

# Good Governance Program 2018-2021

## Evaluation Report Plain English Summary

Kurra 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 Kurra 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**

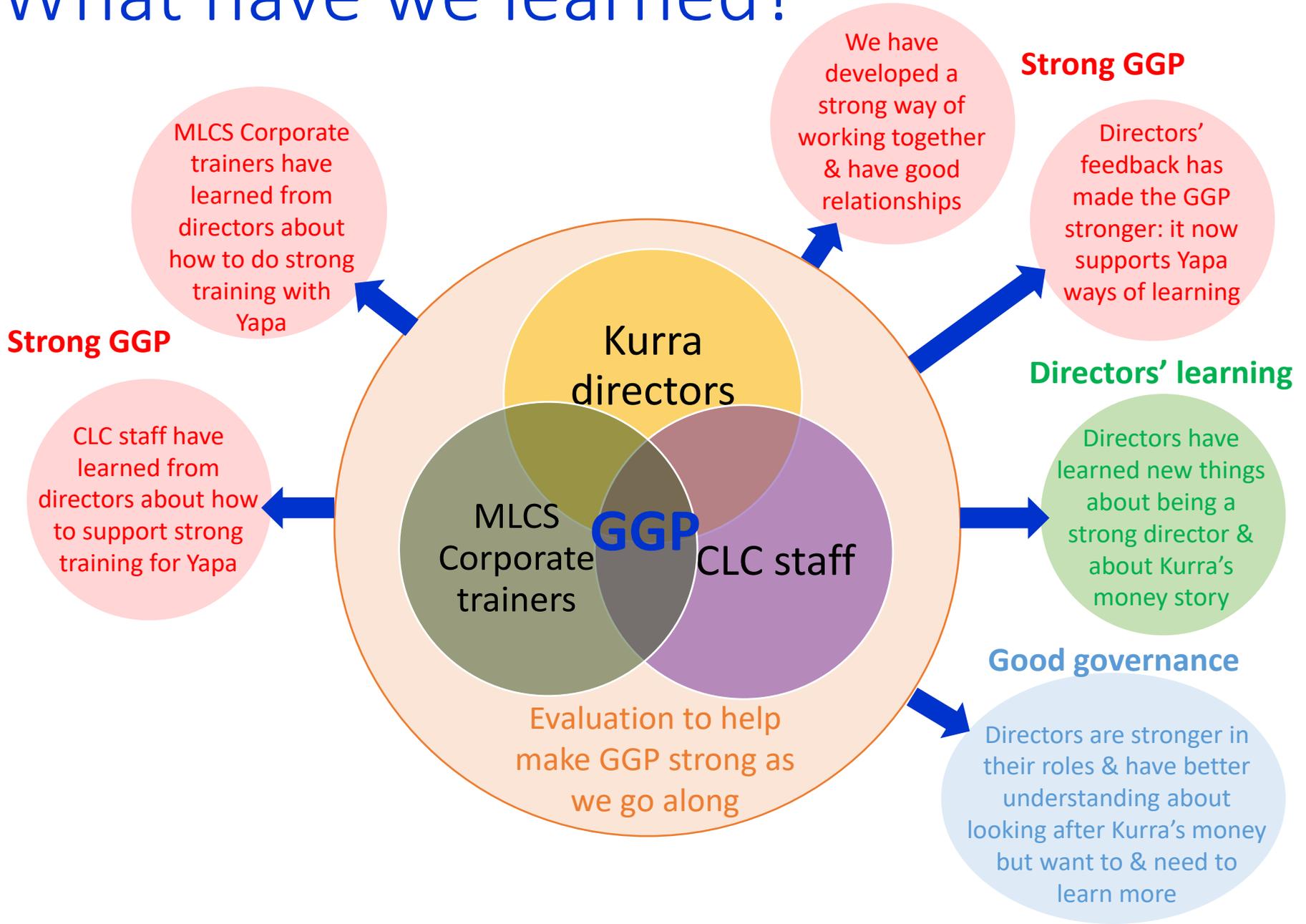
2. Are directors learning what they need to be strong in their role as directors?

## **Good governance**

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



# What have we learned?



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

- **More time on topics:** Slowing the training down so there is more time to go over topics and review topics
- **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:** Using more large pictures like the tanks to understand the money story
- **Directors' ideas for posters:** Developing posters based on the directors' drawings and ideas

*Daniel's poster was really clear. We can see where the money comes from and where it goes. It helps us to understand the tank.*

Kurra director, Jun 2021

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

- **Plain English:** Using more plain English in the training and workbooks and writing up what the hard English words mean
- **Warlpiri language:** Using Warlpiri words to describe some of the information
- **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

*The trainer and directors need to learn from each other. People coming to the workshops need to connect with Yapa not just with the money story.*

*Kurra directors, Sept 2018*

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

- **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

*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*

# 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

*Before we didn't have this kind of training – our fathers, grandfathers and uncles didn't really understand what it was to be a director.*

Kurra director, Sept 2021



# Directors' learning: What have the directors learned?

- Directors have learned about:

- Role as a director
- Role of ORIC as the regulator
- Kurra's rule book
- Kurra's financial statements
- Flow of money into and out of the corporation
- Wirntiki Pty Ltd
- Investing, interest and the different type of investments
- High and low risk with investments – fire and shield investments

*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*

# Directors' learning: What have the directors learned?

- Directors are taking this opportunity to learn seriously

*When I started as a director I thought I was just here for the distributions but now I realise that I have a responsibility to make decisions for the future generations.*

Kurra director, Sept 2021

# Directors' learning: What have the directors learned?

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

*Money for Yapa is like the wind, it comes and it goes. I know that money for kartiya is very precious. For me it's not my culture... This training has taught me all the things you can do with money, you can save it and grow it, you don't just have to spend it. You can do so many things with money.*

Kurra director, Sept 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

# 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

*We are still learning about [investments], how to balance it. We're not quite sure about this fire and shield yet.*

Kurra director, Sept 2021

# Good governance: Making an investment plan

- Directors have started to identify their goals to make an investment plan
- This has 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

- Current 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

- Workshops are guided by Yapa way of learning
- Commitment of current Kurra directors
- Kurra directors coming together to meet more often each year
- Good relationships 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

- In 2018-2019 only half of the directors were attending the workshops
- Delays caused by Covid-19 restrictions in 2020-2021
- Some workshops have felt too rushed for the directors - not enough days
- Planning for Kurra's future and to manage its investments is new for many of the directors – directors are used to distributions being Kurra's key role
- Where and when the workshops are held

*I don't really understand because we are going too fast. You know, it's just like the traffic, vhooom! We need to slow it down so we can start talking up.*

Kurra director, Sept 2021

# Things that have been challenging for the GGP

- Directors are concerned about sharing the new money story plan with members who don't have the understanding because they haven't had the GGP training
- Not having a CLC staff member from community development team working with Kurra to support the development of the GGP like GMAAAC have had
- 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

# Things that have been challenging for the GGP

- Bringing together the two laws that directors are working with

*We feel more comfortable talking amongst ourselves in our language to understand the hard English words; this brings in our culture.*

Kurra director, Sept 2018



# 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 Kurra 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 members and recognise two laws within the GGP
5. How to support directors to develop a big plan for Kurra's future & its relationship with Wirntiki 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 Kurra Aboriginal Corporation Good Governance Program Phase 1 (2018-2021)

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