



**Rangelands NRM**  
*Enabling Prosperity*

# ANNUAL REPORT

2022 - 2023





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# ABOUT RANGELANDS NRM

## **A LEADER IN NATURAL RESOURCE MANAGEMENT**

The Rangelands NRM region covers 85% of Western Australia's land, coast and sea, an area the size of approximately 28% of Australia. The region boasts Australia's most iconic landscapes, flora, and fauna, including spectacular World Heritage and Ramsar sites.

Rangelands NRM enables the integrated management and sustainable utilisation of the natural resources of the region; by working with pastoralists, landowners, traditional owners and their ranger teams, industry, government and community bodies, as well as the resource sector when delivering outcomes.

Rangelands NRM works to deliver ecological restoration, build drought and climate resilience, and facilitates community development. To enable this, we leverage our unique and complex project management methodology, problem-solving skills, and use our extensive networks and community relationships.

With a focus on ethical considerations and the empowerment of individuals and communities, Rangelands NRM has designed and delivered over \$100 million of environmental and agricultural projects, enabling prosperity for the people of the region and Western Australia.

**Image:** AxL 1st Prize Lower Primary, Year 1 Port Hedland School of the Air 'Blowholes'



## ABOUT US

Our region was mandated by the Australian Commonwealth in 1997 and comprises of:



227 million hectares



85% of Western Australia (28% of Australia)



15,000km of the WA coastline



7 Sub Regions



25+ Regional Shires & Councils



100+ Traditional Custodian groups



27+ Ranger Groups



430+ Pastoral Leases



100+ Resource Interests



4 UNESCO World Heritage Sites



5 Ramsar Sites



Australian Government Priority Places

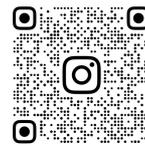


493 Natural Resource Assets



# ACTIVITY HIGHLIGHTS

Marketing and brand activity to increase brand visibility and recall across the rangelands and through WA.



Building a brand as big as our region starts with small steps to build a strong consistent base. This has been a renewed focus as Rangelands NRM heads through 2023. The focus shifted in our activities and saw some long term brand specific projects gain visible traction as we start to push our brand, story and big conversations out further afield through WA as well as the rest of Australia.

We launched our new website. Completely rebuilt from the ground up to represent the organisation better. A focus of this as it evolves is donations to support our activities. This will be linked through all digital channels from website through to social media.

Aligned with the new website and a more dynamic digital focus has been the roll out of a new social media strategy covering multiple platforms (Facebook, Instagram, X, LinkedIn) each with a unique strategy built around audience and goals behind each platform. Posting frequency has been adjusted to further support our conversations, as such you can expect to see more content across platforms with a distinct tone across each.

Wider communications media is being tied more closely to our social and digital media. Linking back to these pages through regular use of QR codes (like the above) to further assist with driving website traffic and additional social media audience volume and following to increase who we converse with.

SOTA is back again this year, in it's 13th year it is (like our brand presence) being expanded. This year for the first time it is being expanded out beyond School of the Air (SOTA) to include any and all primary schools throughout the Rangelands. Additionally, for the second year, SOTA winners have been exhibited at the WA Museum Boola Bardip.



# ACTIVITY UPDATES

## Go and Listen on Country

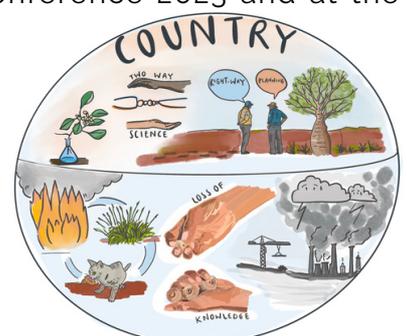
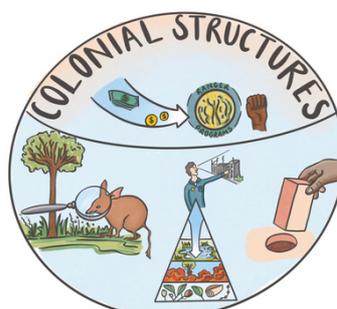
The end of the financial year saw the completion of many of our 5 year projects, which were focused on protecting and regenerating our natural resource assets; with the end of these projects comes reflection, reporting and an opportunity to deep dive into both their explicit and implicit learnings. With a commitment to our delivery partners and to drive best practice the Rangelands project teams designed opportunities to go and listen to the “quiet voices” that speak with country and build opportunities and platforms to bring these discussions to the fore.

Within the threatened species projects, Sascha Turisini and Chris Curnow embarked on interviewing indigenous ranger groups, who are essential and respected delivery partners of ours. These Indigenous rangers play a key role in our projects, working with us in design and delivery, applying traditional ecological knowledge (TEK), and helping to shape approaches at local and at landscape scales; highlighting the importance of two-way science application and deep and long-term relationships.

The threatened species team travelled >16,000 Km's through the rangelands over 4 months meeting with 10 mobs and building on these strong relationships by embarking on an evaluation project, as an element of their overall reporting. That saw them conduct on Country interviews with 28 Rangers and Elders, 8 managers, 10 coordinators and 5 scientists culminating in over 40 hours of interview content. From these unconnected rangers and ranger groups, they found consistent key learnings that ran across the interview responses, that were brought to light.

This piece of work has enabled the development of a presentation that highlights the learnings on the social and political impacts of current policy, and how project funding/investment and project structures impact project delivery and more importantly effect wider ecological and sustainability project success.

The Rangelands NRM “go and listen on Country” approach was warmly accepted on Country. Later in year we have been invited to present the approach and learnings at the Australian Rangelands Society Conference 2023, the Biodiversity Conference 2023 and at the Centre for Healing Country.



# CHAIRPERSON & CEO REPORT

We are thrilled to present to you our Annual Report for the past year, a testament to our unwavering commitment, remarkable achievements, and enduring values. This year has been one of tremendous success, driven by the collective efforts of our exceptional team and guided by a strong Board and our culture.

We are proud to announce that this year has been one of significant accomplishments across all fronts of our operations. Our financial performance has exceeded expectations, reflecting not only our dedication to excellence but also our prudent strategic planning. This success could not have been possible without the hard work and determination of our talented team, who continually rise to the occasion.

Our culture remains at the heart of our achievements. We believe in fostering an environment that encourages innovation, collaboration, and inclusivity. Our team embodies these values, consistently going above and beyond to deliver exceptional results. Our culture is the driving force behind our growth and prosperity.

We are immensely proud to report that we have achieved another year with zero lost time injuries. Our commitment to the safety and well-being of our team is unwavering, and this accomplishment highlights the effectiveness of our safety protocols, training programs, and the diligence of our team.

Our success is a direct result of the dedication and expertise of our team. Their hard work, resilience, and passion are the cornerstone of our achievements. We recognise and value the diversity of skills and perspectives that our team brings to the table, and we remain committed to providing them with a supportive and rewarding environment in which to thrive.

We believe in being more than just a business; we are an integral part of the ecosystem of communities we serve. This year, we have continued our tradition and commitment of supporting local initiatives, fostering growth, and making a positive impact on the lives of those around us. Our partnerships with our regional delivery partners have been instrumental in driving positive change and sustainable development.

We recognise the importance of collaborating with Indigenous communities and respecting their deep connection to the land and sea. We continue to strengthen our partnerships with Indigenous groups, engaging in meaningful dialogue, and working together to ensure mutual benefit, respect, and shared prosperity.

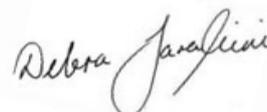
Our commitment to environmental stewardship remains steadfast. We continue to invest in the environment, working with stakeholders to take significant steps towards reducing the ecological footprints, implementing sustainable practices, and protecting the delicate balance of the rangeland's environment. The initiatives are not about compliance; they reflect our genuine commitment to the planet's well-being.

We firmly believe that investing in our team's growth translates to the growth of our organisation. We have continued to provide extensive training, development opportunities, and mentorship programs, empowering our team to enhance their skills and contribute to our shared success.

Echoing another remarkable year, we extend our gratitude to all our stakeholders. Your unwavering support, trust, and collaboration has been instrumental in our achievements. We remain committed to upholding our values, fostering innovation, and driving positive change. Together, we will continue to build a future that is both prosperous and sustainable.



**Robert Edkins**  
Chair



**Debra Tarabini**  
CEO



# THANK YOU

## Thank you to our retiring Chairman

As we reflect on the accomplishments and milestones of this past year, we also want to take a moment to express our heartfelt gratitude to you, Rob Edkins, for your exceptional dedication and unwavering commitment over the past six years. Your leadership, vision, and tireless efforts have played an integral role in shaping our organisation's journey.

Your ability to drive change with a clear and inspiring vision has been nothing short of remarkable. Through your leadership, we have navigated through challenges, seized opportunities, and evolved into a stronger and more dynamic entity. Your willingness to challenge the status quo and lead us towards innovation has propelled our organisation to new heights.

Your wealth of experience, historical perspective, and deep industry knowledge have proven invaluable to our decision-making processes. Your willingness to share insights and guide us through both successes and setbacks has created an environment of continuous learning and growth. Your mentorship has inspired us to strive for excellence and approach challenges with resilience.

Your support as Chair has extended far beyond the boardroom. Your dedication to nurturing our team, supporting our CEO, and fostering an environment of collaboration has fostered a sense of unity and shared purpose. Your leadership style, which values open communication and mutual respect, has created a positive and harmonious working environment that allows us all to thrive.

As you step away from your role as Chair, we want to acknowledge the profound impact you have left on our organisation. Your legacy of leadership, dedication, and integrity will continue to shape our path forward. We are inspired by your example and will carry forward the principles you have instilled in us as we continue to grow and evolve.

Your six-year commitment has left an indelible mark on our history, and we are honoured to have had the privilege to work alongside you. On behalf of the entire board, the management team, and all our team, we extend our deepest appreciation for your outstanding service and leadership.

Thank you, Rob Edkins, for being a beacon of inspiration and a driving force of positive change. We wish you all the best in your future endeavours, and your legacy will forever remain a part of our organisation's journey.

# BOARD OF DIRECTORS

## Board Member Attendances FY 2022/2023

Meeting type	Total Meetings held	Total Attendances	Number of attendances						
			Rob Edkins	John Carlson	Diana Russell Coote	John Hart	Saliba Sassine	Robin Moustaka	Peter Long
Board of Directors	4	25	4	4	4	4	4	2	3
Risk & Audit Committee	4	8			4			1	3
Nomination & Remuneration Committee	1	2		1	1				
Mar Comms Committee	2	2		2					
Enterprise Committee	2	7	1	2	1	1	1	1	0



**Rangelands NRM**  
*Enabling Prosperity*

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**Perth (Head Office)**

Suite 12-13,  
58 Kishorn Road  
Mt Pleasant WA 6153  
Tel: 08 9468 8250

**Broome**

Unit 11 Lotteries House  
20 Cable Beach Road East  
Broome WA 6725  
Tel: 08 9192 5507

**Dongara**

Community Resource Centre  
11 Morton Terrace  
Dongara WA 6525

**Carnarvon**

Carnarvon Research Station  
262 South River Rd  
Carnarvon WA 6701

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Keep up to date with Rangelands NRM by following us:



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**Cover Image:** Taken by Rangelands NRM staff while out on country

**Image 1:** Isabelle, Year 6 Kimberley School of the Air 'Sudden Rain in September'

**Image 2:** Axl 1st Prize Lower Primary, Year 1 Port Hedland School of the Air 'Blowholes'

**Image 3:** Saphina, Year 5 Carnarvon School of the Air 'Lake Reflections'

**Image 4:** Ellie-May, Year 3 Meekatharra School of the Air 'Jump!'

**Image 5:** Riley, Year 1 Meekatharra School of the Air 'Watching the Flooded Creek'

**Image 6:** Alice, Year PP Kalgoorlie School of the Air 'Windmill in the Wet'

**Image 7:** Skye, Year 2 Kimberley School of the Air 'Droplets of Recent Rain'

**Image 8:** Ned, Year 3 Carnarvon School of the Air 'We Got a River'