interest is earned on deposits held by the Trust and on loans extended to business clients. Interest rates during 2019 continued to provide lower returns as central banks around the world attempted to stimulate growth.

Dividend and investment income were lower in 2019. In the prior year investments were liquidated to fund the acquisition of the BTP and new shop and office in Cairns. Realized profits on the sale of listed investments totaled $93K (2018 $327K).

Other income was lower in 2019 as a result of the sale of the Duchess Road property in Mount Isa in the prior year.

The Board continues to investigate investment opportunities that are ultimately aimed at replacing the GCA income to enable the ADBT to provide business development and facilitation services in the long term.

### Income received by the Trust

<table>
<thead>
<tr>
<th>Income</th>
<th>2019 000's</th>
<th>2018 000's</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business development funding</td>
<td>1,378</td>
<td>1,344</td>
</tr>
<tr>
<td>Grants</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Interest on loans and investments</td>
<td>29</td>
<td>40</td>
</tr>
<tr>
<td>Dividends and other investment income</td>
<td>572</td>
<td>736</td>
</tr>
<tr>
<td>Other</td>
<td>278</td>
<td>300</td>
</tr>
<tr>
<td>Total Income</td>
<td>2,257</td>
<td>2,420</td>
</tr>
</tbody>
</table>
Expenditure incurred by the Trust is summarized in the table below:

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>2019 000's</th>
<th>2018 000's</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration</td>
<td>70</td>
<td>65</td>
</tr>
<tr>
<td>Consultancy</td>
<td>187</td>
<td>156</td>
</tr>
<tr>
<td>Depreciation</td>
<td>78</td>
<td>43</td>
</tr>
<tr>
<td>Directors fees and training</td>
<td>251</td>
<td>187</td>
</tr>
<tr>
<td>Employment expenses</td>
<td>484</td>
<td>359</td>
</tr>
<tr>
<td>Bad debts and impaired loans</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Community infrastructure provision</td>
<td>-</td>
<td>3,402</td>
</tr>
<tr>
<td>Insurance</td>
<td>173</td>
<td>97</td>
</tr>
<tr>
<td>Investment management</td>
<td>33</td>
<td>42</td>
</tr>
<tr>
<td>Legal</td>
<td>39</td>
<td>39</td>
</tr>
<tr>
<td>Motor vehicle</td>
<td>18</td>
<td>15</td>
</tr>
<tr>
<td>Strategy initiatives</td>
<td>-</td>
<td>64</td>
</tr>
<tr>
<td>Travel and accommodation</td>
<td>169</td>
<td>170</td>
</tr>
<tr>
<td>Other</td>
<td>166</td>
<td>79</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>1,668</td>
<td>4,719</td>
</tr>
</tbody>
</table>

Consultancy cost were higher in 2019 as the Trust contributed funds towards a significant campaign to gain approval for the establishment of an on-line casino license for non-for-profits in Australia in conjunction with the RSL.

Director's fees were higher in 2019 as attendance at Board meetings continued to improve and travel allowances were increased.

Employment expenses increased with the Trust initially supporting the wage costs of the new Cairns shop and management salaries of some investment entities on a recovery basis.

An impairment charge was recognized in 2018 to reflect a strategic decision to aim to hand businesses based in the Gulf Communities, currently owned by the ADBT, to community groups / organizations. These transactions will only occur when the Board is confident that an appropriate Community based organization has been identified and trained. The impairment charge reflects a provision against any outstanding loans and equity invested in Gulf Community based businesses.

Insurance costs have increased with the increase in activities of the Trust and an increase in general market costs of insurance.

Other costs increased over the prior year as a result of the Trust incurring more expenses on behalf of investment entities which have been subsequently recovered.
## ADBT Income & Expenditure

### Balance Sheet

<table>
<thead>
<tr>
<th></th>
<th>2019 000's</th>
<th>2018 000's</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash assets</td>
<td>1,017</td>
<td>1,328</td>
</tr>
<tr>
<td>Receivables</td>
<td>2,026</td>
<td>556</td>
</tr>
<tr>
<td>Prepayments</td>
<td>45</td>
<td>104</td>
</tr>
<tr>
<td><strong>Non-Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receivables</td>
<td>2,417</td>
<td>3,009</td>
</tr>
<tr>
<td>Financial assets</td>
<td>4,477</td>
<td>4,328</td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>1,284</td>
<td>1,321</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>11,266</td>
<td>10,647</td>
</tr>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payables</td>
<td>123</td>
<td>147</td>
</tr>
<tr>
<td>Employee benefits</td>
<td>42</td>
<td>21</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>165</td>
<td>168</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td>11,101</td>
<td>10,479</td>
</tr>
</tbody>
</table>

The ADBT continues to maintain a strong Balance Sheet, with a significant portion of its funds invested in short term deposits and other financial assets.

Receivables are higher in 2019 as receipt of the NCZ 2019 funding was deferred until after 30 June 2019.

Long term receivables continue to decrease as repayments are made from business loans and investment entities.

### Investments - Financial

The ADBT holds significant investments in financial markets. These investments are managed by Morgan Stanley – one of the largest investment banks in the world.

The financial investments encompass cash holdings, domestic and international shares, corporate notes and bonds, property trusts and exchange traded funds.
**Investment - Business**

The ADBT has investments in business activities including:

<table>
<thead>
<tr>
<th>Company / Trust</th>
<th>Business Activity</th>
<th>Ownership Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Normanton Traders Enterprises Unit Trust</td>
<td>Operates Normanton Traders supermarket</td>
<td>50%</td>
</tr>
<tr>
<td>Bynoe Properties Unit Trust</td>
<td>Owns Normanton Traders land and building</td>
<td>50%</td>
</tr>
<tr>
<td>Doomadgee Roadhouse Unit Trust</td>
<td>Operates Doomadgee Roadhouse and associated accommodation facilities</td>
<td>100%</td>
</tr>
<tr>
<td>Burketown Holdings Unit Trust</td>
<td>Operates the Burketown Pub</td>
<td>100%</td>
</tr>
<tr>
<td>Burketown Properties Unit Trust</td>
<td>Owns Burketown Pub land and building</td>
<td>100%</td>
</tr>
<tr>
<td>Daintree Discovery Centre Unit Trust</td>
<td>Operates Daintree Discovery Centre</td>
<td>100%</td>
</tr>
<tr>
<td>Gulf Projects Pty Ltd</td>
<td>Bookkeeping service, Ancient Journeys and other minor projects</td>
<td>100%</td>
</tr>
</tbody>
</table>
Governance

In the 2018-19 financial year the Board held 5 meetings. Details of attendance at meetings of the Board are set out in the following table.

<table>
<thead>
<tr>
<th>Director</th>
<th>Position</th>
<th>Number of Meetings Attended</th>
<th>Date of Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bradley Wilson</td>
<td>Community – Mornington Island</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Fred O’Keefe</td>
<td>Community – Najabarra, Doomadgee, Gregory, Burketown</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Fred Pascoe</td>
<td>Community – Normanton (Chair)</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Jason Ned</td>
<td>Community – Najabarra, Doomadgee, Gregory, Burketown</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Brendon Karkadoo</td>
<td>Native title – Najabarra, Doomadgee, Gregory, Burketown</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Kevin Cairns</td>
<td>Native title – Najabarra, Doomadgee, Gregory, Burketown</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Richard Sewter</td>
<td>Native title – Mornington Island</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Richie Bee</td>
<td>Native title – Normanton</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Murrandoo Yanner</td>
<td>Aboriginal Business Leader</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Jan Pool</td>
<td>Financial adviser</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Shane Goodwin</td>
<td>MMG</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Paul McGuiness</td>
<td>As alternate for Shane Goodwin</td>
<td>2</td>
<td>7 August 2018</td>
</tr>
</tbody>
</table>

Members of the Board also attended relevant conferences and were involved in other activities outside of Board meetings including Board positions held on entities owned by ADBT.
Remuneration (excluding travel related allowances) received by Directors during the 2018-19 financial year for services provided to the Trustee and subsidiary / associated entities is set out in the table below:

<table>
<thead>
<tr>
<th>Director</th>
<th>Position</th>
<th>Remuneration 2019 $</th>
<th>Remuneration 2018 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bradley Wilson</td>
<td>Community – Mornington Island</td>
<td>12,200</td>
<td>15,600</td>
</tr>
<tr>
<td>Fred O'Keefe</td>
<td>Community – Najabarra, Doomadgee, Gregory, Burketown</td>
<td>12,500</td>
<td>8,800</td>
</tr>
<tr>
<td>Fred Pascoe</td>
<td>Community – Normanton (Chair)</td>
<td>30,500</td>
<td>30,500</td>
</tr>
<tr>
<td>Jason Ned</td>
<td>Community – Najabarra, Doomadgee, Gregory, Burketown</td>
<td>11,200</td>
<td>15,300</td>
</tr>
<tr>
<td>Brendon Karkadoo</td>
<td>Native title – Najabarra, Doomadgee, Gregory, Burketown</td>
<td>14,000</td>
<td>15,600</td>
</tr>
<tr>
<td>Kevin Cairns</td>
<td>Native title – Najabarra, Doomadgee, Gregory, Burketown</td>
<td>12,500</td>
<td>11,700</td>
</tr>
<tr>
<td>Richard Sewter</td>
<td>Native title – Mornington Island</td>
<td>12,500</td>
<td>9,500</td>
</tr>
<tr>
<td>Richie Bee</td>
<td>Native title – Normanton</td>
<td>12,500</td>
<td>9,900</td>
</tr>
<tr>
<td>Murrando Yanner</td>
<td>Aboriginal Business Leader</td>
<td>29,000</td>
<td>14,350</td>
</tr>
<tr>
<td>Jan Pool</td>
<td>Financial adviser</td>
<td>24,000</td>
<td>18,300</td>
</tr>
<tr>
<td>Shane Goodwin</td>
<td>MMG</td>
<td>Nil</td>
<td>Nil</td>
</tr>
</tbody>
</table>

OUTLOOK

The Board has resolved to position the Trust to enable it to continue to make a significant contribution to business development in the Lower Gulf Communities in the long term.

A key strategic aim is to enable Gulf Community organizations to conduct businesses within their own Communities.
Fabulous T Shirt Designs by Janette Bee.

For the decoration of our ADBT Annual Report this year we have borrowed from the designs on the T shirts commissioned by the ADBT by artist, Janette Bee.

1. Her first sunset logo represents the wetlands in wet season and how beautiful the sunset colours are up in the gulf.

2. The meaning behind the circle logo, below, are in four parts. The circle represents a gathering or meeting, the hands represent the board members with their unique skill sets, the hands are facing outward’s the reason for that is because each person brings in their own knowledge and opinions across the board.

The feathers represent migration (meeting of different birds), I got this idea from my brother who works on the rangers about different types of birds that migrate up to the gulf I thought the feathers would be great because the different types of birds (opinion).

I also had a thought of putting the feathers as a representation of a bird itself and the way it sores, doing a leadership course opens your eyes to what a leader’s role actually is, you see them up there kind of like a bird high in the sky, not knowing what those leaders do but it has to be something great.

Lastly the reason for the colour choices, the black and red were chosen from the Aboriginal flag black for the people and red for the land, the red also represents our blood and connections. The green, blue and brown represent the rivers and waters.

Make Contact:

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