



Darumbal People
Aboriginal Corporation RNTBC

24 February 2026



Darumbal News

We acknowledge and pay respect to the Elders of Darumbal Country – past, present, and emerging. Their strength guides the stories we share today.

As we step into a new year, we take a moment to reflect on the strength, resilience, and connection that continue to guide Darumbal.

The past year reminded us of the importance of coming together—sharing stories, supporting one another, and honoring where we come from.

2026 brings new opportunities to grow, learn, and walk forward together. We look ahead with hope, gratitude, and a strong commitment to our community, culture, and future generations.

Thank you for being part of the Darumbal journey. We look forward to sharing another year with you.



Welcome to 2026

Reflections and Looking Ahead

As we step into 2026, we wanted to take a moment to pause — not to rush past the year behind us, but to acknowledge it.

The past year brought its mix of challenges, growth, learning curves, and small wins that mattered more than we sometimes realized at the time. As a community, we showed up, adapted, supported one another, and kept moving forward even when things weren't clear or easy. That's something worth recognizing.

What stands out most isn't just what we accomplished, but *how* we did it — through collaboration, curiosity, resilience, and a shared commitment to being better than we were before. Those qualities are what carry us into the year ahead.

Looking forward to 2026, this feels like a year of building with intention. A year to take what we've learned and use it thoughtfully. A year to strengthen connections, try new ideas, and continue shaping a community that reflects our values and aspirations.

Thank you for being part of this journey — for your energy, your voice, and your willingness to contribute. We are excited about what we'll create together in the months ahead.

Here's to a grounded start, a purposeful year, and a future we build side by side.

Welcome to 2026.



Cultural Heritage Training onsite checking out a scar tree



Indigenous Participation Site Visit with Alliance



SPOM On-country Meeting—tour of Mount Archer



Site visit / Tour of the Browne Park construction



Dancers performed for the Indigenous Business Workshop



Sunwater Cultural Awareness Session

Message from the Chairperson

Mayimba all!

My name is Lester (Djillinba) Adams. My apical ancestor is Mary Jones from the Gracemere and Kuinmabara lands of Dharumbal nunthi. I am honoured to have been elected Chairperson of the Darumbal People's Aboriginal Corporation (DPAC) by our Board of Directors. I take this role seriously and am proud to serve our community.

I hope 2026 has started well for everyone. This is our first newsletter of the year, and my first as Chairperson. I want to acknowledge Uncle George James, our outgoing Chair, for his dedication and commitment over the years. We wish him well as he steps into his role as Elder within our community.

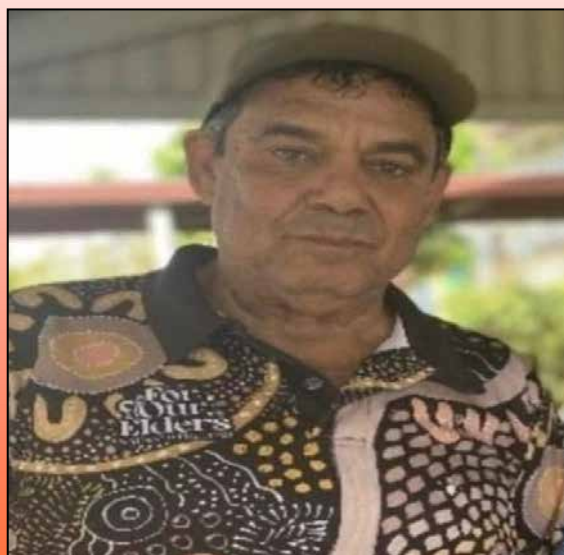
I also want to introduce the current DPAC Board: Gloria Malone (Secretary), Naticia Meredith (returning Director), and our new Directors—Lance Warcon, Desline Renz, and Kathleen Hatfield. Together, our aim for 2026 is to take DPAC to new heights while working with government, local organizations, and our community.

I'd like to welcome our CEO, Robert Nugent, who has been pivotal in setting up our new structure and implementing key changes, including the appointment of a Chief Finance Officer, Human Resources Manager, and a new Archeologist for Cultural Heritage Management. These changes have strengthened our services and workplace, and the Board looks forward to working closely with Robert this year.

One of our priorities is to bring the Darumbal community closer together, share information about the work we are doing on our nunthi, and create positive opportunities for our mob. We will do this through newsletters, an updated website, and community meetings throughout the year.

There is much to do, but with these new processes in place, I am confident we will continue to grow stronger together.

Cheers,
Lester Djillinba Adams
Chairperson



Message from the CEO

Greetings All,

This year has kicked off to a solid start. Whilst the rain held up civil works on a number of projects including Transport and Main Roads works and Bouldercombe project, it is now in full swing again with our Cultural Heritage Workers on site. These are often long shifts up to 10 hours a day and we take our hat off to Darumbal staff putting in the hard yards. We maintain strict safety protocols with full safety inductions and our key staff having now completed the five day occupational safety representative course.

Work on new mining exploration agreements, indigenous land use agreements and cultural heritage agreements is well underway with our legal officer Tyla Lawson managing those processes. There has been a five year review of the Defence ILUA which has largely been working well, but some changes to improve communication and board representation have been made going forward.

The board have made changes to the board representatives from DPAC on the TUNUBA business, the new board members on Tunuba Board being Gloria Malone and Lance Warcon. The new board of Tunuba had its first meeting on 13th Feb 2026.

On the 18th February 2026 Uncle George James having been nominated, attended the Australia Day Celebration in Rockhampton and was awarded on the night, The Mayoral Commendation For Civic Excellence. This award was for a person who had excelled in their chosen field and provided a service that has achieved an outstanding outcome for the community. In the award speech given by the Mayor Cr Tony Williams, George's contribution to the community and in particular relationship building with the Singaporean Defence Forces and trade mission work was cited.

Congratulations and well earned!

Upcoming Events & Important Dates

COORDINATOR WORKSHOPS—March to May
Draft Management Strategies

ON COUNTRY VALUES & MAPPING MEETING—APRIL
Opportunity for all Traditional Owners to discuss
Cultural, Social & Economic Values, Threats and
Concerns for the Great Barrier Reef.

10 Year Anniversary Native Title Consent Determination—June 20th
Celebration to mark 10 years of Darumbal.



SAVE THE DATE

**JOIN US TO CELEBRATE THE 10 YEAR ANNIVERSARY
NATIVE TITLE CONSENT DETERMINATION FOR DARUMBAL
PEOPLE**

21 JUNE 2016 – 21 JUNE 2026



DATE: 20/06/2026

TIME: 12:00 PM – 5:00 PM

VENUE IN ROCKHAMPTON TBC

**REGISTER YOUR INTEREST FOR AN INVITATION VIA EMAIL OR
PHONE.**

ADMIN@DARUMBAL.COM.AU

074921 2869



Project Space

Over the past two months, training activity has been relatively quiet due to the Christmas and New Year period. Despite this seasonal slowdown, a number of individual staff members have successfully completed mandatory requirements, including White Card, First Aid, and Blue Card training, ensuring ongoing compliance across the organisation.

Training activity is now beginning to increase, with preparations underway for all DPAC staff to undertake their full First Aid certification next month. This will represent a significant uplift in training engagement and will support our ongoing commitment to maintaining a safe and well-prepared workforce.

Requests for member training and professional development remain open and ongoing. Members requiring training support are encouraged to contact me directly so that course availability can be confirmed and the necessary approvals sought.

Additionally, staff who have questions about training or the process of obtaining licences are strongly encouraged to reach out to **Bernie Gristwood**, who can assist in directing them to the appropriate training courses.
projectofficer@darumbal.com.au

In addition to training coordination, I have been providing extensive business support across DPAC during this period. This support has been particularly concentrated within the Cultural Heritage and Cultural Services teams, where I have assisted with operational and administrative requirements to ensure continuity of service and support key business outcomes.

Repatriation Update

Uncle Lester travelled to Germany accompanied by staff from the Australian Museum to attend the University of Cologne for the formal repatriation of our Ancestor. This process represented a deeply significant cultural and spiritual moment, acknowledging the long-overdue return of our Ancestor to Country.

The formal handover ceremony was scheduled for 5 December. Prior to this occasion, Uncle Lester was afforded the opportunity to spend quiet, private time with the Ancestor. This moment held profound cultural, spiritual, and emotional significance, allowing for reflection, respect, and connection in accordance with cultural protocols.

However, Uncle Lester was called into a private meeting where he was informed that the Ancestor had gone missing. It was explained that the Ancestor had been removed without authorization and that different remains had been left in their place. This discovery caused significant distress and concern for all involved.

German authorities were immediately notified, and a formal police investigation was commenced. In response to the incident, a media release was issued to acknowledge the situation and to ensure transparency.

Following the incident, the Australian Ambassador travelled to Germany to be present and provided personal assurances to Uncle Lester that the matter would be investigated thoroughly, respectfully, and with the utmost seriousness. At that time, there were no further actions that could be taken beyond the formal investigative processes.

Despite these deeply distressing circumstances, the repatriation process continued for the remaining two Ancestors. Formal apologies were extended by the relevant institutions in recognition of the incident and the harm caused.

On 28 January, we received the long-awaited and deeply relieving news that the Ancestor had been recovered and returned. Authorities have advised that the Ancestor was returned anonymously, and at this time the individual or individuals responsible for the removal remain unidentified. The investigation into the incident is ongoing.

Plans are now underway to proceed with the repatriation, ensuring that the Ancestor can finally be brought home with the dignity, care, and respect they deserve, in accordance with cultural and community protocols.

Socio-Support Update

We would like to share a gentle reminder regarding our Socio-Support Policy.

All Socio-Support applications must be fully completed and returned with the required supporting documentation. This documentation is essential to ensure applications can be processed as quickly and fairly as possible.

We kindly ask that community members do not call requesting to be transferred directly to Finance. Our Finance team works extremely hard to ensure everyone is paid correctly and on time, and unnecessary calls can slow down the process for everyone.

We acknowledge there have been some delays due to the volume of applications coming through. Please know that we are receiving all applications, and we understand how difficult it can be when funds are not received as soon as hoped.

We appreciate your patience during this time.

We would also like to make it clear that abusive behaviour toward staff will not be tolerated. Our team is committed to supporting the community and ensuring all applications meet the required standards.

Please ensure your banking details are current and correct. If funds are returned due to incorrect details, it may take 1–2 weeks for payment to be reissued.

We understand you, we hear you, and we are listening. You can help us support you more efficiently by submitting the correct application forms and attaching all required supporting documents. This allows us to process applications as quickly as possible.

Thank you for your understanding, cooperation, and continued respect.

Socio Application Requirements

Education	Sporting	Funeral	Elderly	Training
Completed Socio Support Form	Completed Socio Support Form	Completed Socio Support Form	Completed Socio Support Form	Completed Socio Support Form
Confirmation of Enrolment Letter	Proof of Selection	Invoice from Funeral Home	Invoice/Quote	Invoice/Quote
Bank Details	Invoice			

Meet Our New Recruits

Ashish Arora- Chartered Accountant

Ashish is a Chartered Accountant and has recently shifted to Australia. In his personal time, he likes to spend time with family exploring Rocky and nearby areas.

“It is very entrepreneurial. You are learning one day and solving a problem the other day. It’s been very interesting to work here in a non-profit organization and have met a lot of wonderful people doing amazing jobs”.



David Hatfield newly appointed Darumbal Liaison Officer – Department of Defence

David is a proud Darumbal man returning to country from living away at Atherton Tablelands. While living away David was a Roadworks Supervisor for over 10 years.

He brings a wealth of historical knowledge and experience back to Darumbal as he was part of the original Darumbal team to meet with Defence and was involved in the Commonwealth Commission of Inquiry, Shoalwater Bay back in 1993. David is very keen to work at DPAC and is located at the Foster Street office in Gracemere.



“Working in Darumbal is a different and unique type of work, and I am looking forward to making a difference for the Darumbal Community.”

William Hayden- Moah creek Liaison officer

William (aka Willie) is a proud Darumbal Descendent through George Hayden and Alice (nee Moonlight).

His work experience started off in construction as a concreter then transitioned into a carpentry trade. He soon then played a part in the "Gas Projects" in Queensland then moved over to Western Australia in Karratha. He has come home to country to work with his culture and community. In his spare time, he likes to relax with family and friends and enjoys playing and watching sports. He is community orientated and would like to make a difference in Darumbal especially the young people's lives within the community.

"Working for Darumbal is a big change for me but, I am getting to understand the way it works. I hope to make a difference in this new role and aim to do my best. Thank you all for tuning in Mr. Hayden".



Guye-Ma Hill- Cultural Service/ administration support (casual)

Guyel-Ma is a proud Darumbal descendant from Rachel Williams family line.

Her work background has been mainly to do with Health work so transitioning into this new field of work has been a unique experience for her. She is thoroughly enjoying the change in environment and the way things operate here. Guyelma has fit in well with the team and provides support to all staff. She is pleased with her new role in our Organisation and is willing to learn new skills to develop her experience.

"Working in Darumbal has been a refreshing change from the healthcare sector, and I'm truly enjoying the experience. It's wonderful to be in an environment where everyone is friendly and welcoming. I am committed to do my best in this new role and aim to expand my skills and experience"

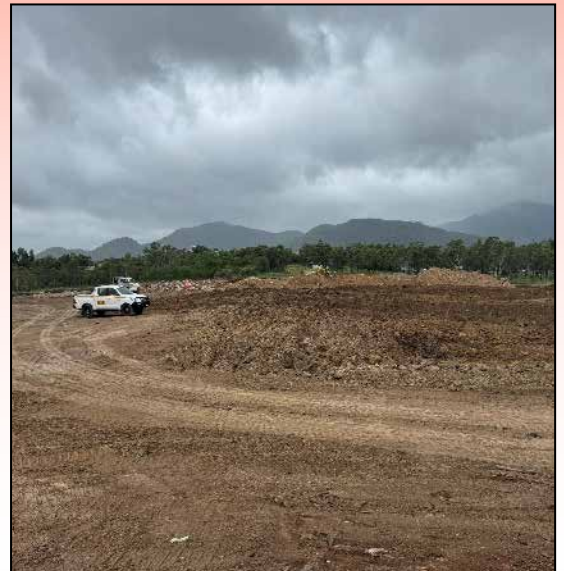


Cultural Heritage

The Cultural Heritage team has been very busy this period, with a number of active projects currently underway across Darumbal Country. We are working to finalise some of the Cultural Heritage Management Agreements to care for our Cultural Heritage.

Rockhampton Ring Road Project

Currently, our major project continues to be the Rockhampton Ring Road, delivered in partnership with the Department of Transport and Main Roads. The Cultural Heritage team have been actively monitoring construction works since last year. The significant flooding in January temporarily halted works, with monitoring resuming once water levels receded. This delay has extended the project timeline by one to two months, and the team remains engaged to ensure all cultural heritage responsibilities are upheld.



Boulder Creek Wind Farm

Minor monitoring activities at Boulder Creek Wind Farm have also been progressing. Work paused after several culturally significant trees were identified within the project footprint. Our Ranger team carried out an onsite assessment and is working closely with the proponent to protect these trees and explore options to prevent their destruction. We acknowledge Boulder Creek Windfarm for their patience, cooperation, and willingness to work with Darumbal on culturally appropriate outcomes.



Mount Etna Caves Collaboration

Darumbal recently participated in a collaborative workshop run by Central Queensland University (CQU), Queensland Parks and Wildlife Service (QPWS), and other key stakeholders regarding drafting a management plan for Mount Etna Caves. This workshop focused on developing a long-term environmental management plan that protects both the cultural values and the endangered species that only reside in this area. Darumbal Cultural Heritage and Ranger teams joined stakeholders onsite to assess the country and contribute cultural insight during consultation. Once the management plan is finalised, Darumbal looks forward to being actively involved in the rehabilitation and ongoing protection of this culturally and environmentally important landscape.



DARUMBAL LAND & SEA RANGERS SUPPORT FLATBACK TURTLES CONSERVATION ON PEAK ISLAND

JANUARY 2026

Flatback Turtles on Peak Island

*Peak Island, sits within Darumbal Sea Country, provides culturally and ecologically significant habitat for the Flatback Turtle (*Natator depressus*), a species endemic to Australia and listed as Vulnerable under the EPBC Act. The island's low-energy beaches and adjacent shallow foraging grounds make it a critical nesting and feeding area. For the Darumbal People, turtles are ancestral beings connected to Sea Country law and ongoing custodial responsibilities. The designation of this area as a Marine National Park (Pink Zone) aligns with both Western conservation science and Darumbal cultural obligations to protect and care for Sea Country*



In January, Darumbal Rangers Zaire Hughes and Roelina Edmund had the privilege of participating in the Flatback Turtle (*Natator depressus*) Hatchling Emergence Experiment on Peak Island, working alongside Queensland Parks and Wildlife Service (QPWS) Senior Ranger Taka Shimada and dedicated Peak Island Turtle Volunteers.

Peak Island is recognised as the largest Flatback Turtle rookery on the east coast of Australia and plays a critical role in the conservation of this threatened species. During the 2024-2025 nesting season, it was estimated that approximately 120 Flatback Turtle nests were laid on the island.

Throughout the monitoring period, the Darumbal Rangers were actively involved in a range of hands-on conservation activities. These included assisting with hatchling emergence monitoring, conducting egg and eggshell counts, rescuing and releasing stranded hatchlings, and identifying developmental stages of hatchling embryos. These activities are essential for understanding nest success rates, hatchling viability, and broader reproductive outcomes for the species.

Participation in the Hatchling Emergence Experiment provided the Rangers with valuable field-based experience and deeper insight into the life cycle, threats, and conservation needs of the Flatback Turtle. The opportunity also strengthened collaborative partnerships between Darumbal Rangers, QPWS, and community volunteers, reinforcing a shared commitment to protecting marine species on Darumbal Sea Country.

Darumbal Rangers acknowledge the leadership, guidance, and support of QPWS and the Peak Island Turtle Volunteers, and recognise the importance of ongoing collaborative efforts to ensure the long-term survival of Flatback Turtles on the east coast of Australia.





TUMRA



It's been a strong and steady start to the year for our TUMRA work, with the first Steering Committee meeting bringing everyone together to yarn about priorities, plans, and how we keep looking after our Sea Country the right way.

William Hayden and Tyler Malone also travelled down to Mon Repos to take part in turtle training. It was a great opportunity to learn more, share knowledge, and build our skills so we can better support our Flatback turtle monitoring and care for country into the future.

Unfortunately, boat licence training had to be postponed due to flooding, but we've already locked in new dates for late Feb. If you were on the original list, please reach out to update your spot. If you want to get your boat & jet ski license, please reach out to Tyler Malone tumracoordinator@darumbal.com.au to express your interest.

TUMRA Signage is almost completed to the point we will be reaching back out to Livingstone Shire Council and Rockhampton Regional Council to start the work on installing. Once our first sign is installed, we will let everyone know of an unveiling ceremony.

Looking for any young ones who want to

give work experience a go with either Fisheries or QPWS to please contact Tyler Malone as we are offering paid work experience whether it's just for one day or a week.

We look forward to sharing more updates as activities continue and thank everyone for their ongoing support and Involvement.

tumracoordinator@darumbal.com.au



Southern Plan of Management

The Southern Plan of Management is a spatial planning initiative aimed at enhancing the conservation and sustainable use of the southern region of the Great Barrier Reef. The Reef Authority and Traditional Owners are working to protect Country through developing strategies which uphold Traditional Owner Core Values (Lore, Songlines, Trading Routes, Language and Creation Stories)



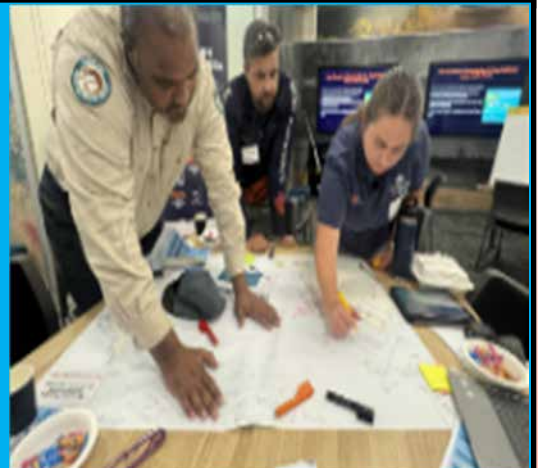
GUDAMULLI

My name is Judi Farr and I am a proud Darumbal Woman. I am the Daughter of Pauline and Tosie Cora, My Apical Ancestors with Darumbal are Clara McKenzie (Mum) and Kate Reid & James Hector (Dad), My Family and culture are the foundation of who I am, and they guide me in everything I do.

In my role as SPOM Co-Ordinator I am to inform and give our Darumbal elders and their families a voice in the Southern Plan of Management and ensure that their knowledge, stories and values are protected and to ensure the land and sea country will be available to our future generations.

On Country Mapping

Cultural Sea Country Mapping Workshops have provided an opportunity for Elders and Traditional Owners to connect with country and discuss significant and sacred sea country sites. This allows Cultural Knowledge to be passed on to younger generations, preservation, protection and sustainability. It also allows mainstream community to have a stronger appreciation for the care and connection Darumbal People have with Country.



What Is happening for SPOM 2026

COORDINATOR WORKSHOPS—March to May

Draft Management Strategies

ON COUNTRY VALUES & MAPPING MEETING—APRIL

Opportunity for all Traditional Owners to discuss Cultural, Social & Economic Values, Threats and Concerns for the Great Barrier Reef.

Community Day—TBC

Youth Cultural Camp SWBTA—TBC

On Country Tours—TBC

If you would like more information on the Southern Plan of Management, please contact Judi Farr.

Mobile: 0439199618

Email: spom@darumbal.com.au

2025 AGM Update

On 29 November 2025, Darumbal People Aboriginal Corporation RNTBC held its Annual General Meeting at the Dreamtime Cultural Centre, Rockhampton. Roughly 70 people were in attendance, including people attending via online Teams link. This meeting was the first AGM that had the option of voting online. People who attended online were able to vote live with the rest of the meeting. There are some areas for improvement but on the day the online voting was successful. People online were also able to ask questions and hear the information presented to the rest of the meeting.

Another first for DPAC was that the Chief Finance Officer was at the meeting and presented the Financial Report directly to the meeting. Anyone with questions were able to speak directly to the CFO.

There were DPAC Annual Reports available to all attendees to take home, which provided information about the what has been happening within Darumbal. Most of the information contained in the report was part of the presentation delivered to the members on the day.

SHOALWATER BAY
ACCESS VISITS
FOR DARUMBAL PEOPLE

See Below Dates 2026

- **Friday 17 to Sunday 19 April (1200 Friday to 4pm Sunday)**

Vehicle Inspections:

4pm Friday

8am Saturday

Located at 18 Prospect st office

**NOTING PLEASE BOOK A WEEK PRIOR TO DAVID HATFIELD CONTACT
DETAILS LISTED BELOW.**

**Mobile No. to Text: 0497540517 to book in for Access to SWBTA & Car
Inspection or Email: defenceliason@darumbal.com.au**

SWBTA BRIEF TO BE DONE FOR FIRST TIME VISITORS

This Access is and always has been inclusive for all Darumbal People

**Notification of Intention to make a
Section 31 Deed Expedited Procedure
Decision to enter into a section 31
deed and ancillary agreement for
mining exploration
(Sch 5 DPAC Rulebook)**

On 2 August 2024, Frontera Future Metals Pty Ltd (**FFM**) applied to the State of Queensland for the grant of Exploration Permit for Minerals 29088 (**EPM 29088**).

The State notified Darumbal Aboriginal People Corporation RNTBC (ICN 8405) (**DPAC**) of its intention to grant EPM 29088 under the “expedited procedure” in the *Native Title Act 1993* (**NTA**), without giving DPAC a right to negotiate an agreement with FFM.

DPAC objected to the State’s position in the National Native Title Tribunal, and instead sought to negotiate an agreement with FFM for the grant of its exploration permit.

Directors of DPAC reached an in-principle agreement with FFM for an agreement to the grant of the exploration permit under specific conditions, including protection of native title rights and cultural heritage interests (**Ancillary Agreement**).

DPAC directors advise of their intention to enter into a Deed, under Section 31 of the *Native Title Act 1993* (Cth) (**Section 31 Deed**) with the State of Queensland and FFM to allow for the grant of the exploration permit and the Ancillary Agreement between DPAC and FFM

(together, the **Agreements**).

The Agreements relate to mining exploration activities on land within the Darumbal People’s native title determination area (QUD30/2019), which is overlapped by the EPM 29088 application area.

Process for making a Section 31 Deed Expedited Procedure Decision

Darumbal People who believe they may have rights and interests affected by the decision are invited to provide written feedback or comments to DPAC directors about the proposed decision to enter into the Agreements.

Those Darumbal People are also invited to meet with DPAC directors, should they prefer to provide feedback on the proposed decision in person, at a meeting on 20th of February 2026.

If the majority of Darumbal People, who are affected by the proposed decision to enter into the Agreements, do not consent to DPAC entering into the Agreements, then DPAC will not enter into the agreements (**Non-consent decision**). If it cannot be shown from feedback received from Darumbal People that a Non-consent decision has been made, DPAC directors will enter into the Agreements.

If you would like to provide feedback on the decision or wish to register your interest to attend the meeting with the directors, please contact **notifications@darumbal.com.au**.

Agreement Details

The relevant area of EPM 29088 and the details of the Agreements are set out below.

Native Title and Aboriginal Cultural Heritage Protection Agreement – EPM 29088 (Ancillary Agreement):

Parties: DPAC and Frontera Future Metals Pty Ltd (ACN 636 452 858)

Purpose of agreement: This agreement is between FFM and DPAC. The purpose is to ensure protection of native title rights and Aboriginal Cultural Heritage interests, establish methodologies for area clearance and cultural heritage protection, and provide an alternative to the State's less beneficial "Native Title Protection Conditions". If exploration activities are successful, the Ancillary Agreement also sets out a process for engagement with Darumbal People for a future mining agreement.

Term of agreement: Exploration permits last for five (5) years, with an option to renew for a further five (5) years.

If DPAC enters into the Ancillary Agreement, the agreement will come into effect on the granting of EPM 29088. The agreement will remain in effect until EPM 29088 is cancelled, surrendered or expired.

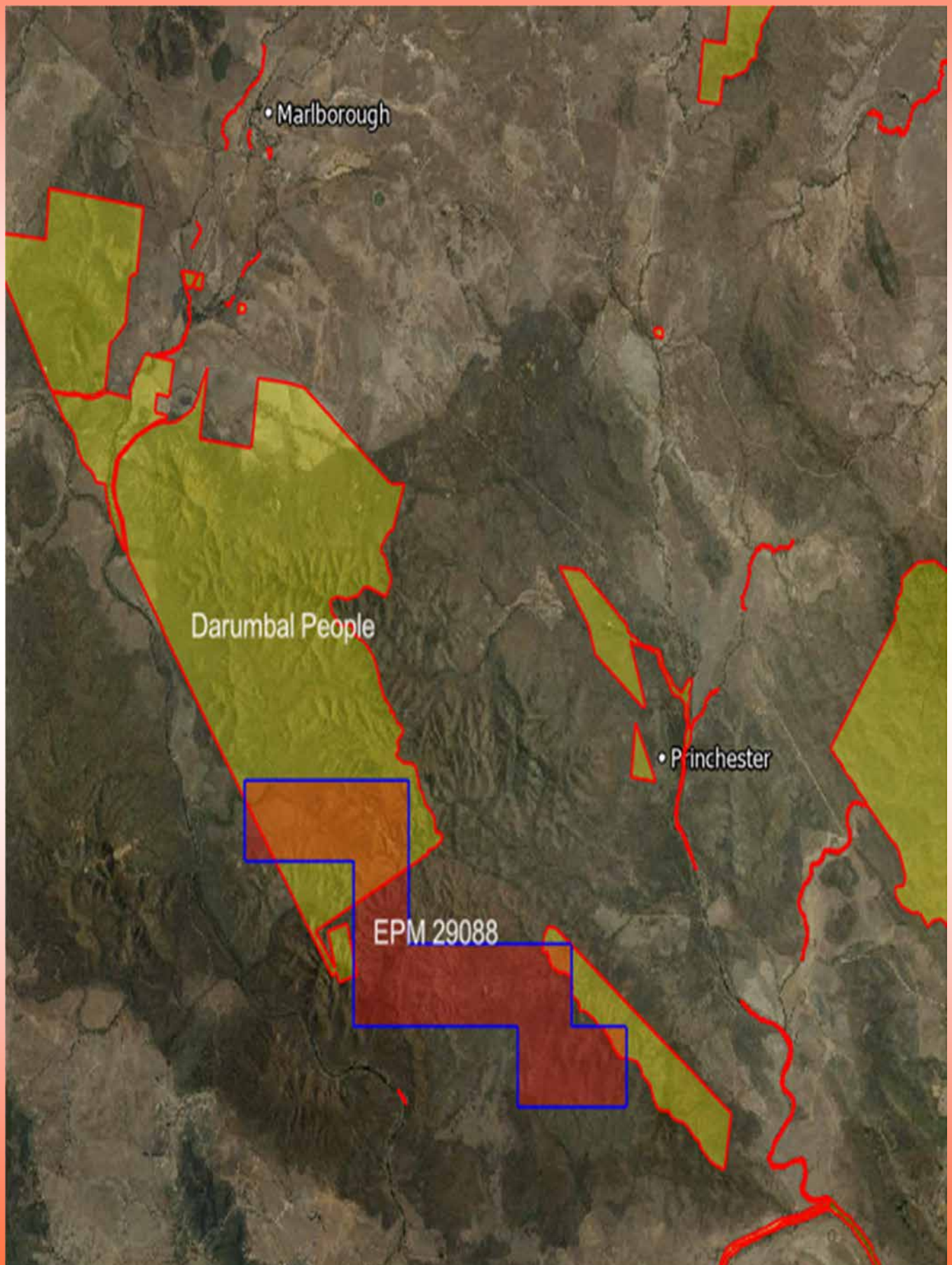
Section 31 Deed:

Parties: State of Queensland, DPAC and Frontera Future Metals Pty Ltd (ACN 636 452 858)

Purpose of the agreement: To provide consent for the grant and renewal of EPM 29088 (the Future Act). The Deed will set out that the parties have negotiated in good faith and that DPAC consents to the Future Act and FFM's exercise of rights and obligations under the permit.

Term of agreement: The Section 31 Deed will remain in effect for the same period as the Ancillary Agreement.

Map of EPM 29088:



Contact Details

Main Office

18 Prospect Street

Allentown QLD 4700

Or

Operations Office

105 Foster Street

Gracemere QLD 4702

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Allentown QLD 4700**

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