

The background of the page is a solid blue color. In the center, there is a large, faint, white circular graphic. Inside this circle, three spears are arranged in a circular pattern, pointing towards the center. The spears are rendered in a simple, line-art style. The text is centered over the spears.

Spear Foundation proudly acknowledges Australia's Aboriginal and Torres Strait Islander community and their rich culture and pays respect to their Elders past and present. We recognise Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of the land and water on which we rely, and embrace the spirit of reconciliation, working towards the equality of outcomes and ensuring an equal voice.

WARNING: Aboriginal and Torres Strait Islander readers are warned that this document may contain images of deceased persons.

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About Us

Strong Culture. Strong People. Strong Community.

Through our impact programs, we walk with our people to carve pathways allowing them to reconnect and stand together, reigniting strong cultural connections across the generations and extending that to bridge all cultures.

Our Story

We feel that 'doing good' in the community is an integral part of doing 'good business'.

The Spear Foundation creates a platform and space to reignite our cultural voice and close the generational disconnect.

Walking with our people and fostering pathways to allow our community to reconnect and stand together, reigniting strong cultural connection across the generations and extending that connection across all cultures.

The Spider Story – Our Purpose

Our purpose reflects a traditional story passed down through the generations is at the core of the Foundation's purpose – caring for the community we all connect to.

Kings Park, located on the traditional land of the Wadjuk people of the Noongar nation, is a sacred place for our people and the home of the Spider. The individual strands of the spider's web connect and binds us all together as one community.

The segments of the woven web represent rooms created by the spider and these rooms are a place of dreaming where we can access knowledge of the Ancestors and bring their energy to heal and care for one another within our community.

Kings Park is our people's stronghold, and the colour blue is the water in the sphere of the spider and its web that we travel through when we dream.

Creating - Strong Culture. Strong People. Strong Community.

Our programs facilitate cultural connections, between Elders, children and young adults, and between families and the wider community. By fostering these synergies and connections between nations binds us all and creates a positive and sustainable future of togetherness for all.





spear foundation
PUBLIC DEVELOPMENT & COMMUNITY
**Strong Culture
Strong People
Strong Community.**
We recognize, reconnect, and
renew our community's
connections between the
old and the new through our three pillars:
Everlasting ELDERS
Building confidence and engagement in young Aboriginal people

spear foundation
PUBLIC DEVELOPMENT & COMMUNITY
Everlasting ELDERS
Reigniting kinship within
our Elders to sustain our
timeless culture



Our Why

TO CHANGE LIVES

Our WHY is a bold statement, yet we believe our impact programs will change the lives of our people and will work towards closing the gap.

OUR VALUES



CULTURE

Reinforcing culture creates a natural kinship and respect for cultural health, safety and competency.



COMMUNITY

Creating an environment where our people feel included by creating connections and extending these to the wider community.



ASPIRE

Encouraging the younger generation to aspire to cultural standards from the past, to keep the community cared for, safe and fulfilled, by establishing a sense of individual self-worth.



What We Do

Through our 3 impact programs we aim to change the lives of our community through the generations. Bringing them together through connection, ensuring no-one feels excluded whilst providing opportunity and hope where there was none before.



Djeelya

Nurturing tomorrow's Aboriginal Women, we provide alternative Learn to Earn pathways for young girls in the Justice System. Providing them with hope and opportunity to make positive life choices through education whilst embedding culture in their lives and nurturing them in their Djeelya journey to employment.



Everlasting Elders

We hold space for our Elders, hosting events and gatherings to facilitate the connection between each other and the younger Aboriginal generation, fostering connections between them which have been lost over time. Further strengthening our people, culture and community for future generations.



Smiling Child

Smiling Child empowers schools to ensure that no child goes without or is made to feel excluded. We want to ensure that when a child walks through the school gates they look like all the other children, they have the same school resources and share the same experiences.

Co-Chair's Report

Our foundation was established with a vision to create lasting, positive impacts in our communities. It was born out of a deep desire to address specific needs and challenges faced by our people and to promote opportunities for growth, education, and well-being.

We are honoured to bring to you an understanding of our Foundation's growth over the past few years and our intentions for our future. Our dream was to bring our community together to build the strength of who we are and remember our cultural obligations towards each other when we walk together as one.

We envisioned programs for our community that would be guided by our cultural frameworks and the wisdom passed down to us. This vision led to the creation of The Spear Foundation's core initiatives: Smiling Child, Everlasting Elders, and Djeelya – "Nurturing Tomorrow's Aboriginal Woman." These programs reflect our deep commitment to supporting and uplifting our communities.

Our impact programs are the essence of "Our Why"—to change lives and work towards closing the gaps of inequality, disparity, and intergenerational trauma. Through these initiatives, we build pathways for future generations to reconnect with their heritage, reignite cultural pride, and foster unity across all cultures, striving for a better tomorrow.

Since its inception, the Foundation has maintained a strong partnership with the Spear Group of companies. This relationship has been pivotal in our success, as the Spear Group has generously committed to covering all of the Foundation administrative costs.

This invaluable support ensures that 100% of the funds raised go directly towards our programs and initiatives, maximizing our impact.

We extend our heartfelt thanks to all our partners and network for their overwhelming support. Your contributions have been instrumental in driving our programs forward, and we are deeply grateful for your commitment to our cause. We would like to give special recognition to our key industry partners, Gallagher Australia, Downer, KPMG and City of Bayswater. Their dedication is a testament to their generosity and shared vision of walking alongside us to build a better tomorrow.

As we look to the future, we are excited to share our plans for 2025. Our focus will be on scaling each of our programs to enhance their reach and effectiveness. We aim to expand our impact into new geographic regions, aligning with the growth of the Spear Group. This strategic alignment will allow us to serve more communities and foster sustainable development.

As we continue to expand, we are actively seeking new industry partners who share our vision and values. We invite interested organisations to join us in our mission to create positive change and make a meaningful impact in the lives of many. Together, we can achieve great things.

Barry McGuire & Liza Fraser-Gooda
Co-Chairs



Organisation Capability

Board of Directors

Barry McGuire - Co-Chair

Barry is a Balladong, Yued, Wadjuk Nyungar who is highly regarded as a public speaker, facilitator and negotiator. Barry has worked as a consultant and cultural advisor for Local, State, and Federal Government. In addition to his role as Managing Director of Redspear Safety and Director of Safespear, he also serves on the Noongar advisory committee of Perth Festival, Aboriginal advisory to Chevron Australia and a Patron for Fremantle Press. This allows him to exercise his passion for sharing cultural understanding and safety across all nations of Australia.

Liza Fraser-Gooda - Co-Chair

Liza is a Bidjara, Ghangulu and Iman woman originally from Rockhampton in Central Queensland. She has extensive senior management experience and holds a number of directorships across a broad range of sectors.

Liza has numerous business interests and is the co-founder of Redspear Safety and Safespear. Both of these businesses provide high-end business critical products and services to the mining, construction, medical and oil and

gas sectors. Her contribution to the small business sector in Australia resulted in her appointment as a judge in the TELSTRA BUSINESS OF THE YEAR AWARD in 2017.

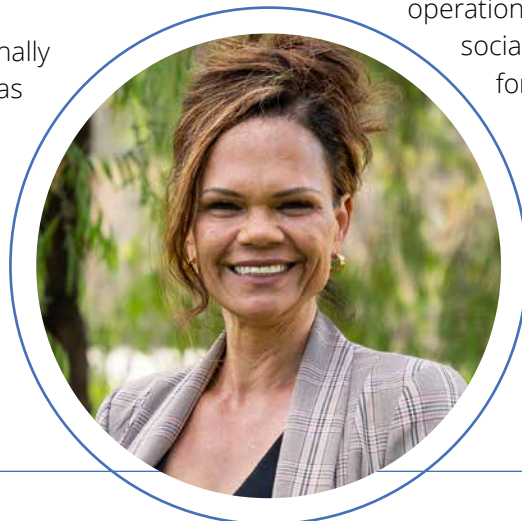
Liza is passionate about economic and community development in Aboriginal communities and to this end, serves as a director on the boards of the Spear Foundation, the Foundation for Indigenous Sustainable Health (FISH). These organisations work together to make targeted interventions in a range of areas which include children and youth, Elders and the justice system.

Francois Witbooi - Director

Francois has had an international career as a senior executive in a range of industries across four continents. These include extensive and particularly diverse roles in operations, education, strategy and social performance across both the for-profit and not-for-profit sectors.

Francois is one of the founding directors of the group Spear Group of Companies which operates in the mining, oil and gas and defence sectors and has managed the company's expansion across Western Australia, Northern Territory, Queensland and the Middle East.

He currently serves as the Chairman of the Black Swan State Theatre Company of Western Australia in addition



to holding directorships with the Spear Foundation and NACare Pacific, a charity focussed on education in the Solomon Islands and Papua New Guinea.

In 2017, Francois was included as a winner of the 40under40, an award which celebrates Western Australia's leading entrepreneurs under the age of 40.

Dawn France - Director

With a background in law and many years' experience in the Justice space, Dawn is passionate about justice reform for Aboriginal people. In the last 15 years Dawn has managed numerous successful NGO community intervention and prevention programs in the justice space, including: WA Police & Community Youth Centre and YouthCARE. In addition, Dawn is highly experienced in governance, change management, policy and reform framework development and implementation.

She shares the other Director's passion for social change, especially in the Justice Space and will be instrumental in making a success of the Djeelya Impact Program.



Andrew Johnston - Accounting Advisor

Andrew provides advice to three key groups, working closely with Indigenous business in their incubation and development activities, assisting private clients with managing wealth and family office requirements, and providing taxation and business consulting to medium sized businesses.

Andrew was responsible for the BHPBIO & RSM Indigenous Business Support Program in the Pilbara which became one of the leading Indigenous business incubation and support programs.

Andrew was the lead contact responsible for the Chevron & RSM Indigenous Business Support Program for business development in the Karratha and Onslow region.

Applying his extensive experience in taxation and business consulting advice to the Spear Foundation.

Becky Sangster - General Manager

Becky has worked with Liza, Barry and Francois, since the inception of RedSpear and SafeSpear providing marketing assistance and guidance.

With over 30 years' experience in industry as a marketing professional, Becky's career is now focussed on a desire to provide service to the community and is dedicated to this role in managing the Spear Foundation.



Impact Statistics Overview

Everlasting Elders - January 2023 to July 2024



EVERLASTING ELDERS HIGHLIGHTS

	5	Events
	49	Elders Participating
	30	Aboriginal Youth Participating

Roo Stew and Damper Afternoon - June 2023



In June 2023, we hosted a 'Roo Stew and Damper' afternoon at Phoenix Academy's West Perth campus. Thank you to Phoenix Academy for providing kitchen space for the cook up and their beautiful courtyard space.

The day started in the kitchen with Barry teaching the Kids from Binar Futures, an Aboriginal Youth program, how to make Roo stew and Aunty Marcia showing them how to make Damper. The Elders arrived in the afternoon and the Binar Kids danced for them after Barry welcomed everyone with a smoking ceremony and welcome, followed by serving the Elders the Roo stew and Damper.



Elders **25**



Afternoon Tea - February 2023

This inaugural event for the Everlasting Elders was held at Yorkis Ninning (Kings Park) which is traditionally a sacred area for Aboriginal Women. The Elders enjoyed coming

together and given the opportunity to connect with each other and yarn over a home-baked afternoon tea and refreshments.



Elders **28**

Youth **15**



Christmas Party 2023

The Christmas party, held in December 2023, was supported by the City of Bayswater, who provided us venue space for this, and the subsequent, Everlasting Elders Events.

Our Elders were treated to a full Christmas lunch whilst being entertained with live music by Gina Williams and Guy Ghouse. And we had a surprise visit by Santa who gave all our Elders a Christmas gift.

Thank you to the Body Shop and Graphic Source who also supported this event.



Bingo - March 2024

The afternoon commenced with Bingo games with prizes and an afternoon tea was served. For many Elders, our Everlasting Elders events are the only time they get to spend with their peers, connecting with them and re-kindling relationships.

Thank you to City of Bayswater, Spud Shed and Coles Group for supporting this event.



Impact Statistics Overview

Everlasting Elders - January 2023 to July 2024



Pamper Day - June 2024

In June we spoiled our Elders with a Pamper Day, hosted by the City of Bayswater and funded by the generosity of Chevron Australia with support from our industry partners Maurice Meade and Yonga Solutions.

Our Elders were pampered for the entire day by Aboriginal Girls from Guildford Grammar, with skincare, make-up and nail treatments as well as having their hair styled by the team at Maurice Meade. Bringing the Aboriginal Elders and youth together is a core part of the Everlasting Elders program, which promotes engagement, learning and respect across the generations.

The day finished with a fashion photo shoot for the Elders, and they were given their own studio photo to take home and cherish. We wanted to spoil our precious Elders on the day and many commented that they hadn't been pampered so much since their wedding day, or never at all.



Elders
32

Youth
8

Industry
10

'THEY ALWAYS MAKE US FEEL WELCOME HERE AND I'M SO PROUD TO BE ONE THE EVERLASTING ELDERS

Elder

'IT'S NOT OFTEN THAT WE CAN COME TOGETHER AND CELEBRATE SO TO HAVE A YARN WITH EACH OTHER IS A PRIVILEGE'

Elder

'THEY BRING ALL OF OUR CULTURE & HISTORY AND BY CONNECTING WITH THEM WE UNDERSTAND OUR CULTURE MORE'

Aboriginal Student

'MIXING WITH THE ELDERS AND LEARNING ABOUT OUR CULTURE IS REALLY IMPORTANT'

Aboriginal Student

'WE ARE ONE, WE ARE MANY, WE ARE FAMILY OF MAN AND IT'S IMPORTANT TO SHARE THIS WITH THE YOUNGER GENERATION'

Elder



On a scale of 1 to 10, we asked our Elders:

How important is it for you to be connected to other Elders?

Average Score 9.78

How respected do the Everlasting Elders Events make you feel?

Average Score 9.89

Would you recommend the Everlasting Elders event to others?





Average Score 9.88

Impact Statistics Overview

Smiling Child - January 2023 to July 2024



Smiling Child Highlights

	5	Schools
	260	Children (total) Benefiting
	81	Aboriginal Children benefiting
	4	Geographic regions

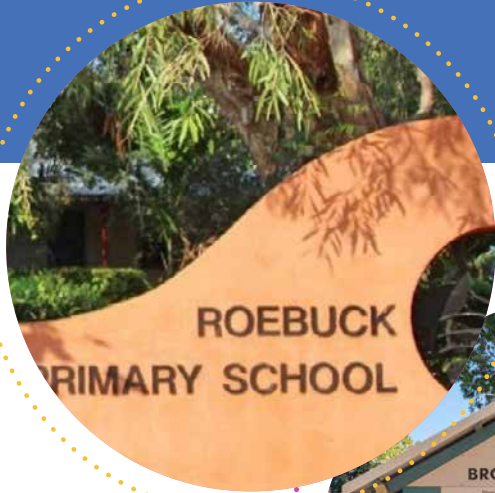


'No child goes without at school.'

The Smiling Child Foundation ensures ALL children from all backgrounds and cultures, Aboriginal and non-Aboriginal, are not excluded from schooling experiences due to economic hardship, as we experienced in our childhoods.

The Smiling Child fund is available to schools who sit just above the poverty line and have a wide range of social economic demographics amongst their student family cohort. Supporting schools in the geographic areas from which the Spear Group of Companies have economic impact through their operations.

In the 2024 Academic year, five grant applications were awarded to primary schools across four geographic areas in regions; Perth Metro (WA), Broome (WA), Margaret River (WA) and Darwin (NT).



Impact Statistics Overview

Djeelya - January 2023 to July 2024



Djeelya Program – Progress Update

Over the last 18 months we have been consulting with government and engaging with our partner RTO, Phoenix Academy, and establishing a network of professionals and organisations who will assist in the delivery of Djeelya.

In July 2024, we finalised the framework of the 2 year Djeelya program and presented it to the WA Department of Justice, with an endorsement from the WA Commissioner of Justice, and with a view to commencing delivery in early 2025.

Support from the Phoenix Academy, and especially



Robynne Walsh and Margaret Styles, has been integral to the Djeelya model. Phoenix Academy will auspice the training program of the Certificate 1 in Workplace Skills qualification and the associated

accreditation for each of the Djeelya cohort through their RTO registration. We are very grateful for their continued support of our Djeelya vision.

Djeelya Program Overview Nurturing Tomorrow's Aboriginal Woman

Our alternative “Learn to Earn” pathway is designed for young Aboriginal women involved in the justice system who are at risk of continued criminal behaviour. Djeelya is a preventative program that equips these young women with the tools and support they need while nurturing their growth into independent, confident, and respectful individuals. We believe that Djeelya will drive

long-term systemic change, helping to close the gap by reducing the number of young women entering youth detention centres and guiding them towards full-time employment.

Djeelya is for our young Aboriginal Women (15 to 18 years old) who are known by the Justice department and are on a trajectory of criminal offending.

Over a 2-year period, we nurture our Young Women through a learning pathway to secure earning and employment, through connection with their culture. The Djeelya Program assign culturally-competent case managers to the Young Women from day one until the end of the two years – and adhere to the Djeelya Intensive Case Management Framework.

This modern-day version of the traditional ‘women’s business’ will strengthen our Young Women’s emotional, social,

“AN ALTERNATIVE PROGRAM THAT NURTURES OUR YOUNG WOMEN THROUGH TODAY’S WOMEN’S BUSINESS FOR TOMORROW’S ABORIGINAL LEADERS!”

“A CULTURALLY INFORMED, CULTURALLY IMMERSED AND CULTURALLY LED YOUNG WOMEN’S ALTERNATIVE PATHWAY PROGRAM.”

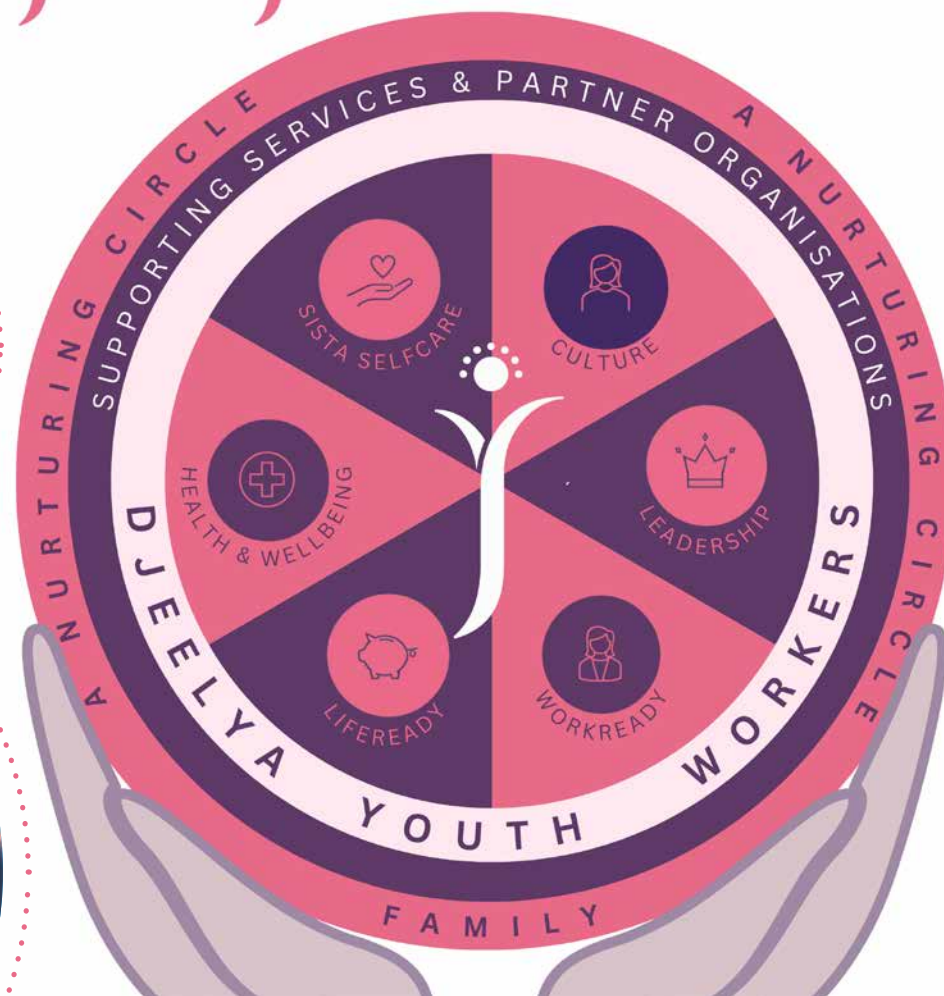
spiritual and physical well-being and show them what it was to be a strong Aboriginal Woman in the past, closing the cultural knowledge and spirituality gap that exists today and connecting the Young Women to their Aboriginal Culture.

As a preventative program we address the emerging community need to empower strong, confident and respectful young Aboriginal women.

djeelya



“OUR STORY –
OUR JOURNEY –
OUR WAY”



Key Achievements Snapshot

February 2023 - EE Afternoon Tea



March 2023 - Hillcrest PS Smiling Child Grant 2023 Awarded



December 2024 - Everlasting Elders Christmas Party



February 2024 - Phoenix Academy MOU Established



March 2024 - Everlasting Elders Easter Bingo



March 2024 - Hillcrest Smiling Child Grant Awarded



October 2023 - Energy Club Quiz Night Fundraiser



June 2023 - Everlasting Elders Roo Stew and Damper



September 2023 - Inaugural Charity Golf Day



May 2024 - jingili PS Smiling Child Grant 2024 Awarded



May 2024 - Roebuck and Broome PS Smiling Child Grant 2024 Awarded



July 2024 - Gallagher 2-year Partnership Established



July 2024 - Downer Partnership Established



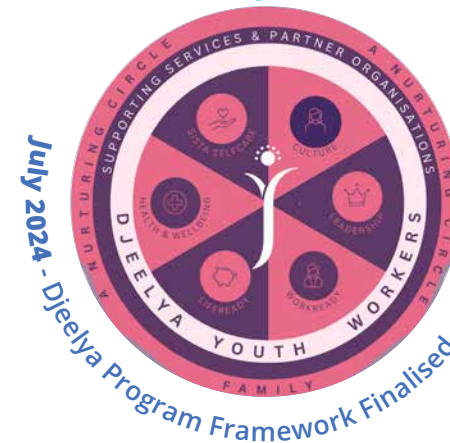
May 2024 - KPMG Strategy Engagement Commenced



June 2024 - New Director Appointed



June 2024 - Everlasting Elders Pamper Day



July 2024 - Djelya Program Framework Finalised

Fundraising Activities Overview

Fundraising is a key revenue strategy for the Spear Foundation. In 2023, we had two significant fundraising events; the Charity Golf Day in September followed by the Energy Club Quiz night in October 2024.

2023 Spear Foundation Charity Golf Day



2023 Energy Club Quiz Night



spearfoundation

Spear Foundation Charity Golf Day 2023

With special thanks to all our sponsors and supporters.



Our Industry Partners

2023 and 2024

Ongoing support from Industry Partners is essential for the ongoing sustainability of the Spear Foundation and delivery of our Impact Programs. Thank you to the following Industry Partners who walked with us.



Guildford Grammar School
FOUNDED 1896

MAURICEMEADE



NextPhase
Business Solutions



HALL CHADWICK



Thank you to:

Professor Fiona Stanley • Robynne Walsh • Margaret Styles • Danica Scott • Michelle Conway • Sharmane Mannix
• Renna Gayde • Sherri Bagshaw • Pam Bagshaw • Margaret Hemsley • Gina Williams & Guy Ghouse



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