



EWAMIAN LIMITED STRATEGIC PLAN 2022-2027

SUMMARY VERSION

EWAMIAN LIMITED

On the 29th of April 2021 the Ewamian Aboriginal Corporation (EAC), Ewamian Tatampi Puranga Aboriginal Corporation RNTBC (ETPAC) and Ewamian native title holders held meetings to discuss the future of the Ewamian corporate structure in order to: Be more efficient to implement policies and operate; Appropriately quarantine financial and real property assets from operational liabilities; and Optimise tax effectiveness. The resultant structure is:

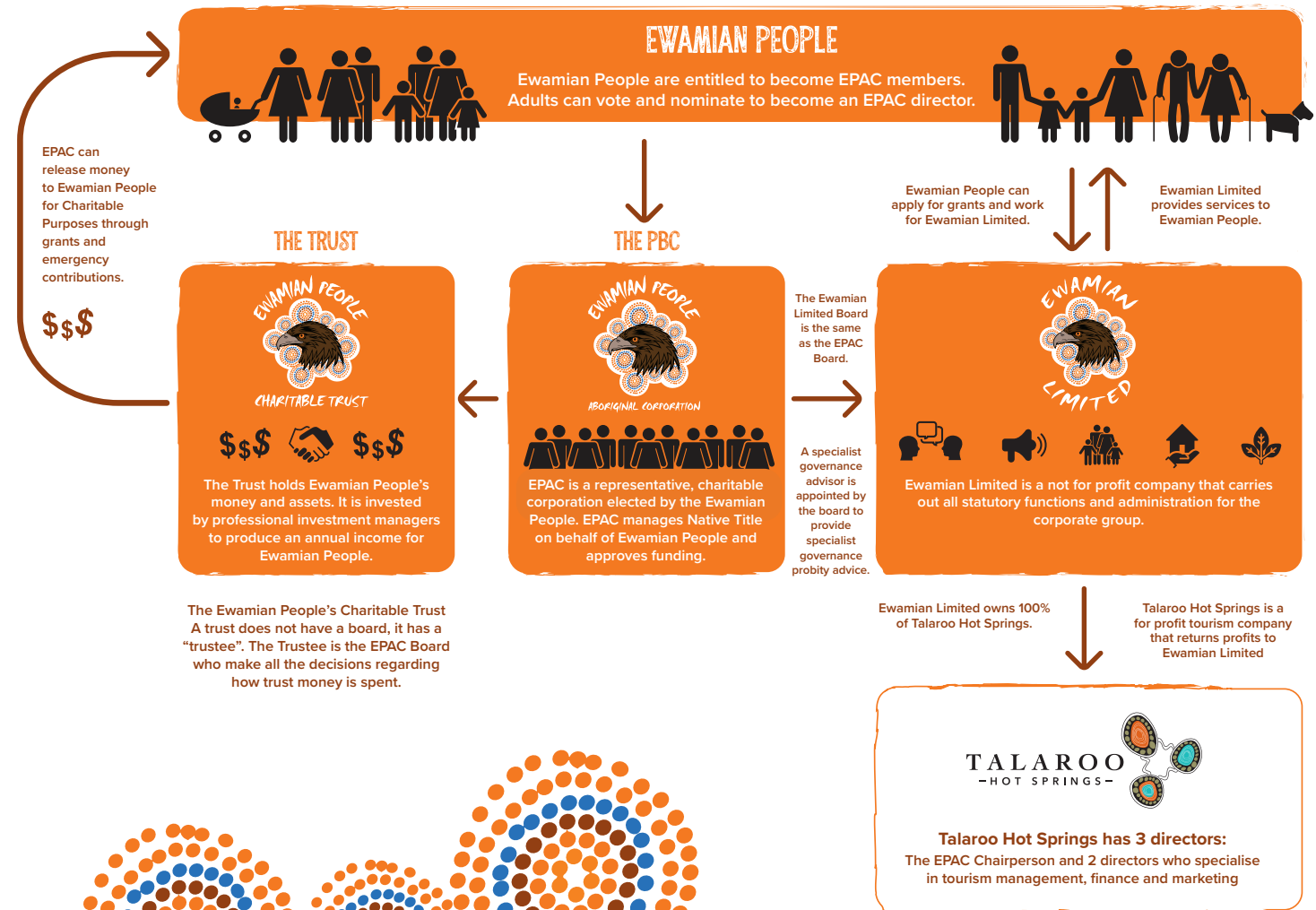
1. Ewamian Limited (EL), formally Ewamian Aboriginal Corporation (EAC), will be the operational side of the Ewamian corporate group, providing governance and corporate services on behalf of Ewamian people.

2. Ewamian People Aboriginal Corporation RNTBC (EPAC), formally the Tatampi Puranga Aboriginal Corporation (ETPAC), is the centre of the Ewamian corporate group.

3. The Ewamian People's Charitable Trust (the Trust) has been established. The Charitable Trust will hold money and high-value assets to protect them from liabilities incurred by EPAC or Ewamian Limited.

4. Talaroo Hot Springs Pty Ltd (THS) is a private tourism company 100% owned by Ewamian Limited. It will be a profit-generating business selling accommodation, guided tours and access to the hot springs.

CORPORATE STRUCTURE



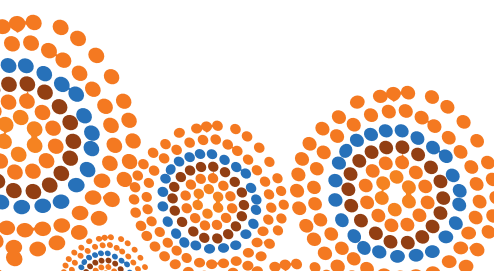
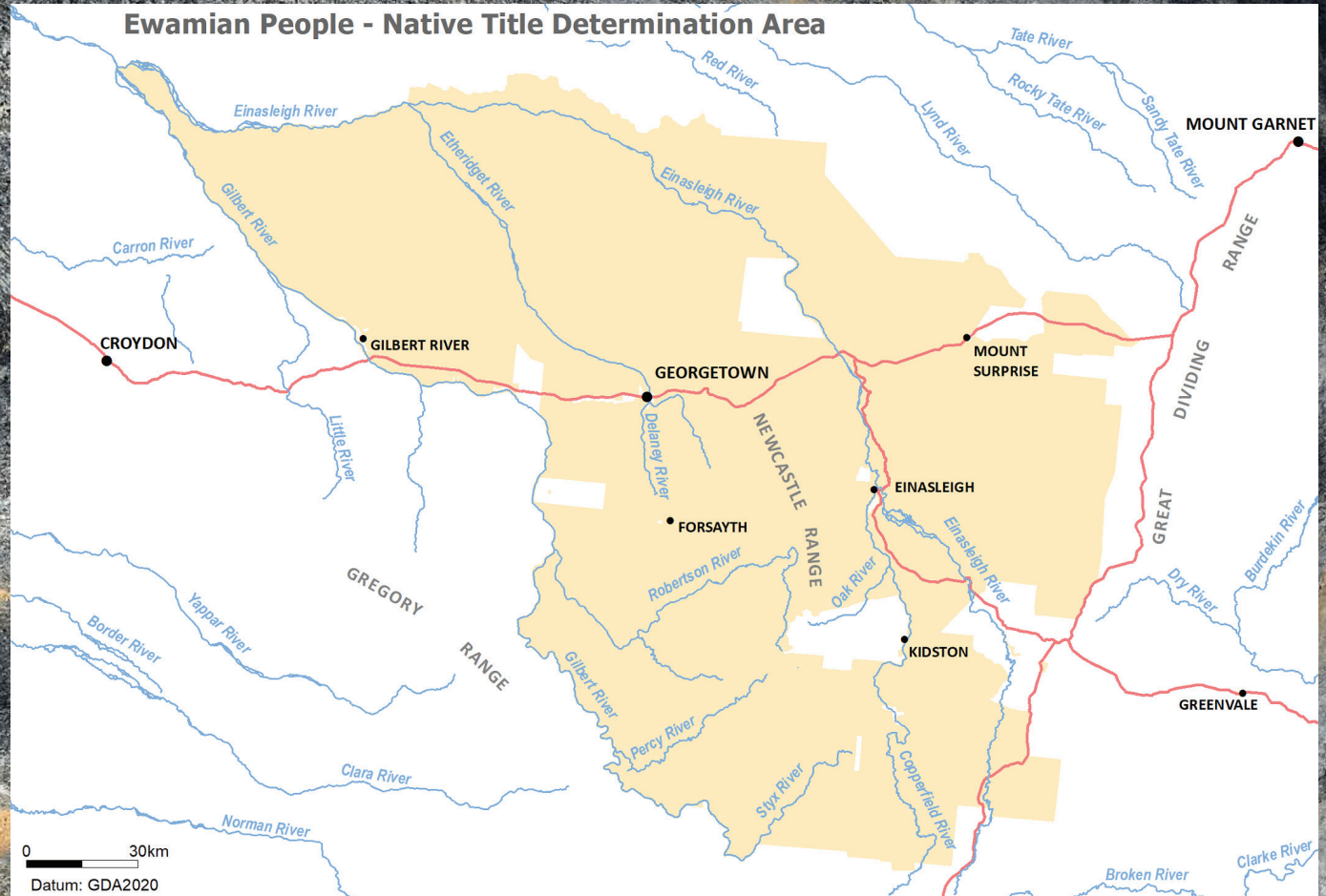
EWAMIAN COUNTRY

Ewamian People's Country is located in Queensland's Gulf of Carpentaria savannah lands, in the upper Gilbert and Einasleigh River catchments, and takes in the townships of Georgetown, Forsayth, Einasleigh and Mount Surprise. Ewamian Country is rich with culturally significant sites including rock art, scar trees, artefacts, occupation sites, bora grounds, stone groovings, and ceremonial grounds.

Ewamian People live across many parts of Australia and retain a strong spiritual and cultural connection to the area.

EWAMIAN LIMITED BOARD

- Kenny Georgetown – Chairperson
- Brian Bing
- Barry Fisher
- Judy Prior
- Alfred Lacey
- Michell Kapteyn
- Deidre Brumby



The Ewamian Strategic Plan 2022-2027 (the Plan) provides the overarching guidance, direction and planning for the future of the organisation over the next five years, builds on the successes of the 2016 plan and establishes new priorities to carry forward.

The plan outlines the vision, aspirations, and priorities for Ewamian Limited, using the guidance of the four pillars of sustainability.

PILLARS OF SUSTAINABILITY

The four pillars of sustainability, which cover a quadruple bottom-line approach, have been used to structure the plan.

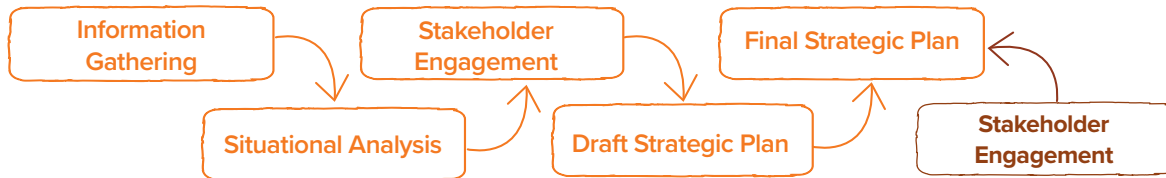


STRATEGIC PLAN STRUCTURE



PLANNING PROCESS

Where are we now? Where to we want to be? How do we get there? Are we getting there?

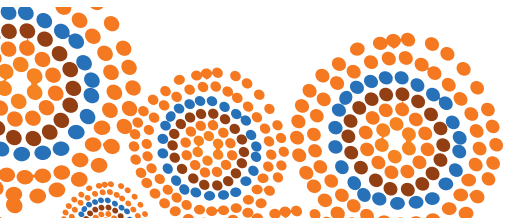


VISION

Sustainable economic, cultural, community and environmental outcomes for Ewamian People and Country.

ASPIRATIONS

Talaroo Hot Springs	Environmental Management across Ewamian Country	Economic development and employment opportunities for Ewamian People
Continue building on tourism aspirations for economic and community benefit through the expansion of the Talaroo Hot Springs.	Protecting and preserving natural values is important for Ewamian People and the Ewamian Rangers play a vital role in this.	Education and employment opportunities, particularly for young people, is key to increasing the skills and capacity of community members to meet the current and future needs of the organisation.
Communication and engagement	Management of Native Title Rights and Cultural Heritage	Ongoing sustainability of the organisation
Encouraging relationship building, establishing open lines of communication, establishing partnerships, enabling promotion and recognition of the achievements of Ewamian People by improving engagement mechanisms.	Protect native title to ensure the best outcomes for Ewamian people underpins all that EL do. Preserving and promoting Ewamian culture to maintain connection to country on Talaroo and the wider Ewamian estate.	Ensuring sustainable income streams, resources and staffing that will support the operations of the organisation.



PRIORITIES 2022 - 2027



Expansion of Talaroo Hot Springs

EL wishes to continue building on our tourism aspirations for economic and community benefit through the expansion of the Talaroo Hot Springs. Talaroo Hot Springs opened in August 2021, and has proven to be a successful venture. Talaroo Hot Springs provides a unique tourism experience in North Queensland, where visitors can experience Ewamian culture and knowledge in various ways for this special part of Country. A key issue for Talaroo is attracting staff to work at the Springs. Employment of additional staff will allow for the ongoing expansion of the Springs.



Community Engagement and Community Benefit

EL are facing challenges regarding misinformation and misconceptions among the community and have aspirations to continue prioritising community engagement. EL also want to increase engagement with young people in both culture and the future of the organisation.



Recruitment

The recruitment of more staff for Ewamian Limited is essential for the ongoing sustainability of the organization and plans for the future expansion of the organisation are the catalyst for recruitment as a priority. The recruitment of additional roles, including Community Engagement Officer, Cultural Heritage Coordinator and Administrative Assistant will improve efficiencies and ongoing operations of the organisation by ensuring support to the General Manager. These roles will also help Ewamian Limited to realise their aspirations as there will be dedicated staff allocated to certain projects and aspirations.



Sustainability of Ewamian Limited

Ensuring the ongoing sustainability of Ewamian Limited is key to the success of many of the organisations aspirations. Prioritising staff health and wellbeing, investing in young people, maintaining stakeholder relationships and pursuing various business opportunities will be key to ensuring this sustainability. This will also ensure the effective delivery of operations, governance, and management of native title rights and interests.

Building up the Ewamian estate by creating a diversified portfolio through asset investment, business, enterprise and development opportunities, and improving systems and processes will aid in governance and operations. Ewamian Limited Board succession planning should be considered for the future of the organisation.



Talaroo Infrastructure Upgrades

The Talaroo Homestead has the potential to become the hub of operations for Ewamian Limited. The homestead is currently used for Board Meetings, hosting the Ranger Program, other stakeholder meetings, and accommodating staff.

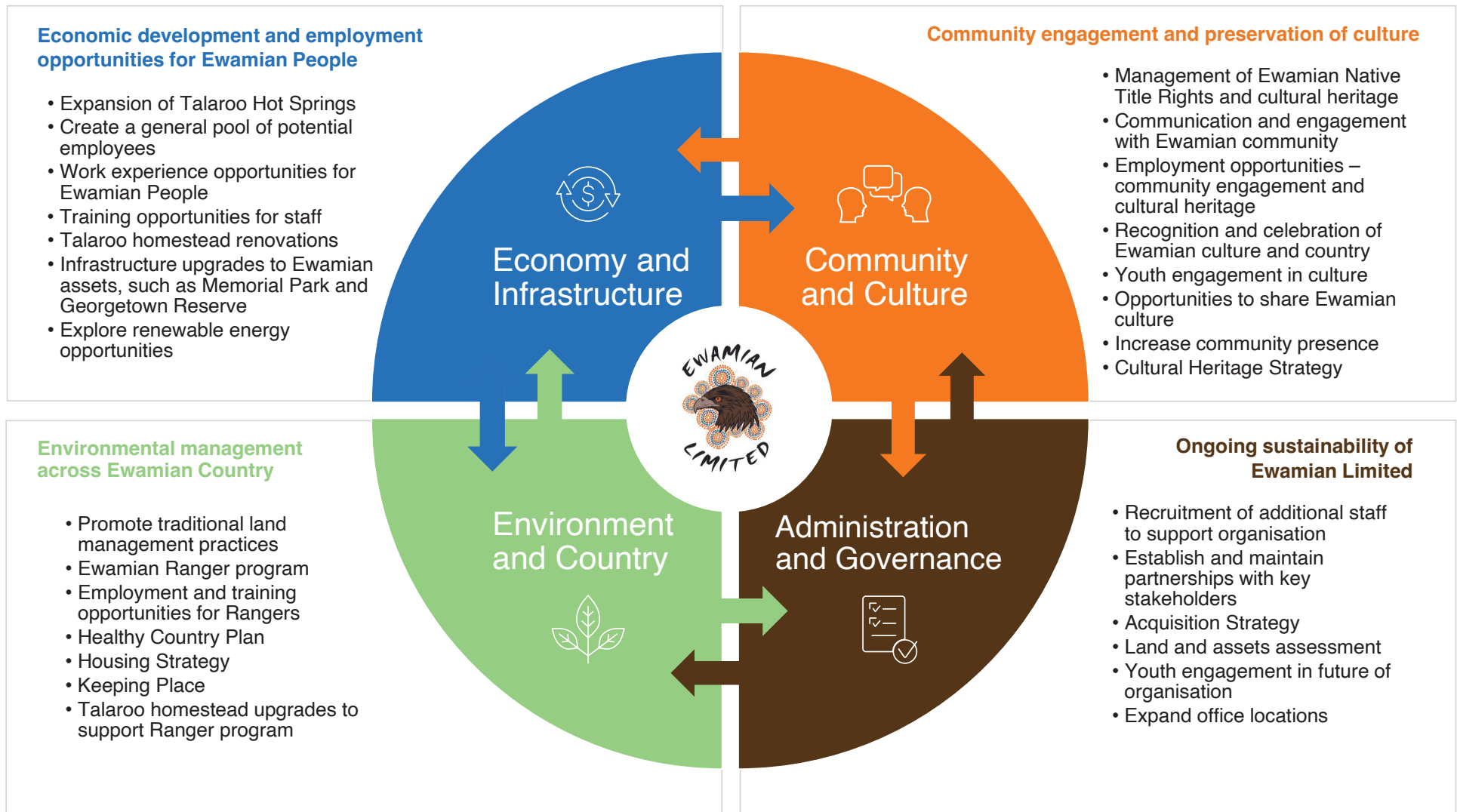


Environment and Cultural Preservation

EL has aspirations to get more Ewamian People back on Country and engaged with culture. Providing places to share and experience Ewamian culture through the Georgetown Reserve, Memorial Park, establishing a Keeping Place, and through broader engagement with the Ewamian community will contribute to the preservation of Ewamian culture.

The Georgetown Aboriginal Reserve is a significant and important location for Ewamian People and maintenance and upgrades to the Reserve are an ongoing priority. Opening up Memorial Park for school groups is an opportunity to educate and share culture and environmental management practices with young people. Enabling and utilising traditional land management practices through the Ranger program also contributes to the preservation of culture, and is a key opportunity for education of both Ewamian people and other land management stakeholders. The Healthy Country Plan will be a catalyst for this.

EWAMIAN LIMITED STRATEGIC PLAN 2022-2027 'PLAN ON A PAGE'





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