



Annual Report

2022 - 2023

Reconciliation
Tasmania



Acknowledgement of Country

Reconciliation Tasmania acknowledges the traditional custodians of Country across lutruwita/Trouwunna. We recognise and respect palawa/pakana connection to and care for Country and Community. We honour Elders past and present who carry the memories, traditions, cultures and aspirations of their people, and who create the path ahead for emerging leaders.

We are committed to respectfully walking alongside, working with, and be guided by Aboriginal and Torres Strait Islander Peoples. In all areas of our work, we seek to listen to and amplify their voices, so they are heard by all Tasmanians.

The Board

Co-Chair **Clair Andersen**
Co-Chair **Beth Gilligan**
Duncan Robinson
Graham McLean
Georgie Crockett
Bonnie Bonneville
Simon Cook
Lee Wilson



Artwork by Taylah Pickett, 17, St Mary's College, Youth Speak Out, 2018.

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National Reconciliation Week Breakfast,
MyState Bank Arena. June 1, 2023.

Over 1,700 people attended
our NRW events.

About Us

Reconciliation Tasmania (RT) is the peak state-wide not-for-profit body providing leadership, advocacy and support to people and organisations committed to reconciliation across lutruwita/Trouwunna/Tasmania. We work to inform, support, and inspire all Tasmanians to engage with reconciliation. We encourage deeper understanding of our true history, alongside the promotion of greater respect and celebration of the cultures, justice, and self-determination of Aboriginal and Torres Strait Islander peoples.

Vision

A Tasmania where we work to close the gap and embrace Aboriginal and Torres Strait Islander history and culture.

Purpose

We commit to reconciliation in Tasmania, where people walk together in relationships built on trust and respect for each other and this island's rich and long history.

Reconciliation Tasmania respects, acknowledges, recognises, and works with all Tasmanian Aboriginal communities to ensure their voices are heard and equality is achieved.

Values

**Walking together
Ask don't tell
Listen to understand
Respect diversity**

**Do no harm
Leadership and courage
Self determination
Good governance
Voice Treaty Truth**



Ged Watts, Co-Speaker at the Launceston National Reconciliation Week Breakfast. Our biggest week of the year.

The 19-year-old blew away the 350 strong audience with his speech.

Co-Chairs Report

The work of Reconciliation Tasmania across 2022-2023 has had incredible momentum. We have focused on relationship building, our core programs in community education, outreach to youth and supporting Collective members to network and to engage with Aboriginal businesses and potential partnerships.

Preparing for the Referendum - Every Conversation Counting

In the last part of our reporting period, engaging as many people as possible across the state in thoughtful conversations about the Uluru Statement from the Heart and the Voice has required an unprecedented volume of work on our part. Our organisational values of listening to understand and respecting diversity have been at the forefront of walking together into dialogue about the Voice.

National Reconciliation Week 2023

Our annual National Reconciliation Week (NRW) Breakfasts and Public Forums held in June were an outstanding success under the leadership of Board Director, Georgie Crockett. This year 1,700 Tasmanians engaged in our 2023 NRW activities in the north and south. Whilst Ray Martin was a wonderful personality to focus our thinking at our breakfasts, it was the 19 Aboriginal speakers and MCs who shared with our audiences such diversity of thought and inspired all of us to continue our commitment to reconciliation.

Partnership with the University of Tasmania

As our significant partnership with the University of Tasmania strengthened, we moved into new premises within Research House on the UTAS Sandy Bay campus. We commenced a process of developing a Memorandum of Understanding with the university who continue their excellent leadership and initiatives in all spheres of reconciliation.

The Crucial Role of Education

Our 'Come Walk with Us' education workshops have continued to be popular as a way for organisations to proactively support their staff to understand Tasmania's past, the impacts of invasion, colonisation, assimilation and the potential of reconciliation.

Likewise, we have focused on our core outreach in assisting organisations to develop Reconciliation Action Plans. This process and framework provide organisations with a structured approach to advance reconciliation and choose to be accountable to their various stakeholders in highly transparent ways. We commend those organisations who have committed to walking this journey.

The Board of Reconciliation Tasmania

The Board of Reconciliation Tasmania has undertaken professional workshops with governance specialist, Tracy Matthews, to review and strengthen our capacity. We have also established a Finance Audit and Risk Committee of the Board, chaired by Director, Simon Cook and have welcomed Janine Healey, with her widely respected governance and finance experience as our external appointment. Our Board continues to grow to match and align with the ongoing growth of Reconciliation Tasmania.

The People who make it happen: Volunteers and Friends

Across 2022-23, our number of volunteers increased significantly, especially as people looked for ways to contribute to awareness raising about the needs, hopes and aspirations of Aboriginal and Torres Strait Islander people as they have been articulated. These generous volunteers and friends add huge value to our work and enable our capacity to walk together with Aboriginal and Torres Strait Islander people for change and a better future for all Tasmanians.

Beth Gilligan

Beth Gilligan
.....
Co Chair



Clair Andersen

Clair Andersen
.....
Co Chair



CEO Report

Our Staff

RT staff include the Communications and Fundraising Coordinator, Communications Project Officer, Education Project Officer, Education Facilitators and the CEO, all of whom work part-time. The range of work our staff undertake is wide, requiring a mix of skill sets to match emerging opportunities and core business activities. I am proud to have a talented and highly skilled staff both creative and forward looking, especially with the work of 'reconciliation', a concept that is not a universally accepted word, especially with members of the Aboriginal community.

RT Members and Volunteers

Our active members across the state contribute significantly to what RT does. The support for our projects from members and volunteers was seen for example in the northern *From Our Heart to Yours* project, where children in Launceston responded to the Thomas Mayo children's book, 'Finding Our Heart'. This project culminated in a collection of art, poems and stories inspired by the Uluru Statement from the Heart that was made into a hard cover book and sent to politicians in Canberra including the Prime Minister. This project was wholly facilitated by volunteers/members. Members/volunteers have been generous in providing time to support the Voice referendum events including conversation tables, a significant support for our staff and our Voice workshops across the state. Notably, the *From Our Heart to Yours* book has been accepted into the National Library of Australia.

Partnerships

This year we established partnerships with various agencies supporting the National Reconciliation Week breakfast events. Our 2023 NRW partners included the University of Tasmania, Forico, Hydro Tasmania, Libraries Tasmania, Wellways and Key Assets. These partnerships contributed significantly to the success of our NRW events, allowing us to hold larger events in Hobart with more Aboriginal participation.

Voice Referendum

Our team has worked hard through the year towards the anticipated referendum on the Voice. Our Board worked to develop our strategic position on the referendum, aware that there exists a range of views both for and against the Voice. The Board decided to support the Uluru Statement from the Heart through an education focus so all Tasmanians could access clear information about the civics and history behind the referendum.

Education: Come Walk With Us / Narragunnawail / Youth Speak Out

The Education team, Marnie and Yabbo, have delivered numerous education workshops over the year to schools and workplaces promoting opportunities for truth telling and re-learning about our history. The demand for the Come Walk With Us cultural education workshops demonstrate the increasing appetite for greater understanding of the impact of colonisation. Youth Speak Out remains an important opportunity for students to express their views on Aboriginal affairs, also visiting Parliament and Government Houses in November each year.

Reconciliation Collective

The Reconciliation Collective events over the past year have included the Annual Forum in October, with the theme of Cultural Safety in the Workplace, network lunch events and a visit to Glover Country near Deddington. These events continue to promote connection with Aboriginal community members and opportunities for truth listening.

Creating Opportunity: Reconciliation Action Plans (RAPs)

RAPs continue to provide a valuable opportunity for organisations to make real commitments to reconciliation in their workplaces, with innovative and meaningful action against the three pillars of reconciliation - relationships, respect and opportunity. We have worked with eight RAP organisations over the year.

Youth Mob

The pilot Youth Mob project was launched in 2022 with the aim of establishing a network of Aboriginal and Torres Strait Islander youth focusing on well-being, participation, learning pathways, connections to culture and identity. The pilot has held three events with a small group established. Lots more is planned.



Mark Redmond - CEO



Highlights & Programs 2022-2023

After the success of our 2022 state-wide breakfasts RT kept up the momentum this National Reconciliation Week (NRW) with this year's theme being Be A Voice for Generations. For the work of generations past, and the benefit of future generations, we urged all to act today for a more just, equitable and reconciled country for all.

Our 2023 NRW breakfasts featured acclaimed journalist, entertainment personality and Kamilaroi descendant Ray Martin. Ray has been involved in the reconciliation movement for over 40 years and brought his own unique perspective to the referendum debate.

Ray was partnered with three local co-speakers from each area. Our co-speaker for nipaluna/Hobart was palawa and bundjalung UTAS Law and Sociology student, Tyenna Hogan who spoke clearly and strongly about how some of the southern Aboriginal community feel about the referendum. In Launceston we had 19-year-old palawa man, Ged Watts who was brought up in Georgetown. Ged grew up immersed in cultural activities on-country and is currently studying Cyber Security at the University of Victoria.

In Paranapple/Devonport we had Dave mangenner Gough, a proud Trawlwoolway man who descends from bunganna (chief), Manalargenna's oldest daughter, Woretemoetyenner of North East Tasmania. mangenner is an artist and curator. He is a storyteller, playwright, producer, director, narrator and performer with large-scale performances, exhibitions and installations.



NRW Forums – In 2023 we increased our forums from one in Hobart in 2022 to three across the state featuring truth-telling from local Aboriginal Tasmanians. Opinions on the upcoming referendum were discussed. In Hobart, Ruth Langford, Alison Overeem and Duncan Robinson spoke, with our Co-Chair and UTAS Associate Professor Clair Andersen hosting as MC. In Ulverstone, Aunty Netty Shaw, Uncle Sammy Howard and Hank Horton presented together. In Launceston, Aunty Sharon Holbrook, Nathan Charles Brown and Nick Cameron, together with MC, Tank Shaw, gave insightful presentations.



NAIDOC Week – The 2023 NAIDOC Week theme was For Our Elders. Across every generation, Elders have played, and continue to play, an important role and hold a prominent place in communities and families. They are cultural knowledge holders, trailblazers, nurturers, advocates, teachers, survivors, leaders, hard workers and much loved.



For the second year running we took our NAIDOC Week Film Showcase on the road, this year going completely regional hitting Bicheno, Scottsdale, Smithton and New Norfolk. The incredible film Ablaze was showcased. The film follows Yorta Yorta man, Tiriki Onus who embarked on a journey to discover if his grandfather, Bill Onus was the first Aboriginal film maker in Australia. An opera singer and Senior Lecturer in Indigenous Arts and Culture at the Victorian College of the Arts, Tiriki is an inspiring central figure. Bill was an entrepreneur, performer and activist, being particularly active during the 1967 Referendum. We held Referendum Conversation Tables at each event and provided hundreds of people with clear, accurate information.

Youth Mob - Now just over a year old, the state's first youth-led Aboriginal youth network has had several on-country meet-ups with local Elder Aunty Kris Schaffer. More are scheduled including an end of year camp at Murrayfield on Bruny Island. We were successful in our second round of MyState Foundation funding and the Premier's Fund for Children and Young People will carry over to the next financial year. The Youth Mob website www.youthmob.com.au went live in April designed by Kings Digital, an exciting moment with members involved in the design process.



Above: Youth Mob member Heather learns to grind ochre.
Above right: Youth Mob founding members on their first sea-country/on-country trip from Kettering to putalina/Oyster Cove.
Right: Bridget Archer MP visits our Referendum Conversation Table at Civic Square, Launceston with Board member Simon Cook, & dedicated volunteers Harley Russel & Bridie White.
Below: Staff & volunteers from RT & Yes23 teams at Agfest.



Waynapuni – This Aboriginal led campaign is to establish a memorial commemorating the sacrifices of ancestors during frontier conflicts and is being progressed through a working group of prominent palawa/pakana people.

Community consultations across the state have continued throughout 2023 with many interesting discussions around the state with various community members and organisations. Waynapuni is palawa kani meaning 'smoke from fire'.



Referendum Report

Preparation for the referendum continued into 2023 and we gradually built a Referendum Coordination team of staff and volunteers, who set about building a much larger volunteer base to deliver our referendum education programs around lutruwita/Trouwunna/Tasmania.

By June, the team had developed a plan to educate and inform Tasmanians about the history of lutruwita/Trouwunna/Tasmania (from 35,000 years ago to now), the Uluru Statement, the referendum question and proposed constitutional amendment, and how a referendum works. The education program was based on four key strategies:

- Conversation Tables at markets, shopping centres, IGA supermarkets and other public locations;
- Understanding the Voice workshops delivered to businesses and community organisations;
- Distribution of information packs to aged care facilities and other organisations and
- Voice Yarns, specially designed for Tasmanian Aboriginal communities.

Our volunteers built systems to coordinate bookings, developed informative resources, recorded training videos, and created a vehicle for powerful and effective education that was built from the ground up as it was already moving along the road! We are extremely proud of the work done by our volunteers and the commitment they have shown over many months.

Referendum Conversation Tables & Free Workshops

As part of our education approach, Reconciliation Tasmania rolled out community Conversation Tables and free “Understanding the Voice” workshops across the state, with the aim of spreading factual, clear information about the Voice and what it would mean to all Australians.

Our campaign was based on hope, not fear, to ensure all Tasmanians could make an informed choice about the once-in-a-generation opportunity to walk together for a better future.

Our free, in-house workshop – Understanding the Voice – was developed by Reconciliation Tasmania and designed to help people understand:

- lutruwita/Tasmania’s history
- the Uluru Statement from the Heart
- the referendum question and proposed constitutional amendment
- the referendum process and Tasmania’s role in it.

None of this could have happened without our dedicated volunteers and the Reconciliation Tasmania campaign team who were totally committed to making sure Tasmanians made an informed choice on the Voice, rather than one based on misinformation and fear. Feedback received informed us that the campaign was positive, informative and helped many unsure Tasmanians better understand the historic moment presented to the nation.



Bottom right: Referendum Campaign Manager Carol Altmann & the irresistible Jock. **Left:** RT staff member Chris Crerar at a Conversation Table in St Helens with Charlie.



Left: Alison Overeem speaks with Yes advocates including Rodney Croome, Aimen Jafri, Tasmanian of the year John Kamara & Olympic swimmer Shane Gould.



National Reconciliation Week 2023

Georgie Crockett, Board Member, volunteer

RT's National Reconciliation Week (NRW) events for 2023 were themed *Be a Voice for Generations*, encouraging all Tasmanians to be a voice for reconciliation in tangible ways in our everyday lives.

Around 1,700 people attended our six events across NRW. We hosted three public forums for the public to hear about current issues and wishes from nine First Tasmanian leaders.

Our three NRW breakfast events were a great success where Ray Martin, Dave Mangenner Gough, Tyenna Hogan and Ged Watts were our keynote speakers.

Ray Martin was much loved by all audiences and was more than generous with his time. His speeches were full of both funny and pertinent anecdotes. It was Ged Watts who received the only standing ovation at the Launceston Breakfast where attendees were left speechless. He spoke about himself as a young Aboriginal man and how he and his family still experience racism. He talked about the referendum and what it would mean for his people to be recognised in the constitution. It was an inspiring and heartfelt talk.

Our NRW events have steadily grown in popularity over recent years, so much so we have outgrown our original event venues and continue to explore opportunities to build awareness and support for reconciliation in Tasmania.



Top: Ged Watts wows the crowd.
Second top: Ulverstone Forum featuring Aunty Netty Shaw, Uncle Hank Horton & Uncle Sammy Howard. **Above:** Georgie Crockett with Thomas Mayo. **Right:** Co-Chair Beth Gilligan talks with the Premier. **Below:** Hobart Forum, Co-Chair Clair Andersen, Ruth Langford, Alison Overeem & Duncan Robinson.



Reports

1. Reconciliation Action Plans (RAPs)

RAPs are a strategic plan for organisations that map real reconciliation commitments. They are an important cultural change strategy for organisations to align their workplaces with the truth-telling that underpins the RAP process. During the last couple of years we have completed nine RAPs across the state, and currently have another 11 underway. Some examples include corporates and councils like Acen Renewables and the West Coast Council, a diverse cross-section of our community. The leadership shown by these organisations to embed reconciliation within their organisations demonstrates real change is possible. They are offering their staff a window into the challenges faced by Aboriginal and Torres Strait Islander people and how they can better be represented in their businesses.

RAP Milestones Include:

- Interpretation signs for Councils
- Employment opportunities
- Cultural Educational workshops
- Deeper relationships and connections with Aboriginal communities across the state
- Better understanding of our real history, of what happened here in Tasmania.

2. Reconciliation in Education Report 2023

Led by Marnie Ritz, RT Project officer and RT volunteer Yabbo Thompson, the RT Education programs have grown in scope and reach, requiring the assistance of a number of education facilitators including Aria Ritz, Michelle Welsh, Grant 'Tank' Shaw and Bonnie Purton in the north and north-west. The team is devising an Education Strategy and developing webinars. The team are also assisting schools and early learning centres who have completed their RAP journey on their continued path of reconciliation through education.

Come Walk with Us

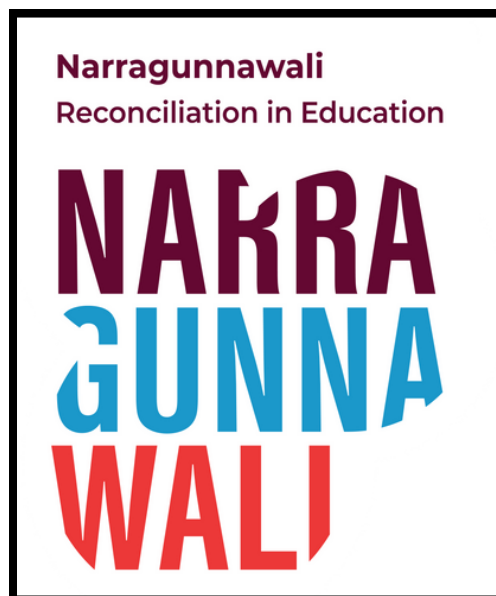
Come Walk with Us Workshops have become increasingly popular with many organisations choosing to offer these interactive and thought provoking Cultural Awareness training opportunities. Around 1,000 participants from organisations such as Glenorchy City Council, Hobart Airport, Clarence City Council and MAIB Insurance have all gone for a whole staff approach. The workshops take participants through the historical timeline of Tasmania's true history since colonisation and the continuing impact that it has on Tasmanian Aboriginal communities today. RT is in the process of updating the content of the workshops to include current Tasmanian Aboriginal matters.



Right: Project Officer Marnie Ritz with daughter Aria. Marnie delivered our Cultural Awareness training *Come Walk With Us* to over 1,000 people across lutruwita in 2022/23. She also manages Youth Mob, Youth Speak Out, Circle Group, Waynapuni & other RT programs & events.

Narragunnawali

Narragunnawali Reconciliation in Education workshops have become increasingly popular. Many teachers and education centres across the state are seeking advice and guidance in how to teach Aboriginal history and culture in a respectful manner that fosters a higher level of knowledge and pride in Aboriginal contributions. Workshops support the development of Reconciliation Action Plans within learning services and provide a range of curriculum and professional learning resources. This year workshops have been run in Hobart and Launceston and were attended by a broad cross section of teachers and Aboriginal Education Officers from colleges, primary and secondary schools as well as Early Learning Services. In addition to the public workshops schools have increasingly requested a whole-of-school approach. Hutchins and Fahn School have put their entire staff through Narragunnawali training with Glenorchy Early Learning Centres also involved in staff meetings.



Workshops with Schools/Centres

- Summer school holiday professional learning for Hutchins School staff - around 30 people including new staff and those who missed the workshop last year.
- Summer school holiday PL for Fahan School staff two workshops - around 90 people.
- After school workshop for Channel Christian School (K-6)-11 staff with volunteer Aboriginal support person, Dave Groves.
- Promotion of Reconciliation Week breakfast and forums. There was excellent attendance from schools.
- Ulverstone Early Years Centres.
- Dominic College had 100 staff for Voice and Referendum Workshop plus their leadership group attended a Voice and Referendum and Advanced workshop re RAPs.
- Little Bee Early Year Centre-leadership team-advanced workshop and how to refresh RAPs.

Education Circle Group

The Education Circle Group is an education stakeholder group formed in 2019 to provide networking, strategic direction, leadership, promotion of programs and support within the local education sector. The Group serves to ensure national Reconciliation initiatives like Narragunnawali and RAPs within the Education Program connect with people, place and resources. Members are mainly representatives from formal education and groups that have education components. There are four meetings a year with several new members joining. The recent third meeting featured Dr Justine Grogan, (Senior Advisor Aboriginal & Torres Strait Islander Education, Australian Institute for Teaching and School Leadership (AITSL)), as our guest speaker covering 'Moving Across the Intercultural development continuum toward responsiveness in Education'.

Early Childhood Association Conference

9-11 June 2023, Grand Chancellor Hotel, Hobart

The Early Childhood Association Conference is an annual symposium held in different states to give a place-based approach and have locally-based Early Year educators share their expertise and experiences. Tasmanian keynote speakers included: UTAS Associate Professor Clair Andersen, Alison Overeem, palawa Elder Uncle Rodney Dillon, and UTAS Law and Sociology student Tyenna Hogan. Marnie Ritz delivered a workshop with Yabbo Thompson. A panel session included Bobby Pedersen from Aboriginal Education, Year 12 student Aria Ritz, Sandra Mazengarb from early years St Virgils College, Bridget Jenkins from the senior school at St Virgils and Yabbo Thompson.

Youth Speak Out Program

2022 was the fifth year of RT's annual Youth Speak Out initiative, held statewide celebrating the next generation's views on Aboriginal affairs. Students from Year 5 – Year 12 can enter art, multimedia, speeches, letters, poems or whole class projects expressing their views about reconciliation. Selected students attended Government House to present their speeches to the Governor on 2 November, 2022. Then due to other Parliament priorities on the day students visited TMAG enjoying the permanent displays pertaining to Tasmania's rich Aboriginal cultural heritage and the ground-breaking taypani milaythina-tu: Return to Country exhibition featuring works from 20 Tasmanian artists. Students represented Queechy High School, St James Catholic College, The Friends School and Calvin Christian School.

Fundraising

2022-23 saw RT strengthen its fundraising capacity overall broadening partnerships particularly during NRW where we created three tiers of partners for the first time. In the top tier, Ochre Level, UTAS generously supported us, while in the next tier, Mariner Level Hydro Tasmania and Forico came on board, and in the Kelp Level, Libraries Tasmania, Key Assets, and Wellways were supporters.

We remain restricted in our fundraising capacity until we achieve Deductible Gift Recipient (DGR) status for RT.

RT's referendum campaign has been funded by the Tasmanian Community Fund and Reconciliation Australia. This has allowed the employment of new staff members Carol Altmann as our highly competent Campaign Manager, Martin Johnston data specialist, and Cassie Lynch EA.

We received a second round of funding for Youth Mob from the MyState Foundation allowing the continuation of this fledgling youth-led Aboriginal and Torres Strait Islander initiative. We are very grateful for their support.

Communications

Over the past year, we have improved and increased our digital and social media presence. Followers have significantly increased across our two main social media channels – Instagram and Facebook, plus adding LinkedIn and TikTok to reach more people during the referendum. We have also refined the look and feel of our posts, with the use of Canva software significantly assisting the improvement of our graphic design skill set, improving consistency, and increasing capacity. We now produce more original content and share more re-posted content relevant to Aboriginal affairs and reconciliation.

We have worked hard at promoting our events and issues to the mainstream media, with a large focus on the referendum this year featuring heavily in all our media channels. Our NRW guests, Ray Martin and co-speakers Dave mangenner Gough, Ged Watts and Tyenna Hogan received increased attention during NRW, including articles in various newspapers. Ray was on ABC radio and several television news reports during NRW.

Volunteers Report

Reconciliation Tasmania has been fortunate since its inception to have the assistance of many capable and committed volunteers, and 2022-23 has been no exception.

NAIDOC Week and NRW could not have happened without our exceptional volunteers including the continued support of Barb Murphy and our Board member and chief NRW Events Coordinator Georgie Crockett.

The announcement in August 2022 of the referendum to recognise Aboriginal and Torres Strait Islander Peoples in our Constitution by establishing a Voice led to a trickle of new volunteers, which steadily increased by December 2022, and then rapidly grew by the end of June 2023. We appointed Kylie Tune, as RT's second Volunteer Coordinator, who then passed the baton to Bradley Taylor. Bradley is also supported by Rosa Walden who is our (voluntary) Southern Volunteer Coordinator.

As Reconciliation Tasmania grows, there is an increased need for coordination of our dedicated volunteers. We continually need to recruit, maintain our volunteer database, and make call-outs for volunteers at RT events to ensure our events are well supported and volunteers can help out in ways best suited to their individual skill sets and experiences.

Goals for the future include formalising individual volunteer roles and developing a formalised volunteer induction process.



Right: Volunteers in Bicheno at some of our first regional Conversation Tables across the state for the Voice.

Reconciliation Collective Report

This year the Reconciliation Collective, referred to as the Collective, has had a resurgence with four Collective lunches held across the state, and the highly successful on-country Truth Listening Day on Glover Country at Deddington near Evandale. John Glover is often referred to as the father of Australian landscape painting. He left his successful career in England arriving in Van Diemen's Land in 1831 where he lived until he died in 1849. Glover was enthusiastic about the light and the strange plants found here; particularly at Patterdale and the Nile River at Deddington in Tasmania's north. He was also very aware of Aboriginal presence on this land and created a number of imagined scenes depicting peaceful pre-colonial times. This event was facilitated by Reconciliation Tasmania in conjunction with current owner Carol Westmore who painstakingly restored the original residence and provided a tour of the house and gardens, followed by lunch, tea and coffee.



Special guest and one of Tasmania's most well-known art historians, curators, essayists and commentators on Indigenous identity and place, Professor Greg Lehman guided the second half of the day. Greg, a descendent of the trawulwuy people of north east Tasmania, is the Pro Vice Chancellor, Aboriginal Leadership at UTAS and a strong supporter of Reconciliation Tasmania. A second Truth Listening Day is planned on December 2.

The Collective Forum 2022 was well attended with over 130 people participating. It was hands on and participatory, exploring the themes of cultural safety and competencies, alongside employment stories from Aboriginal Tasmanians. MCs included then Aboriginal and Torres Strait Islander Board member Fiona Hughes and RT supporter Professor Jeff Malpas. Speakers were Youth Mental Health Specialist, Joel Berry from Karadi Aboriginal Corporation, Nathan Charles Brown, a Men's Health and Wellbeing Specialist.



Treasurer's Report

Honorary Treasurer's Report: Graham McLean

Financial position of Reconciliation Council of Tasmania Ltd, 30 June 2023

I am pleased to present the Financial Report for FY 2022-23. It is generated from the Annual Financial Report of Reconciliation Tasmania, prepared in accordance with all accounting requirements, and audited by Bentleys Tasmania Audit Pty Ltd. The full financial report will be presented at the AGM 2023 and is available on request.

RT's financial position resulted in a \$43,000 deficit when compared with the previous FY. This deficit is largely the result of increases in promotional activities and increases in staff numbers and salaries. RT does benefit from increases in Event Income as well as Collective Subscriptions and Education funding. Should this level be maintained, when added to the Trust's net assets of \$424,079, it will be possible to continue funding RT's current activities and staffing levels (currently projected to be \$438,000 for the coming year) without generating financial stress.

The current focus on the referendum community education campaign has resulted in greatly increased costs, however these are largely underwritten by substantial grants from both the Tasmanian Community Fund and Reconciliation Australia which will be reflected in 2023-24. Most activities produce surpluses over their expenses (eg Breakfasts and Events) and if continued should further add to RT's financial liquidity. These activities, coupled with RAP consulting fees, ensure that RT continues to maintain a sustainable not-for-profit model to continue funding and furthering its objectives.

Other than costs for major events, catering and staff, most other expenses incurred through RT's activities are relatively minor. Major costs reflect the income earned by their activities as noted above. I would like to note that the considerable efforts of numerous volunteers across the organisation's activities greatly contribute to the ongoing viability of RT, without such efforts being reflected as costs in our accounts. Without the ongoing commitment of RT's volunteers, it is likely that RT's activities and financial stability would be substantially curtailed. Based on the financial report and the above observations, I am confident in the financial stability of RT and believe the organisation is in a solid sustainable position to continue fulfilling its objectives and has the capacity to grow further.

RECONCILIATION COUNCIL OF TASMANIA LIMITED
STATEMENT OF RECEIPTS & EXPENDITURE
For the year ended 30 June 2023

	2023	2022
	\$	\$
RECEIPTS		
Breakfasts & Events	129,046	109,893
Collective Events	-	5,196
Donations ¹	71,681	171,022
National Reconciliation Week Event	-	17,536
Consultancy ²	114,434	160,184
Grants	42,004	-
Sales:RA Referendum Funding	20,000	-
Education	86,248	-
Collective Subscription	38,500	-
Reconciliation Festival	-	9,000
Sundry Merchandise Sales	191	-
Other Income ³	(417)	64,000
	501,688	536,833
EXPENDITURE		
Sundry Cost of Sales	2,117	-
Accounting, Auditing & Bookkeeping	4,865	4,359
Advertising & Marketing - Admin ⁴	17,274	2,799
Bad Debts	(500)	1,320
Bank & Collection Fees	3,218	33
Catering Expenses ⁵	66,791	49,842
Computer & IT Expenses	1,014	3,283
Depreciation	5,026	5,262
Equipment Expenses	2,429	-
Forums & Event Expenses - Admin	14,906	-
Insurance ⁶	4,390	8,918
Legal Expenses	87	-
Office Expenses	2,019	-
Postage & Shipping	298	382
Printing & Stationery	3,897	3,836
Repairs and Maintenance	610	-
Staff Costs ⁷	383,167	300,389
Sundry Other Expenses - Admin	6,058	942
Subscriptions & Donations	13	411
Telephone & Internet Expenses	5,166	1,026
Travel Expense	197	5,189
Travel Accommodation - Admin	14,394	16,681
Travel Airfares - Admin	600	-
Travel Meals - Admin	128	-
Travel Fuel & Oils - Admin	4,536	5,443
Travel Parking - Admin	361	-
Vehicle Expenses	1,643	4,410
Interest Expense	194	-
Come Walk With Us Festival	-	136
Consulting Expenses	-	16
Eventbrite Fees	-	4,185
Hire Facilities	-	12,964
Stripe Fees	-	8
Licence Fees	-	250
RAP Design	-	707
	544,897	432,792
Surplus/(Deficit) for the Year	(43,209)	104,041

RECONCILIATION COUNCIL OF TASMANIA LIMITED
Assets and Liabilities Statement
As at 30 June 2023

	2023	2022
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash and Cash Equivalents	275,094	194,093
Accounts Receivable	68,733	87,185
Prepaid Expenses ⁸	56,241	1,031
Sundry Debtors	1,392	1,227
TOTAL CURRENT ASSETS	401,460	283,536
NON-CURRENT ASSETS		
Office Equipment at Cost	16,209	12,770
Office Equipment Provision for Depreciation	(7,966)	(6,390)
Motor Vehicles at cost	23,000	23,000
Motor Vehicles Provision for Depreciation	(8,625)	(5,175)
TOTAL NON-CURRENT ASSETS	22,618	24,205
TOTAL ASSETS	424,079	307,741
LIABILITIES		
CURRENT LIABILITIES		
Accounts Payable	9,593	1,238
Income in advance	170,078	26,082
GST Liabilities Payable	16,479	6,481
PAYG Withholdings Payable	9,076	14,802
Payroll Liabilities - Accrued Annual Leave	21,546	16,280
Sundry Creditors	1,100	1,882
Superannuation payable	(112)	-
FBT Liabilities	2,667	427
TOTAL CURRENT LIABILITIES	230,428	67,191
TOTAL LIABILITIES	230,428	67,191
NET ASSETS	193,651	240,550
MEMBERS' FUNDS		
Retained Surplus at beginning of year	240,550	136,509
Net Surplus/(Deficit) for the year	(43,209)	104,041
Prior Year's Adjustment ⁹	(3,690)	-
Retained Surplus at end of year	193,651	240,550
TOTAL MEMBERS' FUNDS	193,651	240,550

Footnotes

8 Pre Paid Expenses: \$56,241 RA Referendum funding received prior to June 30 and carried forward to 23-23 FY

9 Prior Years Adjustment deficit is a result of minor bookkeeping errors for Financial Year 2022 being corrected and adjusted in Financial Year 2023.

The accompanying notes form part of these financial statements.

Vale Aunty Wendal Pitchford

Aboriginal Frontier Wars advocate

Aunty Wendal Pitchford was a palawa elder and advocate who fought to gain recognition of the Frontier Wars and of the Aboriginal warriors who fought in the Black War in Tasmania. In 2023 Wendal was selected as a Finalist for Tasmanian Senior Australian of the Year.

She had quietly battled for many years for the Tasmanian Government to formally acknowledge the horrific conflict and its devastating impact on Aboriginal peoples.

Aunty Wendal headed multiple community campaigns and led peaceful protests each year at Anzac Day and Remembrance Day events in Hobart and Launceston for recognition of the wars.

Her efforts have resulted in a request from RSL Tasmania to work together to better understand and recognise the conflict.

RSL Tasmania has also now supported Aunty Wendal's push for the establishment of Tasmania's first Frontier War Memorial in Tasmania to honour fallen ancestors.

In another national first, the Aboriginal community marched in the 2022 Anzac Day Parade as a group, rather than with their veterans' battalions.

We acknowledge and pay our respects to Aunty Wendal as a great Tasmanian who made a difference with her life.



Above: Aunty Wendal was the first palawa person to march on ANZAC Day in nipaluna/Hobart. Here she marches (centre) for the first time officially. She is joined by Uncle Sammy Howard and Aunty Brenda Hodge. RT CEO Mark Redmond at rear.



Below: Elder Aunty Wendal Pitchford. Hobart Cenotaph.



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