

Good Governance Program 2018-2021

Evaluation Report Plain English Summary

Granites Mine Affected Area
Aboriginal Corporation

Evaluation of the GGP as we go along

- It is a new program and directors are investing money in it so they want it to be good!
- Doing an evaluation as the program goes along means that we can learn about what's working/ not working and why
- This learning can be used to make changes to the program to make it stronger as we go along
- At the beginning we made a plan about how we were going to do the evaluation and the questions we wanted to ask

At the start what were GMAAAC directors hoping the GGP would achieve?



Overall what we were hoping the GGP would achieve



Key evaluation questions

Strong GGP

1. Is the GGP training supporting directors to learn well?

Directors' learning

2. Are directors learning what they need to be strong in their role as directors?

Good governance

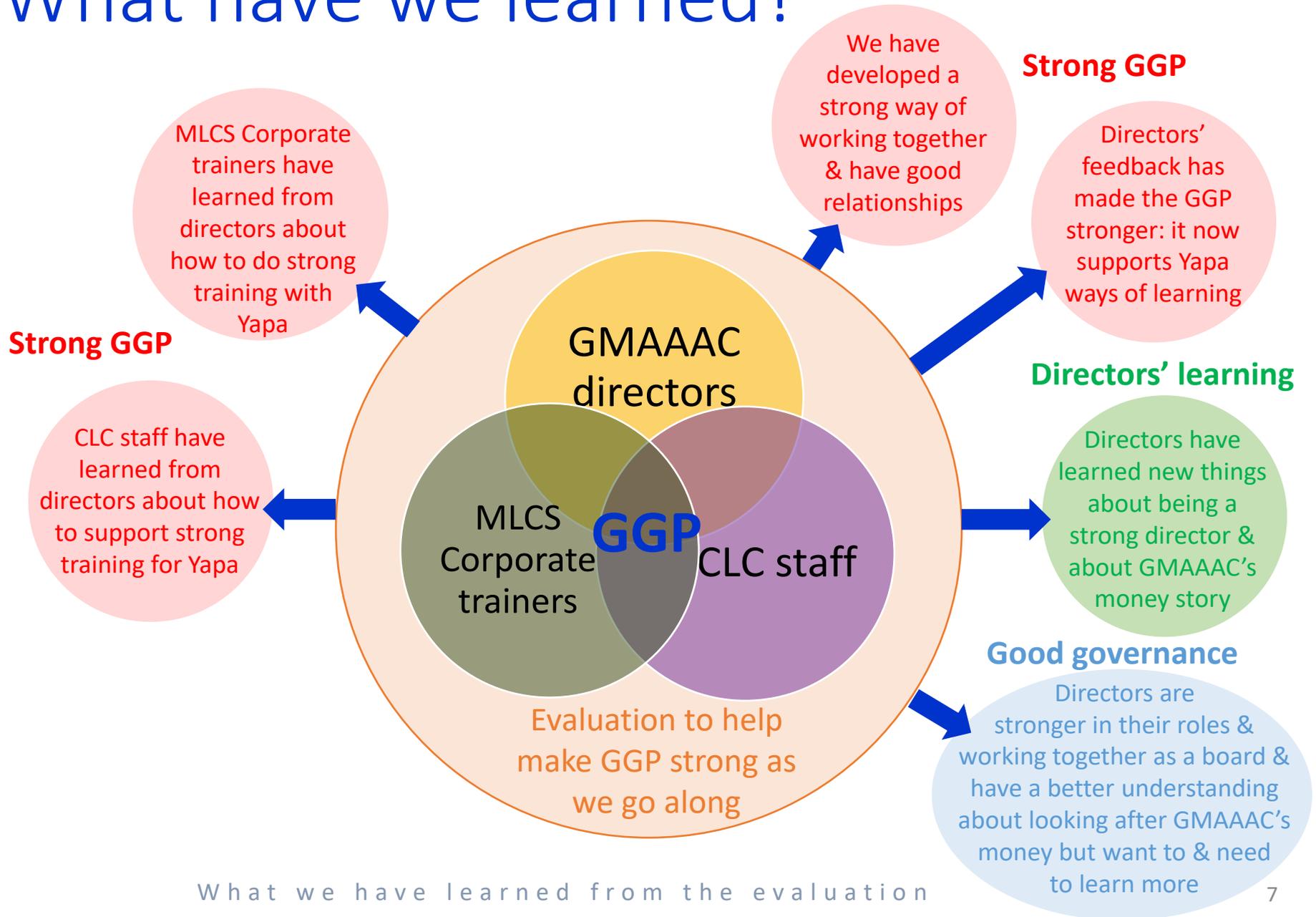
3. How are directors using what they are learning to support the strong governance of GMAAAC?

Information collected for evaluation

- Sam (evaluator) comes to each workshop
- Directors' feedback at end of each workshop
- Interviews with:
 - GMAAAC directors
 - MLCS Corporate trainers
 - CLC staff members
- Reviewing papers and reports



What have we learned?



Strong GGP: How has the directors' feedback changed the GGP?

- **Small group activities:** Working in small groups with activities using the fake 'real' money, buckets and cards – the small group work means directors can speak in language and help each other learn

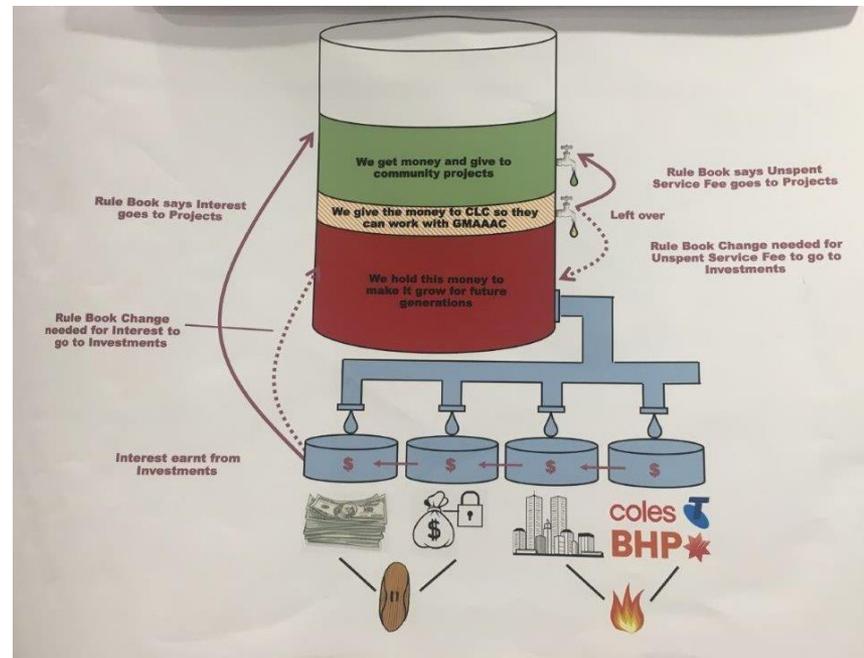


- **Posters based on directors' ideas:** Developing posters based on the directors' ideas, drawings and Yapa ways of knowing, and including **Warlpiri language**
- **Posters:** Using more large pictures like the tanks to understand the money story

Strong GGP: How has the directors' feedback changed the GGP?

It is great to have the posters with the tank and the shield and the fire, it's given us a clear picture. It's great that they include Yapa symbols [shield and fire] and kartiya symbols [tank].

GMAAAC 2020 director, Nov 2020



Strong GGP: How has the directors' feedback changed the GGP?

- **Yapa-only meeting:** Starting each training with a Yapa-only meeting
- **More time on topics:** Slowing the training down so there is more time to go over topics and review topics
- **One trainer at a time using plain English:** Using more plain English in the training and workbooks, writing up what the hard English words mean and having only one trainer presenting in each session
- **Re-elected directors supporting the learning:** Re-elected directors are helping the newly-elected directors to learn

*I learned I could teach
the new directors*
GMAAAC 2017 director, Nov 2020

Strong GGP: How has the directors' feedback changed the GGP?

➤ **Stronger relationships:**

Directors' feedback has taught the trainers that it's important for them to get to know the directors and learn about Yapa ways

It's been a great... both ways learning process for everyone involved, for the trainers and CLC and the directors... everyone has learned things, by going through this process, that have been really valuable.

CLC staff member, Oct 2021

➤ **Real life decisions:** Spending time in the workshops to understand the real decisions that directors have to make

➤ **Two-way learning:** Trainers and CLC have learned from the directors about how to do strong training for Yapa

Strong GGP: How has the directors' feedback changed the GGP?

➤ **Yapa way of learning:**

The GGP is now stronger in supporting the way Yapa learn

This is great training and we have not had access to this type of training in the past. This is huge progress in terms of training available to GMAAAC directors now.

GMAAAC 2020 director, Nov 2020



We are really learning and we are taking the right time to learn. We feel supported.

GMAAAC directors, Mar 2021

Directors' learning: What have the directors learned?

- Directors have learned about:
 - Duties as a director & that it is hard work to be a director
 - What good governance looks like in real life
 - Role of ORIC as the regulator
 - GMAAAC's rule book
 - GMAAAC's financial statements
 - Flow of money into and out of the corporation
 - GMAAAC Holdings Pty Ltd

Some directors have only been to a few GGP workshops because they were elected more recently so they are still learning some of these things

*All our families think we come for an easy meeting but it's not – this is hard work we are doing.
GMAAAC 2020 director, Nov 2020*

Directors' learning: What have the directors learned?

- Directors have learned about:
 - How to grow the money through investing
 - Interest and the different type of investments
 - High and low risk with investments – fire and shield investments
 - How to make and communicate the Board's decisions

We learned how to tell community about decisions made by GMAAAC.

GMAAAC directors, Mar 2021



Directors' learning: What have the directors learned?

- Directors are taking this opportunity to learn seriously and working well together as a board

We feel responsible for the organisation. We understand we are being watched and we need to do the right thing.

We have cohesion amongst the directors. We are coming together to work as one.

GMAAAC directors, Mar 2021

We are getting to know each other and how we conduct ourselves.

Even though we disagree on some things we work it out.

GMAAAC directors, Jul 2021

Directors' learning: What have the directors learned?

- Directors are learning things that are important useful and wanting to learn more

It is important for us to do this training so that we, as Yapa, can be more equal and level with whitefellas.

It makes us feel like we have ownership of the money.

GMAAAC directors, Mar 2021

This training is really useful. We can take it back home. It makes us want to learn more because we can use it. It really gives us more confidence.

GMAAAC directors, Mar 2021

Good governance: How are directors using what they are learning?

- Some directors are feeling more confident in their role as a director
- Asking more questions in meetings
- Asking for more information to understand more clearly
- Stronger discussions and decision-making in meetings

When I hear directors speak I do think there is a sense of confidence. There's this sense that they have more knowledge and have access to continuing to build that knowledge that gives them a sense of confidence in those positions, which I think is meaningful.

CLC staff member, Oct 2021

Good governance: How are directors using what they are learning?

- Strong handover to the 2020 GMAAAC directors
- Stronger discussions and decision-making in other meetings, like community committees and WETT advisory committee meetings
- How to use what they have learned to manage their own money

I have learned to manage my own money because of what I've learned from the training. Now I save some of my money so it doesn't run out. I practise on my own money and do budgeting even though it's really hard.

GMAAAC director, Jul 2021

Good governance: How are directors using what they are learning?

- Directors want to keep learning – need to learn more about investments
- Need to learn more about working with financial advisors

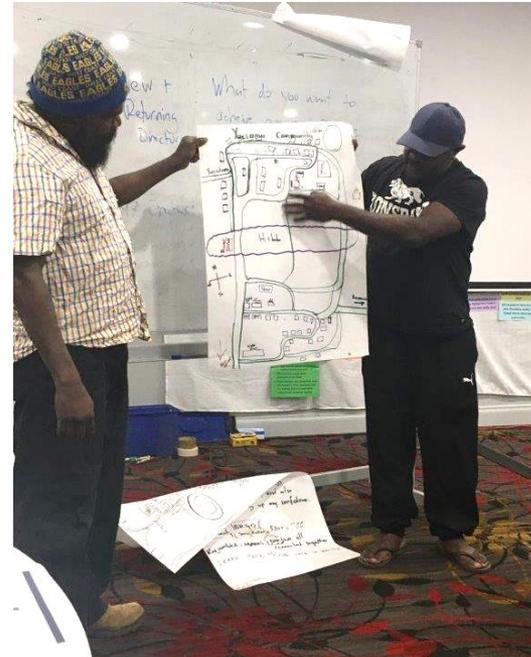


Good governance: Making an investment plan

- Directors have identified their goals and ideas to make an investment plan and this needs to be finalised in 2022
- This needed more time:
 - because we have slowed the training down to make sure directors are learning well;
 - to make sure recently elected directors feel like they have a good understanding so they can make strong decisions for the future

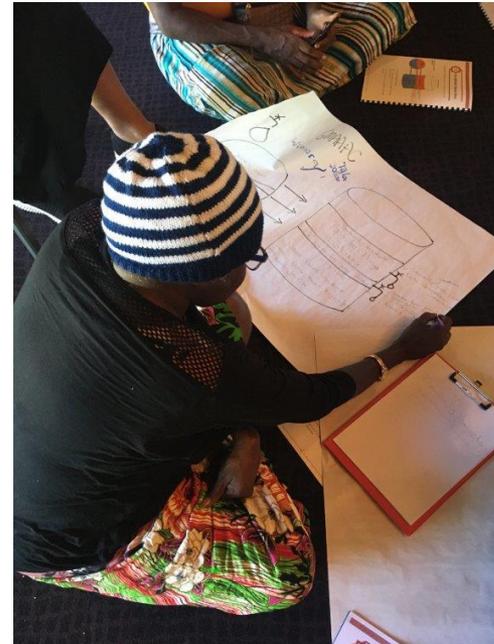
GGP is on track to achieve its objectives

- Directors are coming to workshops, working hard and learning well
- Directors now understand more about governance and the money story
- CLC has done a good job to support the GGP and is still putting in place a way to support the GGP more strongly in the future
- We have learned that the GGP needs to continue to support directors to keep learning



Things that are helping GGP to work well

- Commitment of GMAAAC directors
- Workshops are guided by Yapa ways of learning & directors' input into the resources
- GMAAAC directors coming together to meet more often each year
- Good relationships & way of working between directors, trainers, CLC/AAMC staff and evaluator
- CLC's work: good organisation of the travel, accommodation and place for the training

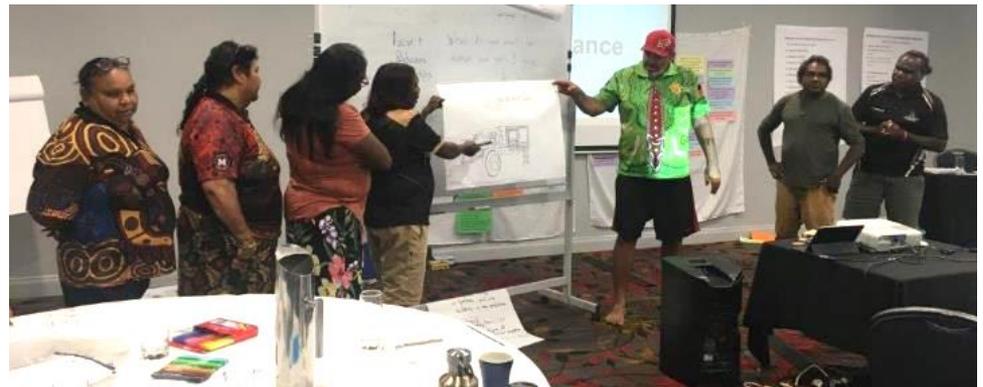


Things that have been challenging for the GGP

- Delays caused by Covid-19 restrictions in 2020-2021
- CLC having to develop new financial reports for the GGP workshops
- Holding the training in Alice Springs – sometimes there has been humbug for directors
- Some issues related to community projects have been distracting from the training time

Things that have been challenging for the GGP

- Sharing the new money story plan with the community committees who don't have the understanding because they haven't had the GGP training
- Working with PIC to select a financial advisor – this work was not included well as part of the GGP and our way of working and two-way learning
- Bringing together the two laws that directors are working with



Things that make the GGP strong

1. Yapa ways of learning guide the training
2. GGP includes knowledge from directors, trainers and CLC staff to make it strong for GMAAAC and there is money to support it
3. Evaluation as we go along so we know how to keep making the GGP stronger
4. Good organisation of the travel, accommodation and place for the training
5. Strong relationships over several years



Important things we need to think about for next 3 years

1. How to support directors to work with financial advisors and put their investment plan into action
2. How to make sure that the work with the financial advisors is included as part of the GGP
3. How CLC continues to support the GGP well
4. How to share the money story plan with the community committees and recognise two laws within the GGP
5. How to support directors to develop a big plan for GMAAAC's future & its relationship with GMAAAC Holdings Pty Ltd
6. How we keep the GGP strong and support directors to put their investment plan into action

This is a plain English summary of the 2021 Evaluation Report Granites Mine Affected Area Aboriginal Corporation Good Governance Program Phase 1 (2018-2021)

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