



COVERING GROUND



ANNUAL

2024

REPORT





THEME

COVERING GROUND

2024 has seen Mimal cover serious ground, both literally and figuratively — expanding our reach, strengthening our foundations, and forging new pathways for growth. From bold initiatives to meaningful collaborations, our journey reflects resilience and innovation. As we look back on the milestones achieved and the challenges overcome, we also set our sights on the road ahead—continuing to break new ground and create lasting impact.

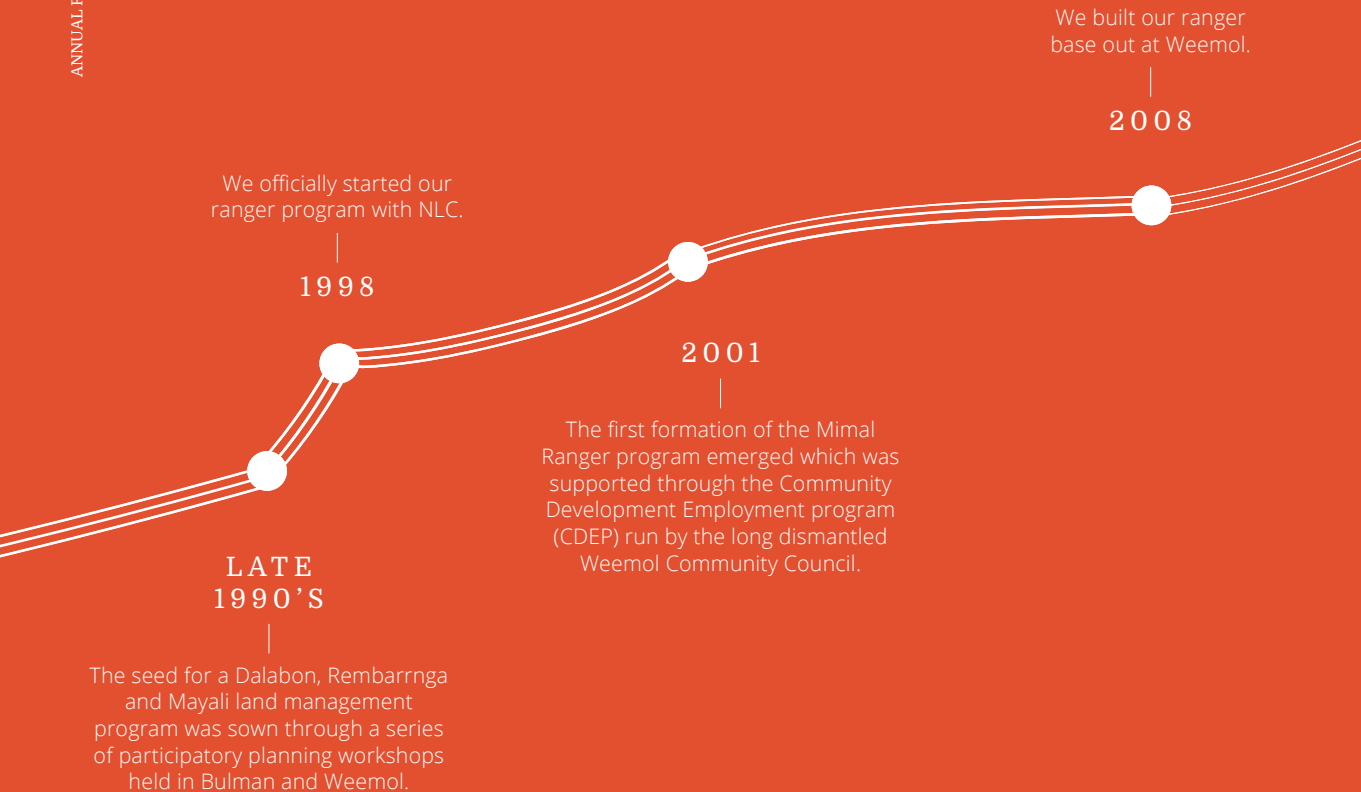
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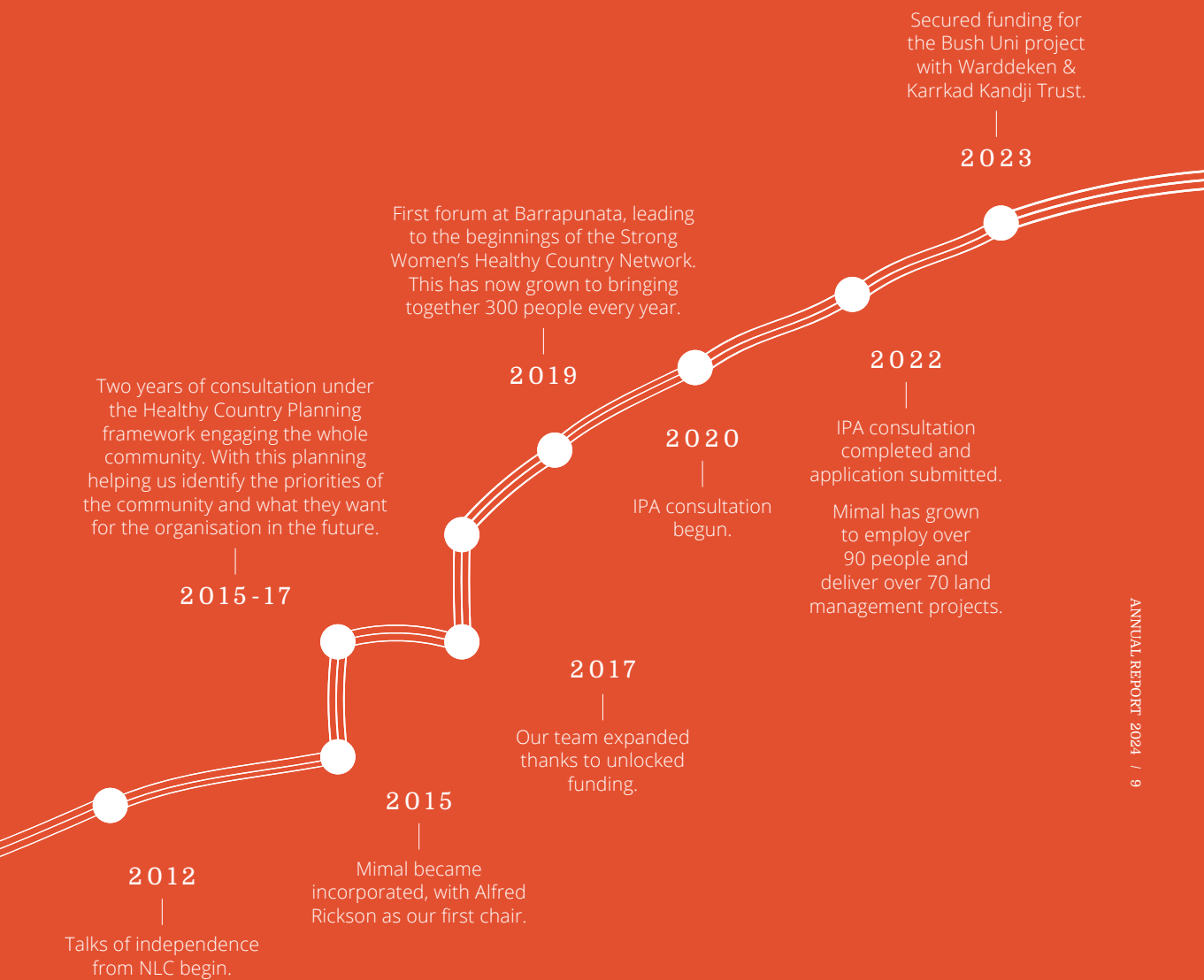




OUR JOURNEY

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CHAIR'S REPORT: JOHN DALYWATER

2024 was another momentous year for Mimal and we're so proud to have maintained our level of productivity and positive outcomes from previous years.

Our team expanded by adding a second male and female coordinator, an executive assistant role and administration support role. We also opened a new Darwin office and had a continued focus on HR and recruitment with a partnership with Job Skills Network.

We continue to host and support the Strong Women for Healthy Country Network. They have finalised their constitution and are preparing for independence, and Mimal is pleased to keep supporting them during the transition.

In partnership with Warddeken LML we Kicked off Bidwern Butj Uni operations with a full steering committee and governance consultant and with Loftus Contracting established the Mardrulk company.

2024 also saw us start the EBA bargaining process, which created collaboration between junior staff and senior management to address team needs.

One personal highlight from the year was supporting our CEO at key management and executive events. It was so great to see our board, Darwin and Weemol staff all working cohesively this year.

Next year, I'm looking forward to completing a number of milestones. We aim to complete our structures on base and increase funding for outstations. All while seeing our

YOUTH COLLABORATING WITH LEADERS AND ELDERS

*to lead to happier and healthier
community members*

compared to the year before.





DEPUTY CHAIRPERSONS REPORT: ANITA PAINTER

This is my first time as the Mimal Deputy Chairperson, and I have learnt lots and try to make a difference for our mob. I am a Dalabon speaker, my father and my father's father were Dalabon men, so I always remember of people, our ancestors – they are what makes me be strong.

Over 140 people work with Mimal, Rangers and Elders working together, to make a difference for our country, our culture and our people. I love hearing our rangers getting training and working on country and our young people sitting down with the elders, hearing stories and learning.

Mimal itself is a powerful Indigenous organisation with elders as keepers of traditional culture. Being on the Mimal Board we acknowledge the importance of two-way governance, knowing about government laws and our cultural lores, both are important, if we board are going to make good decisions.

I thank everyone on the Mimal Board, including old Millywanga & Uncle Abraham, for helping me to keep learning about our culture and our country.

The reason I am talking about the board, is because we were elected by members to govern Mimal and the meetings are where the big discussions and decisions are made. The Mimal Board knows that strengthening governance is important for Mimal, so we also have workshops & training to do our job well. We talk with the CEO about how we can support more people to move back and live on country, trying to get people back on country is important. This means we need to discuss what projects Mimal is doing, and how we get and manage partnerships and grants.

The Mimal money story comes to every meeting, so we know where Mimal is spending money, and make sure we are always saving some into the reserve tank to keep us strong. We also talk about the employment of our rangers, senior knowledge holders, Coordinators & support staff. We're not just taking care of our people, we're taking care of our non -indigenous staff too, they bring some specific skills Mimal needs, and they need our support to learn about cultural protocols, and how to work and live on country.

It's been a long journey for Mimal that our elders started, and I believe the journey will never stop. Mimal's strength and power comes from good communication, good planning, good systems, good people and most importantly keeping our culture strong.

I'M FEELING
EXCITED FOR
THE FUTURE,
WHERE MIMAL IS
GOING AND HOW
OUR COUNTRY

*is improving, because of the work
that Mimal Rangers are doing...*

and I am really proud of them all.





CEO'S REPORT: DOMINIC NICHOLLS

Reflecting on the past years, I am incredibly proud of the journey Mimal Land Management has taken and the remarkable achievements we've made together as a team, community, and region. Our progress has been grounded in cultural strength, environmental leadership, and growing capacity, even as we navigate challenges in funding, infrastructure, and the urgent need to pass on traditional knowledge.

STRENGTHENING OUR FOUNDATIONS

A defining milestone was Mimal's full independence, achieved with the signing of the Working on Country contract in 2017. This marked the culmination of four years of dedicated work by Traditional Owners, rangers, and governance leaders seeking local control. Since then, the Mimal board has worked tirelessly to build strong governance and decision-making frameworks, including the development of our Mimal Healthy Country Plan—a roadmap guiding our actions for the decade ahead.

Our organisation has grown significantly, with over 140 staff now engaged across base and Darwin, including rangers, cultural advisors, coordinators, and management. Our partnerships have been a big part of our success. Partners like the Karrkad Kandji Trust who has supported workforce development, particularly for women rangers, and projects like Learning on Country. The continued support of organisations

like Bush Heritage, ALFA NT and our neighbors, Warddeken, ASRAC, SEAL and Djelk have been vital in ensuring our long-term sustainability.

ON COUNTRY, ON PURPOSE

Mimal has delivered hundreds of activities and cultural experiences across country. From fire management and cultural burning to junior ranger programs and school partnerships, these experiences have supported the transmission of intergenerational knowledge. Highlights include:

- Hosting the ALFA NT pre-season meeting at Bawurrbarnda
- Fire walks, culture camps, and women's ranger camps
- Learning on Country programs with Bulman School
- Cultural revitalisation projects like the Wulken and Mibbarr
- Hosting research partnerships, including CSIRO, NAILSMA, UQ, CDU and REIL.

We've also embraced innovation our Lidar and drone work showcases how modern technology can enhance Indigenous land management practices. These efforts are coupled with strong on-ground monitoring, aerial surveys, and data-informed planning.

ADDRESSING KEY CHALLENGES

Despite our success, challenges persist. Feral animals remain one of the most pressing threats to country, causing long-term environmental damage. While Mimal is developing innovative responses, resource limitations continue to hold back implementation.

Our infrastructure is also struggling to keep up with our growth. We've been working on a master plan to develop a central base to accommodate all staff, partners, and community programs. This \$16 million vision has seen early support from the Karrkad Kandji Trust and fire program reinvestment, but broader funding remains a key hurdle.

We also face the heartbreaking loss of Elders and knowledge holders. This is a stark reminder of the urgency in preserving language, culture, and law. Mimal is committed to expanding on-country learning spaces, songline documentation, and language preservation initiatives.

BUILDING FOR THE FUTURE

In recent years, we've expanded our fleet, invested in new machinery and safety gear, and improved infrastructure at base and outstations. Looking ahead, our priorities include:

- Expanding weed and feral animal programs
- Rolling out a full Learning on Country curriculum

- Developing a monitoring and evaluation framework
- Continuing training and professional development for staff
- Strengthening governance, financial stability, and strategic partnerships

Programs designed around land management, by organisations embedded in community, offer real pathways for disengaged youth and meaningful employment for the next generation. Our work is having a local and global impact, from Arnhem Land to climate adaptation forums worldwide.

CLOSING REFLECTIONS

Mimal has achieved much over the years from recovering NASA rockets to winning awards like the NT Natural Resource Management Awards, where our Deputy Chair received a Lifetime Achievement Award and our Learning on Country program won the Next Generation award.

These milestones, and many more, reflect the dedication of our team, the support of our partners, and the strength of our community. There is still much to do—but together, we are building a strong, resilient, and culturally grounded future.

Thank you to all who continue to walk with us.





STACEY IRVING
KARRKAD KANDJI TRUST (KKT)

For remote Aboriginal community-controlled organisations, sourcing funding, drafting reports and maintaining relationships with a wide range of donors can stretch local leaders away from their core focus of caring for Country, culture and community. It's why neighbouring IPA's Warddeken and Djelk first created Karrkad Kandji Trust (KKT)

*- to act as a shared resource
to bridge this gap between remote*

WEST AND CENTRAL ARNHEM AND THE WORLD OF PHILANTHROPY

Today, KKT continues to be guided by a majority-Bininj board, which consists of local leaders like John Dalywater, who is purposefully positioned to steward this ongoing partnership as both a Director of KKT and Chair of Mimal.

In 2024, KKT brought together the combined strength of over 80 donors (made up of individuals, families, trusts, foundations and corporate partners) to support many initiatives across Mimal - filling funding gaps where government doesn't reach and enabling Traditional Owners led projects to remain the absolute priority. KKT's small team works closely with the team at Mimal, introducing new donors to Mimal's work, supporting Mimal with reporting, and providing regular communications and marketing support that highlights the incredible work that Mimal achieves year on year.

Over the course of this financial year, the Karrkad Kandji Trust (KKT) distributed \$6,366,479 in philanthropic funding to eight Aboriginal community-controlled partner organisations across West and Central Arnhem. For the sixth consecutive year, Mimal was among these partners, and being able to source \$2,213,518 in funding for Mimal alone was a huge highlight for our team in 2024. This funding has gone towards the Women's Ranger Program; the Learning on Country Program; the Strong Women for Healthy Country Network; the Bidwern Butj Uni (co-owned by Warddeken Land Management), buffalo management and research efforts, as well as core operational support.

Mimal is informed by Traditional Owners that passionately care about their Country, is led by a board of visionary local leaders, and is staffed by a dedicated, capable team. KKT is thrilled to continue supporting this work and finding funders that believe in supporting Traditional Owner-led solutions.







MIBBARR

A photograph of a person with curly hair, seen from behind, wearing a red wrap and walking away from the camera on a dirt path at night. A bright, circular light source, possibly a campfire or a spotlight, is positioned in the middle ground, casting a long shadow of the person. To the left, a campfire is visible, and to the right, a dark tent is partially seen. The background is filled with dark, silhouetted trees.

PROJECT

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SONGLINE

MIBBARR SONGLINE PROJECT
NATALIE CAREY

This year we finally got to deliver on over 2 years of consultations and planning with Mimal membership and surrounding communities for the Mibbarr Songline Project.

We spent 12 days on-country at Malakajahlno where we recorded the journey of over 70+ people navigating the culturally complex process of re-writing the Mibbarr songline. The end result is

150+ hours of
**PRECIOUS
ARCHIVAL
FOOTAGE**

*and a powerful
documentary film -
currently in post-production.*

There were plenty of other highlights, including:

Seeing families reconnect on-country in an area people haven't visited in decades.

- Dalabon language classes being led by elders at camp.
- Witnessing the emotional reunion of seven Kamanj sisters who had not been in one place all together in over 20 years.
- Seeing young men and women being encouraged and supported to step into important cultural leadership roles, overcoming their own personal fears and barriers.
- Working alongside prominent senior cultural leaders successfully co-delivering projects and achieving the 'dream big' goals that they themselves designed.
- Working with a production team of the most hard working, generous, creative geniuses in the business who go above and beyond for the vision while bringing the best out in each other. Absolute dream team on this one!

What makes me most proud, is that the work we do with Mimal is community-led and designed. The opportunity to support capacity for self-determined projects focussed on at-risk cultural elements brings me an indescribable sense of pride.

Working with community on projects aimed at re-invigorating the Dalabon (one of the most critically endangered languages in the world), Rembarrnga and Mayali languages through a dedication to cultural practice, is not only helping people get back to country to reconnect with family and history, it brings hope to ensuring the continuation of a way of life at a crucial tipping point.

What makes me most proud is, working alongside elders who are nearing the end of their time on earth with a strong desire to share and record their wisdom and knowledge as quickly as possible, and helping to make that a reality. This work cannot wait.

Looking ahead, I see more engagement with elders, supporting them to design their own cultural heritage projects. I see more people on-country with young people integrated in language and cultural practice. I see fierce dedication and focus on the importance of capturing knowledge and language from elders while they are still here. I see future generations of custodians involved in engaging, exciting projects that ignite their passion for continuing the legacies of their ancestors.















RANGERS

igniting

EXCELLENCE

FIRE MANAGEMENT
LEWELLYN MOULIN & SAM LAWRENCE

3000+

hours spent on
across EDS and LSD fire

53

rangers involved

100+

consultations

115H

APB

800000

incendiaries

2000+

km of roadside burning

47.3

area burnt
(slightly above average %)

2%

burnt late season
(half the average
amount and 6 times
less than last year)



WOMEN



PROGRAM

RANGER

WOMEN RANGER PROGRAM
KELLY HART

*2024 was a huge year for the
Women Ranger Program,*
**WITH SO
MANY
HIGHLIGHTS.**

2024 highlights include:

- A successful Strong Women Healthy Country forum at Crab Claw island
 - Indigenous Mapping Workshop at Barrapunta, where we hosted other ranger groups to learn about QGIS mapping
 - Bush Heritage drone surveys
 - Weemol spring fence maintenance and Healthy Waters monitoring camp at Barrulkmarra
 - Culture Camp at Bigedi
 - Fire fighting - early season fire breaks and late season fire suppression
 - A whole heap of training - drone, first aid, chainsaw, hairdresser, small engine mechanics & tractor
-

We're so proud of the versatility of our women rangers to engage in the variety of work involved in protecting Mimal's IPA. Next year, we can't wait to see our women rangers continue to expand their skill sets and actively engage in all aspects of the Healthy Country Plan. We also look forward to having more women rangers employed for the betterment of the community.







FERAL



SPACE COWS / MUSTERING
/ NATURE CAPITAL

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CHALLENGE

FERAL CHALLENGE OLIVIA CARROL

In 2024, Mimal focused on building capacity, managing feral animals, and supporting the community with key projects and initiatives. Two major grants - one for understanding carbon and biodiversity markets and a second for protecting country from invasive species - enabled important undertakings, including the deployment of 100 wildlife cameras at Barapunta to better understand feral pig populations.

Although buffalo mustering didn't proceed due to poor market conditions,

*We used this time
to engage with*
**LAND
OWNERS
& THE
COMMUNITY,**

helping them understand buffalo markets and explore future opportunities like carbon and nature repair projects. The CSIRO dashboards were a particularly effective tool during Section 19 buffalo mustering consultations, showing the damage buffalo are causing to the land and highlighting where improvements could be made. Traditional Owners were actively involved throughout the year, contributing to Section 19 consultations, protecting sacred sites, and shaping project strategies.

The work put into the deployment of 100 wildlife cameras at Barapunta makes us incredibly proud to look back on. This project involved a week-long camping event and stood out as a major achievement for the team. It demonstrated teamwork, resilience, and innovation in tackling feral pig management

We're also incredibly proud of the cross-cultural presentations we delivered to support informed decision-making for clan groups around Section 19 agreements. These presentations brought together clear data, tools like the CSIRO dashboards, and culturally relevant communication to help landowners understand buffalo impacts, market opportunities, and options for managing their country. It was rewarding to see these presentations empower Traditional Owners to make decisions that align with their goals and priorities.

When we dream of 2025, we can see people gaining a deeper understanding of the pilot project and feeling inspired to take part in it. We hope to see clan groups engaging with the opportunities it offers, exploring ways to protect their country while benefiting from carbon and nature repair markets.

It's about building excitement and ownership around these initiatives, so everyone can see the value and want to be part of the journey.









LEARNING

ON

COUNTRY

LEARNING ON COUNTRY SUSIE STOCKWELL

The Learning on Country (LOC) program has moved from strength to strength in 2024. Thanks to a strong partnership with the Bulman School, Mimal rangers and the Bulman-Weemol communities, the LOC team have delivered 82 LOC sessions throughout the IPA and 3 school camps to Ramingining, Beswick and Wongalara Station.

Upon reflection, I am extremely proud of what the LOC program has achieved this year, and we are looking forward to 2025!

TEACHING TOGETHER

It's hard to know where to start when reflecting on the highlights for the LOC program in 2024. The delivery of the program itself is what we have spent most time on this year – and it has been amazing to see both the Old People and Mimal rangers teaching the next generation of leaders in Bulman-Weemol. From seasonal bush tucker and right-way fire to stories of place and traditional cooking, the LOC team has shared a wealth of knowledge!

OUT AND ABOUT ON COUNTRY

The LOC program has continued to connect students to Country and in 2024 we visited many places across the IPA to hear stories and participate in activities. This included Barrapunta, Bighedi, Kroppulyul, Mt Jean, Momob, Barrulkmarra and Weemol Springs. We also travelled with students to Ramingining, Beswick and Wongalara Station for LOC camps.

DEADLY MUSICIANS

Some of the greatest achievements for LOC in 2024 have been through the music program with Nathaniel Miller, Elders (especially Vivienne Lawrence and Randell Campion) and Steve Lane from Realtone. Mimal and Bulman School together supported the creation of 7 songs with a strong focus on speaking and celebrating Dalabon and Rembarrnga languages. The program has been in the spotlight 3 times in 2024, winning the NIMA award for “community song of the year” for Nidjarra (here), the “Caring for Country” song competition with Strong Bala Wei and Nathaniel's ARIA nomination for Music Teacher of the Year!



PROGRAM DEVELOPMENT

I feel so grateful for Annette Miller and Karen Murray who are creating an important body of work to guide and develop the LOC program we deliver in Bulman-Weemol. We

A massive thank you to the Learning on Country team for their passion and commitment to teaching the next generation of wurrud/daku (kids) and who have worked together week-in, week-out to plan, develop and implement the program! This is what makes me the proudest of Learning on Country in 2024.

I'm thinking about Elders, Karen Murray, Elizabeth and Dennis Lawrence, Anne Kelly, Jill Curtis and Annette Miller as well as Nathaniel Miller and Marsha Cameron.

2025 will be a big one! The LOC team are already formulating ideas and making plans for next year and I am excited to see where we can take it. We look forward to continuing to work with the Bulman School to deliver the LOC program, implementing VET in Schools and further developing the foundations of the Program to strengthen and expand it.

ACKNOWLEDGEMENTS

I'd like to extend a heartfelt thank you to the Mimal Board, John Dalywater and Dominic for their unwavering support for the LOC program, as well as to our funders, Karkad Kandji Trust. I am thankful to the principal, Adam Cox, and the Bulman School staff for their support and guidance as we continue to build a strong partnership and deliver the Program. Above all, I am so grateful for the LOC team; for their passion and immense contribution to the intergenerational transfer of knowledge, as well as the strong language, culture, identity and wellbeing they instil in the wurrud/daku (kids) of Bulman-Weemol communities. Thank you mob!









2024
IN ONE WORD

“GREAT”
John Dalywater

“MEANINGFUL”
Nat Carey

“RESPECT”
Susie Stockwell

2024
IN ONE WORD

“EMPOWERING”

Kelly Hart

“HECTIC”

*Lewellyn Moulin &
Sam Lawrence*

“TRANSFORMATIVE”

Olivia Carroll





STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the year ended 30 June 2024

	Note	2023 \$	2023 \$
Revenue	4	9,959,625	9,455,195
Accounting and audit		132,681	106,718
Administration and project support		367,610	167,661
Bad and doubtful debts		38,936	10,010
Communications and IT		177,109	103,215
Consulting and legal fees		936,679	634,997
Depreciation and amortisation		178,847	135,883
Directors' fees		93,370	27,800
Employee expenses		3,174,681	2,201,603
Helicopter hire and avgas		705,538	230,250
Lease interest expense		352	411
Operational		647,000	437,763
Other		28,853	31,782
Repairs and maintenance		123,636	64,504
Training		52,078	20,821
Travel		658,960	421,756
Vehicle expenses		394,882	348,756
Surplus / (deficit) for the year		2,248,414	4,511,263
Other comprehensive income		-	-
Total comprehensive income		2,248,414	4,511,263

STATEMENT OF FINANCIAL POSITION

As at 30 June 2023

	Note	2024 \$	2023 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	8,857,820	6,673,222
Trade and other receivables	7	741,870	808,904
Other assets	8	289,479	180,617
Total Current Assets		9,889,169	7,662,743
NON-CURRENT ASSETS			
Property, plant and equipment	9	1,520,101	1,029,668
Right-of-use assets	10	7,040	6,935
Total Non-Current Assets		1,527,141	1,036,603
Total Assets		11,416,310	8,699,346
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	11	1,129,739	880,464
Lease liabilities	10	2,413	2,108
Contract liabilities	12	334,085	164,634
Employee benefits	13	147,980	105,564
Total Current Liabilities		1,614,217	1,152,770
NON-CURRENT LIABILITIES			
Lease liabilities	10	4,755	6,809
Employee benefits	13	76,482	67,325
Total Non-Current Liabilities		81,237	74,133
Total Liabilities		1,695,454	1,226,903
Net Assets		9,720,856	7,472,443
EQUITY			
Accumulated surplus		9,720,856	7,472,443
Total Equity		9,720,856	7,472,443





