



ABORIGINAL ADVISORY COMMITTEE

17 June 2025



COMMUNITY STRATEGIC PLAN 2018-2028

ONE – CENTRAL COAST IS THE COMMUNITY STRATEGIC PLAN (CSP) FOR THE CENTRAL COAST LOCAL GOVERNMENT AREA

ONE – CENTRAL COAST DEFINES THE COMMUNITY'S VISION AND IS OUR ROADMAP FOR THE FUTURE

ONE – CENTRAL COAST BRINGS TOGETHER EXTENSIVE COMMUNITY FEEDBACK TO SET KEY DIRECTIONS AND PRIORITIES

One - Central Coast will shape and inform Council's business activities, future plans, services and expenditure. Where actions are the responsibility of other organisations, sectors and groups to deliver, Council will work with key partners to advocate on behalf of our community.

Ultimately, every one of us who live on the Central Coast has an opportunity and responsibility to create a sustainable future from which we can all benefit. Working together we can make a difference.

RESPONSIBLE

WE'RE A RESPONSIBLE COUNCIL AND COMMUNITY, COMMITTED TO BUILDING STRONG RELATIONSHIPS AND DELIVERING A GREAT CUSTOMER EXPERIENCE IN ALL OUR INTERACTIONS.

We value transparent and meaningful communication and use community feedback to drive strategic decision making and expenditure, particularly around the delivery of essential infrastructure projects that increase the safety, liveability and sustainability of our region. We're taking a strategic approach to ensure our planning and development processes are sustainable and accessible and are designed to preserve the unique character of the coast.



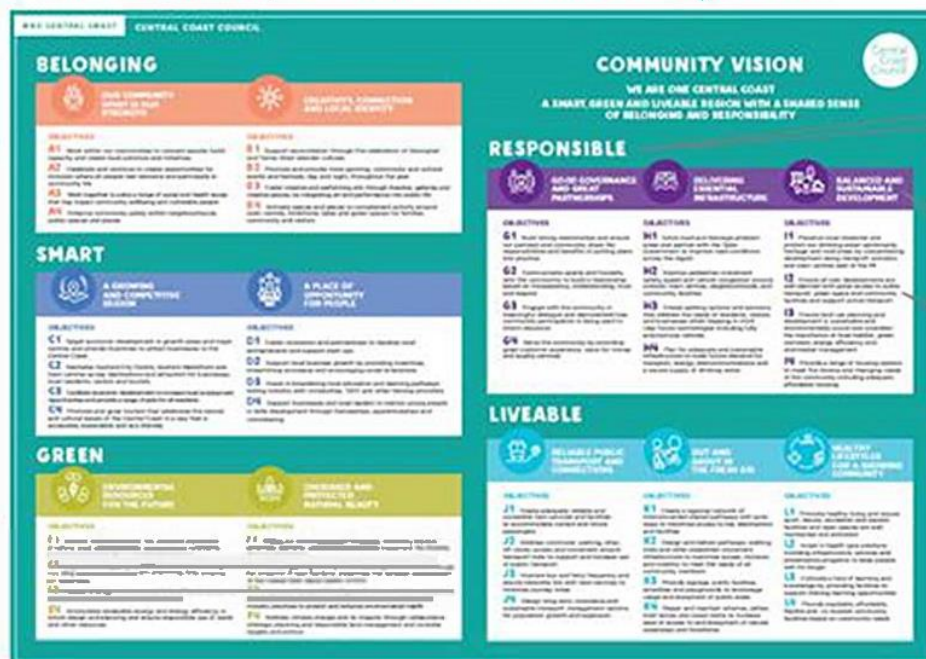
Good governance and great partnerships

G2 Engage and communicate openly and honestly with the community to build a relationship based on trust, transparency, respect and use community participation and feedback to inform decision making

There are 5 themes, 12 focus areas and 48 objectives

COMMUNITY STRATEGIC PLAN 2018-2028 FRAMEWORK

All council reports contained within the Business Paper are now aligned to the Community Strategic Plan. Each report will contain a cross reference to a Theme, Focus Area and Objective within the framework of the Plan.



Meeting Notice

**The Aboriginal Advisory Committee
of Central Coast Council
will be held in Function Room 2,
2 Hely Street, Wyong and Online,
on Tuesday 17 June 2025 at 10:00am,
for the transaction of the business listed below:**

1 Procedural Items

- 1.1 Introduction: Welcome, Acknowledgement of Country, Apologies, Disclosure of Interest..... 4
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2 Reports

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- 2.7 General Business.....17

Jake MacDonald
Chairperson

ITEM 1.1 WELCOME

ACKNOWLEDGMENT OF COUNTRY

We acknowledge the Traditional Custodians of the land on which we live, work and play.

We pay our respects to Darkinjung Country, and Elders past and present.

We recognise the continued connection to these lands and waterways and extend this acknowledgement to the homelands and stories of those who also call this place home.

We recognise our future leaders and the shared responsibility to care for and protect our place and people.

APOLOGIES

DISCLOSURES OF INTEREST

CONFIRMATION OF MINUTES

1 MINUTES - Aboriginal Advisory Committee - 11 March 2025 D16718360

REVIEW OF ACTION LOG



Central Coast Council

Aboriginal Advisory Committee

Held in the Council Chamber
2 Hely Street, Wyong

11 March 2025

MINUTES

Attendance

Members

Shahni Wellington
Jake MacDonald
Vickie Parry
Phillip Bligh
Barry Duncan
Monica McKenzie
Colleen Fuller
Stephen Ella

Status

Present
Present
Present
Present
Present
Arrived at 1:22pm
Present
Apology

Staff

Mayor Lawrie McKinna
Melanie Smith, Director Community and
Recreation Services
Belinda McRobie, Section Manager
Community Development
Beth Burgess, Unit Manager Community
& Culture
Lisa Martin, Civic Support Officer
Karen Unsted, Civic Support Officer

Status

Present, until 12:31pm
Present
Present
Present
Present
Present
Present

Guest Speakers

Samantha Cummins, Unit Manager Libraries and Education
Richelle Conlan, Supervisory Branch Library Lake Haven Library Branches
Tim Brahm, Gosford Regional Gallery
Joanna O'Toole, Gosford Regional Gallery

The Chairperson, Jake MacDonald declared the meeting open at 12:10pm

PROCEDURAL ITEMS

1.1 Introduction: Welcome, Acknowledgement of Country, Apologies, Disclosure of Interest

12:11pm

Phillip Bligh gave an Acknowledgement of Country.

The Chairperson briefed the Mayor on the purpose of the Aboriginal Advisory Committee.

1.2 Previous business: Confirmation of Minutes, Review Action Log

12:18pm

The committee confirmed the minutes of the 17 September 2025. Meeting with no amendments.

2.1 Gosford Regional Gallery – First Nations exhibition programs and cultural engagement projects

1:46pm

Tim Brahm and Joanna O'Toole from Gosford Regional Gallery presented to this item.

The Committee discussed:

- Community Consultation
- Status update on exhibitions on display and scheduled

That the Aboriginal Advisory Committee

- 1 Consider and provide feedback on the proposed Cultural Space at Gosford Regional Gallery and make recommendations on future consultation.***
- 2 Note the First Nations exhibitions and education programs being delivered through the Gosford Regional Gallery.***

REPORTS

2.2 Priorities Identified from Workshop in April 2024

12:26pm

Jake MacDonald spoke to the report.

That the Aboriginal Advisory Committee note the update provided within the Priorities Identified from Workshop in April 2024 report.

2.3 Aboriginal Employment Strategy

1:05Pm

An update on the Aboriginal Employment Strategy was not provided.

The Committee discussed:

- That an update on the Strategy be presented at the next meeting, including how CCC currently recognises long-standing Aboriginal staff members and attraction and retention rates.
- A mechanism for recognition and honouring Aboriginal Elders in the workforce at CCC.

That the Aboriginal Advisory Committee note the information provided in the Aboriginal Employment Strategy.

2.4 Gosford Regional Library Naming Convention

1:23Pm

Richelle Conlan spoke to the report.

The Committee discussed:

- Naming convention of the sub-committee
- The committee voted Barry Duncan and Monica McKenzie will be the elected committee members.

2.5 Cultural Immersion Program

12:19pm

The committee discussed:

- The Cultural Immersion Program on Thursday 13 March 2025,

2.6 The Uncle Bob Public Lecture

12:46pm

Jake MacDonald spoke to the report, including the potential dates and requirements.

- Potential Launch Event dates 27 June, 11 July and 25 July 2025 and possible location is the Gosford Regional Library, however it was discussed to consider moving the date to a warmer time of the year.
- Jake will follow up with Uncle Bob options for September/October 2025.

2.7 5 Lands Walk

12:28pm

Philip Bligh spoke to the report and discussed ways in which we can honour and ensure the Aboriginal culture and perspectives remain central.

The committee discussed:

- DA exemption
- Intellectual property and data protection

2.8 Mannering Park Historic Walk Signage- Review Wording

12:56pm

Belinda McRobie spoke to the report.

The Committee discussed:

- The Mannering Park Historic Walk grant funding for signage to display Aboriginal history of the area.
- Committee to review wording and provide feedback to Belinda.

2.9 General Business

2:42pm

Memorandum of Understanding with Darkinjung – Melanie to follow up with Darkinjung to progress.

Local Government and Closing the Gap – request for Council to provide a report on obligations under Closing the Gap and progress to date. To be presented to the next meeting.

The Meeting concluded at 2:52pm.

UNCONFIRMED

Action Number	Meeting Date	Item Name	Action	Responsibility	Action Update	Status
001	03/10/23		Bring back to the Committee presentations around Council's Aboriginal employment strategy and approach to community information and engagement.	Director, Community and Recreation Services	With Annual review	Ongoing
002	09/04/24		Invite an ELT member to each Aboriginal Advisory Committee meeting	Unit Manager, Community and Culture	Director, Community and Recreation Services will action	Ongoing
003	18/09/24		Gosford Regional Library – any strategies, naming conventions and engagement be bought back to the Committee for review.	Director, Community and Recreation Services		Ongoing
004	18/09/24		Every 6 months - report on the First Nations Accord Actions and Review	Director, Community and Recreation Services		Ongoing
005	18/09/24		The Section Manager of Community Development to attend and present the findings of the Committee meeting (workshop) – Priorities of the Committee, held on 9 April 2024.	Section Manager, Community Development		Ongoing
006	18/09/24		Draft scope and sequence of objectives for the training for Councillors – circulate outside of session – due in 10 days	Director, Community and Recreation Services and V. Parry	This Thursday	
008	18/09/24		Council staff working with Barang Regional Alliance to arrange an	Director, Community and Recreation	Send names of councillors to	Complete (on

Action Number	Meeting Date	Item Name	Action	Responsibility	Action Update	Status
			onboarding day for Councillors – full day if possible	Services	committee members	Thursday 13/3/25)
009	18/09/24		Distribute new ToR to Committee members	Civic Support Officer	Emailed out to all committee members on 18/09/2024	Complete
010	18/09/24		Pass on J. MacDonald and M. McKenzie's details to Unit Manager of Libraries and Education to organise a tour of the Library around December 2024.	Director, Community and Recreation Services		complete
011	18/09/24		Upload new ToR to website ASAP.	Civic Support Officer	Uploaded 18/09/2024	Complete
012	11/03/25	Gosford Regional Gallery – First Nations exhibition programs and cultural engagement projects	Provide to the committee members a copy of the presentation for Gosford Regional Gallery from meeting on 11 March 2025.	Civic Support Officer		Complete
013	11/03/25	Gosford Regional Gallery – First Nations exhibition programs and cultural engagement projects	Employ a culturally aware individual to assist with supporting the development of this project, and an architect to drive the project.	Director, Community and Recreation Services		
014	11/03/25	Gosford Regional Gallery – First Nations exhibition programs and cultural engagement projects	Gosford Regional Gallery - Invite Tim Brahm and Joanna O'Toole back to a future meeting.	Unit Manager, Community and Culture		
015	11/03/25	Gosford Regional Gallery – First Nations exhibition programs and cultural engagement projects	Discuss being a member of the Focus group with Tim Brahm.	P. Bligh		

Action Number	Meeting Date	Item Name	Action	Responsibility	Action Update	Status
016	11/03/25	Priorities Identified from Workshop in April 2024	Discuss at the next meeting the priorities identified from the workshop in April 2024.	All committee members		
017	11/03/25	Aboriginal Employment Strategy	Review and/or propose a new policy – What is Council doing to recognise aboriginal people and what they are doing in the community. Mel Smith to work with BJ to bring back a draft to the next committee, then take it to Council meeting. Around recognition of contributors in the local community as part of the employment feedback on what we are currently doing.	Director, Community and Recreation Services		
018	11/03/25	Gosford Regional Library Naming Convention	Provide to the committee members a copy of the presentation of Gosford Regional Library Naming Convention from the meeting on 11 March 2025.	Civic Support Officer		Complete
019		Gosford Regional Library Naming Convention	Form a sub-committee to select the final naming convention for the Library.	All Committee members		
020	11/03/25	5 Lands Walk	Draft up a report on ways in which to ensure the aboriginal culture and perspectives remain central.	P. Bligh		
021	11/03/25	5 Lands Walk	Question taken on Notice: Could the committee be exempt from having to lodge a DA application	Director, Community and Recreation Services		

Action Number	Meeting Date	Item Name	Action	Responsibility	Action Update	Status
			for their events.			
022	11/03/25	Mannering Park Historic Walk Signage- Review Wording	Provide feedback on the scripted words for the sign.	Committee members and Director, Community and Recreation Services		
023	11/03/25	Mannering Park Historic Walk Signage- Review Wording	Agenda Item for next committee meeting. Draft up guidelines for scripted wording to be approved by the Aboriginal Advisory Committee – due in 4 weeks.	Unit Manager, Community and Culture		
024	11/03/25	The Uncle Bob Public Lecture	Nominate a candidate at the next Aboriginal Advisory Committee meeting	All Committee members		
025	11/03/25	General Business: Memorandum of Understanding Darkinjung	Organise a meeting with Adina regarding the Memorandum of Understanding with Darkinjung.	Director, Community and Recreation Services		
026	11/03/25	General Business: Local Government and Closing the Gap	Research Local Government and Closing the Gap and report back to committee.	V. Parry		

UNCONFIRMED

Item No: 2.1
Title: Central Coast Aboriginal Employment Target Update
Department: Community and Recreation Services



17 June 2025 Aboriginal Advisory Committee

Reference: F2023/01359 - D16882210
Author: Belinda McRobie, Section Manager Community Development
Manager: Beth Burgess, Unit Manager Community and Culture
Executive: Melanie Smith, Director Community and Recreation Services

Recommendation

That the Committee:

1 Note the information provided in the report

Report purpose

The purpose of this report is to provide an update to the Aboriginal Advisory Committee on Central Coast Council's Aboriginal Employment numbers.

Executive Summary

This report provides an update on Aboriginal Employment at Central Coast Council.

Background

In December 2023 Sara Jane Hill from Central Coast Council's People and Culture team presented the Aboriginal Employment Strategy to the Committee.

Report

People and Culture have provided the following update for the progress to date from the Strategy:

Numbers (correct at Monday 26 May)

69 people have identified as Aboriginal or Torres Strait Islander
Of the 69 staff who identify as Aboriginal or Torres Strait Islander

- 8 people are employed as trainee or apprentice
- 15 people are casual
- 45 people are permanent (full time or part time)

Gender – 45 Male, 24 Female

Age brackets

23 people aged 16-24

12 people aged 25-34

16 people aged 35-44

7 people aged 45-54

11 people aged 55-64

Stakeholder Engagement

Council's Organisational Development team liaises regularly with Bara Barang to seek mentorship for indigenous apprentices/trainees and to share any recruitment activity.

Financial Considerations

Financial Year (FY) Implications.

The proposal does not have financial implications for the current year or outer years in the LTFP.

Budget and Long-Term Financial Plan (LTFP) Impact.

The FY adopted budget includes the impact for this proposal.

Link to Community Strategic Plan

Theme 1: Belonging

Goal E: Environmental resources for the future

B-A2: Celebrate and continue to create opportunities for inclusion where all people feel welcome and participate in community life.

Risk Management

Nil

Critical Dates or Timeframes

Nil

Attachments

Nil

ITEM 2.2 MEMORANDUM OF UNDERSTANDING

VERBAL UPDATE

ITEM 2.3 ABORIGINAL ADVISORY COMMITTEE STRUCTURE

VERBAL UPDATE

ITEM 2.4 NAMING CONVENTIONS - GOSFORD REGIONAL GALLERY

VERBAL UPDATE

ITEM 2.5 COMMUNICATION WITH COMMITTEE

VERBAL UPDATE

ITEM 2.6 TALK SERIES AT GOSFORD REGIONAL LIBRARY

VERBAL UPDATE

ITEM 2.7 GENERAL BUSINESS

Memorandum of Understanding with Darkinjung