



ANNUAL REPORT

2024-2025



Reconciliation
South Australia

ACKNOWLEDGMENT OF COUNTRY

Ngadlu tampinhi Kurna miyurna yaitya yarta-mathanya Wama.
Tarntanyaku, ngadluku piipawarpulayi kuu Kurna yartangka tikanthi.

We pay our respects to all First Nations cultures, and to Elders past, present and emerging. We recognise that this land was never ceded or surrendered by the Traditional Owners and acknowledge the continuing connection to land, waters and community since the first sunrise.



RESILIENCE IN RECONCILIATION

Patrick Caruso's art piece resonates deeply with the essence of Reconciliation South Australia. It tells the story of resilience within reconciliation, set against the backdrop of South Australian landscape, a rich tapestry of values and principles is woven into the fabric of community, culture,

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and environment. The landscape serves as a canvas, depicting the coastline and diverse hues of the communities. The artwork features three prominent concentric circles, each symbolising a fundamental pillar of Reconciliation SA: boldness, bravery, and courage. Despite being a modest-sized team, the impact they wield is monumental.

The shapes extend outward, bearing touch points of significant strength and direct influence. The blue trail, etched into the landscape, connects communities and symbolises the cycle journey fraught with challenges yet driven by unwavering passion, determination, and a deep connection to the surrounding communities.



Scan the QR code to see the Artwork

JEREMY JOHNCOCK

CO-CHAIR

On behalf of the Reconciliation SA Board, I am proud to present this year's annual report as a summary of activity and reaffirmation of our purpose.

This year, we have deepened our commitment to transformative change. We are not simply responding to the times, we are shaping them. From how we govern and support our staff, to how we engage communities and lead statewide conversations. Our focus is clear: reconciliation must be active, courageous and unrelenting.

The board stands firmly behind the Uluru Statement from the Heart. We walk alongside Aboriginal and Torres Strait Islander peoples, guided by their cultural authority, wisdom and enduring values. These truths strengthen our understanding of the world's oldest living culture and fuel our collective journey towards justice, truth-telling and unity. As South Australia's peak reconciliation body, we proudly amplify the invitation to "walk with us in a movement of the Australian people for a better future."

We continue to build powerful partnerships with the Lowitja Foundation, Don Dunstan Foundation, Wyatt Trust, Australia Day Council, Multicultural SA, SACOSS and others, lifting conversations and forging deeper relationships rooted in shared purpose. We are grateful for the South Australian Government's ongoing support, sponsorship and commitment, and the more than 570 organisations committing to Reconciliation Action Plans that drive real change.

Our people are our greatest asset. We have invested in our team and this year welcomed two new members, refined role descriptions and aligned contracts to both awards and our values. These changes reflect our belief

that our team members are far from just employees - they are leaders in the national movement for reconciliation, anti-racism and personal transformation.

Our regional reach continues to grow. From Narragunnawali Reconciliation Action Plans in schools to Kuru Wiya Kuru Palya anti-racism sessions and live streaming our National Reconciliation Week Breakfast into regional classrooms, we are embedding reconciliation into the everyday lives of South Australians.

We are proud to see our impact reflected in rising newsletter engagement, growing social media reach and increased membership support. But we are sobered by the rising tide of racism in schools, sport, media and workplaces.

We will not look away. We will educate, advocate and hold leaders to account. Our stance is clear: zero tolerance for racism.

Reconciliation is not a moment, it is a movement. It belongs to all of us. As South Australia's peak body, we will continue to lead with courage, invite curiosity, and foster genuine conversations that make our state a beacon of hope and action. We invite you not just to follow but to lead.

Ngaityalya,



Jeremy Johncock
Co-Chair

"WALK WITH
US IN A
MOVEMENT
OF THE
AUSTRALIAN
PEOPLE **FOR
A BETTER
FUTURE.**"



HELEN CONNOLLY

CO-CHAIR

Reflections from our outgoing co-chair
on a decade with Reconciliation SA -
Progress, Challenges, and Hope

Looking back on my eleven years as Reconciliation SA co-chair, I'm proud of our achievements but also aware that much remains to be done. Racism remains a pervasive issue in our society, profoundly affecting the lives of Aboriginal and Torres Strait Islander peoples. The aspirations for true recognition in Australia's Constitution, and for Aboriginal people to be active, respected participants and leaders in our country's future, have yet to be fully realised.

Despite these significant challenges, the everyday efforts of those involved in the Reconciliation movement, both locally and nationally should not be overlooked. Reconciliation SA leadership has played a vital role in this ongoing work.

Our commitment to allyship has driven us to support positive change. We have backed the Uluru delegates and incorporated the Statement from the Heart into the Reconciliation SA Constitution and Strategic Plan. Our support for the YES campaign and the State Voice to Parliament has been a consistent focus, shaping conversations, actions, and resource allocation at the Board table throughout my tenure.

As individuals and as a Board, our role has been to facilitate discussions around these movements and support the formal bodies leading these processes. We have offered our expertise and, where possible, practical support. Importantly, we have leaned into the cultural authority of community to strengthen the cultural integrity of our own organisation.

During my time as co-chair, we welcomed our first Aboriginal Woman Executive Director, Shona Reid, to the Reconciliation SA team. Shona embraced



the challenge of building the organisation's capacity and influence in South Australia and beyond. Her staunch advocacy for First Nations rights helped us attract outstanding First Nations candidates and Board members.

We also became the first state-based reconciliation council to embark on a Reconciliation Action Plan. Progressing our own Innovate Reconciliation Action Plan has allowed us to strengthen our cultural integrity and deepen partnerships with First Nation organisations and businesses.

Over the past decade, we have ensured that the five dimensions of Reconciliation are better reflected in our plans and activities, with a clear focus on First Nations justice and equity. We have taken a leadership role in conversations about racism and developed new resources and platforms to educate new audiences and generations.

One highlight has been our nationally renowned education program, developed through a long-term partnership with BHP. This initiative has enabled thousands of educators, children, and young people across preschools and schools to access cultural learning opportunities, fostering intergenerational understanding and respect for Aboriginal and Torres Strait Islander cultures, rights, and histories.



We continue to provide opportunities through group training, large scale events, celebrations and educational resources, standing together to educate Australians about our country's history, promote understanding and respect for cultural differences, and help tackle and eliminate racism. The pathways and resources we have developed are designed to inspire and empower everyday Australians to engage in truth-telling with integrity.

During my time as co-chair I have had the privilege of working in partnership with the incredibly well respected and connected community leader Professor Peter Buckskin and, more recently Jeremy Johncock has enthusiastically embraced the role and is bringing his skills and approach to it. This co-chair arrangement is a critical feature of our organisation, ensuring trust and respect between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples is both visible and present in our leadership approach. I have learned much from both, gaining a deeper understanding of the enormous cultural load carried by key leaders.

Our ongoing partnership with Reconciliation Australia has also been essential in advancing the reconciliation movement across our State.

I have been surrounded by many dedicated individuals and organisations who have supported, advocated, and donated their time and resources to build stronger

relationships between First Nation and other Australians. My fellow Board members, including current and former Parliamentarians, civic and community leaders, and industry leaders have been invaluable sources of wisdom. Their commitment to meetings, events, and calls-to-action is often unseen and unrecognised, but it has set the direction for our organisation and is integral to our goal of a reconciled South Australia.

It has also been a pleasure to support the work of four Chief Executive Officers Mark Waters, Shona Reid, Belinda Hallsworth, and Jason Downs. Each has made an immense contribution, and their individual impact cannot be underestimated. Our highly regarded reputation has been built on their dedication, and each has taught me important lessons about leadership.

Finally, I believe that everyone associated with the Board over the past decade has contributed to creating meaningful opportunities for engagement and learning about Reconciliation. Through their work, the respect and recognition between First Nations peoples, Reconciliation SA, and the wider community has never wavered.

Helen Connolly
Co-Chair

CEO REPORT

JULY 2023–JULY 2024



This year has been one of ongoing transformation for our organisation, board and the dedicated team that drives our work as South Australia's leading body for change and leadership in reconciliation. Much of this is as a response to the changing environment and conversations around us. We are also increasingly proactive in our work.

This annual report marks my second year as CEO. I am deeply honoured to serve in a role that aligns with my own personal values. Every day I work alongside a team of passionate staff, dedicated volunteers and a committed board, all united by a shared commitment to truth-telling and systemic change, inspired by the enduring strength of Aboriginal and Torres Strait Islander leadership.

The year has been one of firsts for all of us. It's also been a year of new milestones and sobering challenges. We have focused on delivering to the highest standards and working with others to have deeper conversations and genuinely value reconciliation efforts.

In our work we continually remind others of the five dimensions of reconciliation and how each of us can embrace and lead change to create a greater South Australia.

This year, we undertook an internal review of key staff roles, updating position descriptions and contracts to align to the national awards system. We welcomed our first trainee in administration and projects officer, proud Taungurung, Yora Yorta, Mutti Mutti, Boonwurrung and Palawa woman Amali Barker and member manager Jeremy Last a proud Ngaanyatjarra & Pitjantjatjara man into our growing team.

Our governance foundations have been strengthened by a full review and alignment of governance policies, with operational policies now under development. The board has undertaken finance and governance training, and we have created sub-committees to strengthen our efforts. To inform our future sustainability, we commissioned an external review through the Governor's Leadership Foundation with participants delivering a project and recommendations for our organisation and how we should shape our post-referendum response.

Our communications strategy is helping us reach more South Australians than ever before. We have seen a significant growth in memberships, social media engagement and newsletter uptake all clear signs that our message is resonating.

We are proud of the lift in focus and impact shown throughout our four portfolios:

- **Consultancy** – Responding to a growing need, our Kuru Wiya Kuru Palya anti-racism program is delivering across sectors. It is having a powerful impact in creating change at every level, from front line workers to executives. We are now taking the program to regional sporting clubs. We remain focussed on reconciliation action plan development with clients in local government, state government and the private sector.
- **Education** – Delivery and impact in the education sector has increased across the state. Our experienced education portfolio staff are delivering reconciliation programs and anti-racism workshops, and supporting leadership growth, as well as coordinating colouring competitions and a small



grants program. We continue to support schools with national Narragunnawali Reconciliation Action Plans and continue to deliver on the national Education Action Change resource toolkit launched last year.

- **Events** – Each year we host Australia’s biggest Reconciliation Week breakfast. This year’s event was attended by 3,000 people and for the first time, Reconciliation SA trialled live-streaming into three regional schools in Pt Augusta, Mt Gambier and Port Lincoln to broaden our engagement and impact. Our Reconciliation SA Gala brings government and private sector businesses together to raise funds and awareness as they network, connect and celebrate reconciliation, with more than 400 people attending this year.
- **Operations** – Our focus on supporting our members is a primary focus with new content and events starting to occur from the team. Our RAP has been conditionally endorsed, and we have finalised our organisational culture plan ‘Our Place, Our People’. We also made a deliberate decision to transition our insurances to an Aboriginal-owned brokerage, reinforcing our commitment to economic inclusion and self-determination.

Reconciliation SA is committed to being a credible, reliable and sustainable organisation that seeks to engage, have deeper connected conversations and support others to grow. We are committed to driving change. We will continue to educate, advocate, and hold leaders to account on matters that impact on the reconciliation movement. Our stance on racism is clear - we have zero tolerance.



This report reflects our journey, our impact and our unwavering belief that reconciliation is everyone’s business. We seek a just, inclusive and reconciled future. Reconciliation will only be realised if we walk together with courage, conviction and love.

Jason Downs
Chief Executive Officer

ABOUT US

Reconciliation SA is a not-for-profit community and member-based organisation. With the support of our board, staff, members and volunteers, we work towards a society free from prejudice, discrimination and racism. We strive for a society that understands, values and actively supports the inclusion of Aboriginal and Torres Strait Islander people in all aspects of South Australian life.

VISION

We strive for a reconciled and just South Australia that understands, values and actively supports the inclusion of Aboriginal and Torres Strait Islander people in all aspects of life. Reconciliation SA believes that at the heart of Reconciliation is respectful relationships and understanding between Aboriginal and Torres Strait Islander peoples and the broader community, and that we must be bold, brave and courageous.

OUR VALUES

Courage

The confidence to act in accordance with beliefs.

Truth

Acting in an open and honest way without trying to hide anything.

Acceptance

That relationships between Aboriginal and Torres Strait Islander People and the broader community have been unjust and the impacts are still felt today.

Recognition

Formal understanding and acceptance of the rights of Aboriginal and Torres Strait Islander Peoples and acknowledgement of cultural and heritage beliefs.

Healing

Acknowledge that the process of grieving and healing enables opportunities for true Reconciliation for all people.

Rights

Recognising and respecting the inherent value of all people.

PURPOSE

We champion a safe and inclusive South Australian society, free from prejudice, discrimination and racism, through education, information, conversation and advocacy.

OUR LOGO



Reconciliation South Australia

Our logo has been developed by Aboriginal artist Karen Briggs. It represents our vision and purpose as an organisation through the five dimensions of reconciliation:

Unity The large pink dot in the centre represents unity. It signifies that Reconciliation South Australia values and recognises Aboriginal and Torres Strait Islander culture and heritage as a proud part of shared identity.

Race relations The smaller pink dots represent race relations between Aboriginal and Torres Strait Islander and non-Indigenous people, based on trust, respect and freedom from racism.

Equality and equity The blue and red swirls represent equality and equity, demonstrating the range of equal participation opportunities that Reconciliation South Australia will advocate for, recognise and uphold.

Historical acceptance Surrounding unity is a large red circle representing

historical acceptance. It signifies the importance of acknowledging and addressing historical truths by accepting the wrongs of the past and ensuring they aren't repeated. Reconciliation South Australia is committed to speaking the truth.

Institutional integrity The purple swirl on top represents institutional integrity, showing our active support of reconciliation throughout South Australia's political, business and community structures.

The black symbolic map of South Australia demonstrates the reach and scope of our work with stakeholders and partners across the state. The Logo reaches outside the state boundary and into the waters. This reflects that Aboriginal and Torres Strait Islander culture and communities extend beyond our state and are connected to a time rich in history and culture.

FIVE DIMENSIONS OF RECONCILIATION

Our vision of reconciliation is based and measured on five interrelated dimensions:

historical acceptance, race relations, equality and equity, institutional integrity and unity. Reconciliation will not happen with a narrow approach and we must weave all these threads together.



Race relations - We seek a state free of racism, where relationships between all Australians are respectful of cultures, rights and experiences.



Equality and equity - We seek a state where Aboriginal and Torres Strait Islander rights are upheld and all Aboriginal and Torres Strait Islander people can participate in, and equally experience, positive social and economic opportunities.



Historical acceptance - We seek a state where the relationships between all Australians are based on an understanding and acceptance of the wrongs of the past and their impact.



Institutional integrity - We seek a state where the principles of reconciliation underpin political, business and community structures.



Unity - We seek a state that values and recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared identity.

RECONCILIATION SA BOARD

Reconciliation SA is governed by a volunteer board. We have met eight times this year, combining our lived experience, skills and knowledge across various sectors and South Australian communities to oversee operations and guide our strategic direction. In the spirit of reconciliation, the board is led by an Aboriginal and non-Aboriginal co-chair partnership.



Jeremy Johncock Co-Chair

I'm most proud of the work our Reconciliation SA staff do. To continue raising the bar each year is a testament to their passion, dedication and belief in creating lasting change. Their work not only drives awareness and education but also helps build stronger relationships between Aboriginal and non-Aboriginal people, paving the way for a more respectful and inclusive South Australia.

Helen Connolly Co-Chair

I am involved in the leadership of Reconciliation SA because I want my children and grandchildren to live in a country that honours and uplifts First Nations history and peoples, recognising them as the original custodians of this land. My personal reconciliation journey is one of unlearning and relearning and being an active part of a movement building genuine, respectful relationships with Aboriginal peoples grounded in unity and understanding.

Nikki Clinch

Being a member of the Board at Reconciliation SA is such a honour. We have an amazing team that do incredible work that I could not be more proud of. This year has been a highlight of my time on the Board as this year we had the opportunity to take the Reconciliation Breakfast on the Road. I had the privilege of spending time with the community at Lincoln Gardens Primary School for the day and was easily my favourite Reconciliation Breakfast events. I am so grateful for the opportunity to connect with regions and see reconciliation in practice in other spaces.

Jane Crosby

For me, ongoing acts of reconciliation unite communities — building relationships, opening hearts and minds to learn (and sometimes unlearn), and deepening respect for Aboriginal cultures and histories. As a proud Board member for the past three years, I've loved seeing Reconciliation SA grow in courage and reach — creating programs, partnerships, and events that drive



Board representation

9 members - 44%
Aboriginal and Torres Strait
Islander representation

real change across the state. Attending the National Reconciliation Week event at Port Augusta Secondary School was a highlight of my time on the Board, connecting with regional communities and witnessing the powerful work happening in schools. Working alongside dedicated Board members and the Reconciliation SA team is a privilege, and while this work has no end date, it's a journey I'm deeply committed to walking together.

Anthony Rologas

I feel honoured to have been given the opportunity to serve on the Reconciliation SA Board since 2021. The organisation's members, staff, volunteers and supporters continue to do a wonderful job in steering the course of reconciliation in SA, in what have been and continue to be challenging times. Personally I am pleased to have been able to play a small role in supporting the strengthening of our financial management and governance arrangements, which will enable the organisation's impact to continue to grow into the future.

Sophie Chellew

This year I've been inspired by both the growth and development of our team and the success of major events like the breakfast and gala. Yet it is often in the small moments of connection that the heart of reconciliation shines most - through understanding, respect, and walking alongside one another.

Rebecca Clarke

As an Aboriginal person on the board, I believe the true strength of reconciliation is not only found in the big events, as powerful as they are, but in the everyday ways Reconciliation South Australia walks alongside our community. In moments of vulnerability—through the referendum, the Australia Day debates, or when racism rears its head—this organisation has stood firm with us.

That unwavering presence gives strength, hope, and healing, and shows that reconciliation lives not just in words, but in action, every single day.

Tamia Blackwell

In my short but deeply meaningful time as a Board Member with Reconciliation SA, I've witnessed the powerful and often unseen work that shapes how reconciliation feels, looks, and sounds across South Australia and beyond. I feel honoured to walk alongside an organisation and board who lead with heart, remain accountable to their purpose, respond to community without hesitation, and stay committed to continual learning. Reconciliation SA embodies that reconciliation is not a destination, but a living practice grounded in truth, respect, and shared purpose.

Nicola Spurrier

I feel extremely privileged and also proud to be a part of Reconciliation South Australia, a mighty team with a Can-Do attitude, making deep meaningful and positive changes to our shared future. Being a Board Member has enriched my personal life and career and I remain forever grateful for the generosity of Aboriginal people sharing their wisdom, ways of doing and knowing and caring for this beautiful country.

RECONCILIATION SA STAFF

Reconciliation SA is run by a dedicated and committed team. We are fortunate to work on Kaurna yerta at Tarntanya, where we lead the reconciliation movement for all South Australians. We are people-focused and support flexible work practices across the organisation. We have four permanent staff and five casual/part-time members, of which 30% identify as Aboriginal or Torres Strait Islander.



Jason Downs
Chief Executive Officer

I am inspired by those I work with and have the pleasure to meet across the year. The feedback we receive is deeply rewarding and affirming. To see the growth and changes at the individual level in others is inspiring and to know we are making a difference is the ultimate reward.



Taryn Hynes
Business and Finance Manager

This year, it has been rewarding to work more closely with the team on developing their financial management and project management skills and capabilities. I enjoy working with the team and supporting them in their delivery of incredibly meaningful and important work. I am very proud of the work we are doing to ensure that Reconciliation SA continues to grow sustainably, and how this will translate into community outcomes in the future.



Jessi Tillbrook
Events and Sponsorship Manager

It was an incredibly busy year in the events portfolio for Reconciliation SA, but a deeply rewarding one. I am passionate about experiential design and anti-racism, so it is a privilege for me to combine both, to create events that strive to inspire, educate, motivate and initiate action.



Shaun Childs
Cultural Engagement Manager

The work I do allows me to provide personal insights and lived experience to help others understand the importance of racial equality. Being passionate about creating change for a better society is what drives and inspires me.



Natalie Gentle
Education Programs Manager

The most important part of this work for me has been creating relationships and friendships with Aboriginal and Torres Strait Islander peoples who share their knowledge and Culture with the education sector. Not only are these relationships vital to creating work with integrity and respect, but they have contributed to my personal growth in ways that cannot be measured.

Staff representation

9 staff - 30%
Aboriginal and Torres Strait
Islander representation

VOLUNTEERS

We are grateful for the support of our volunteers. The energy and effort provided to our projects and events is important to our ongoing success. We have been fortunate to have contributions from:

- Vaia Proios
- Nadia Metzger
- Breakfast volunteers representing the following organisations - Indigenous Business Australia, PwC and Adelaide Venue Management.



Kirsty Rutherford
Education Officer

Supporting the racial literacy and capacity of educators across the state to challenge and eradicate racism within our schools is important work that I've been both proud and privileged to engage in across the last year. Creating safer spaces for students and families in this way is what drives me to do this work and is what I love most about my role.



Jeremy Last
Member Manager

I am proud to be a part of a movement for change.



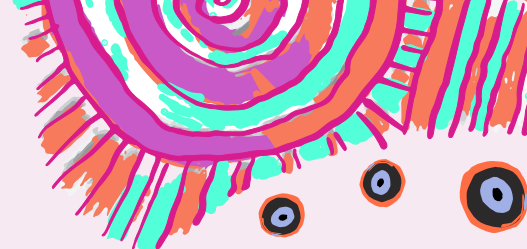
Riley Hubbard
Projects and Administration Officer

Working as a part of Reconciliation SA, supporting the team and organisation, is a profoundly rewarding and fulfilling experience. I am privileged to have the opportunity to learn new skills while knowing that, in some small way, my work is making a difference.



Amali Barker
Administration and Projects Officer

Working at Reconciliation SA has been a real eye opener for me over the past year and being able to be a part of something important is exciting and fulfilling.



YEAR IN REVIEW



Board Representation

9 members - 44% Aboriginal and Torres Strait Islander

Staff Representation

9 staff - 30% Aboriginal and Torres Strait Islander

Engagement in Reconciliation

Social Media



7,237 
members
increase of **16.5%**



7,804 
members
increase of **24.5%**



1,319 
members
increase of **36.5%**



Subscribers to newsletter
4,188 
members
increase of **0.9%**

Membership

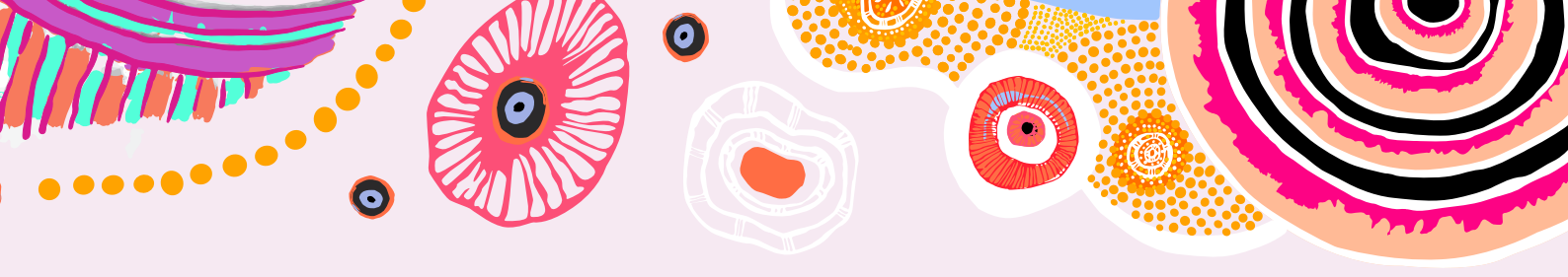


508 
members
increase of **22%**

Kumanti (Individual)	63%
Yathu – apinhi (Education)	6%
Karrpamiyurna (Supporter)	16%
Niipurna (Collaborator)	9%
Kumangka (Partner)	6%

Who are our members:

Individual	63%
Government	12%
NGO/Not-For-Profit	17%
Private Sector	8%



Reconciliation Week Breakfast

Breakfast Attendees

2,940 people

State Government	898 (31%)	ATSI Business	147 (5%)
Corporate	678 (23%)	Local Government	115 (4%)
Education	604 (21%)	Community	99 (3.5%)
Non-For-Profit	316 (11%)	Private Business	43 (1.5%)



Education

22 Reconciliation workshops, including regional locations of Port Augusta, Clare, Port Pirie and Renmark

21 Anti-racism workshops, including regional locations of Port Augusta, Renmark, Berri, Waikerie, Morgan and Victor Harbour

4 Other reconciliation and anti-racism related workshops

4 Reconciliation rings

34 Education sites funded for reconciliation projects from 70 applications

120 Entries for Aboriginal and Torres Straits Islander colouring competition

962 Education newsletter subscribers



Consultancy

4 Organisations supported to develop their RAPs

15 Kuru Wiya Kuru Palya anti-racism workshops

RECONCILIATION SA MEMBERSHIPS 2024/25 MEMBERS

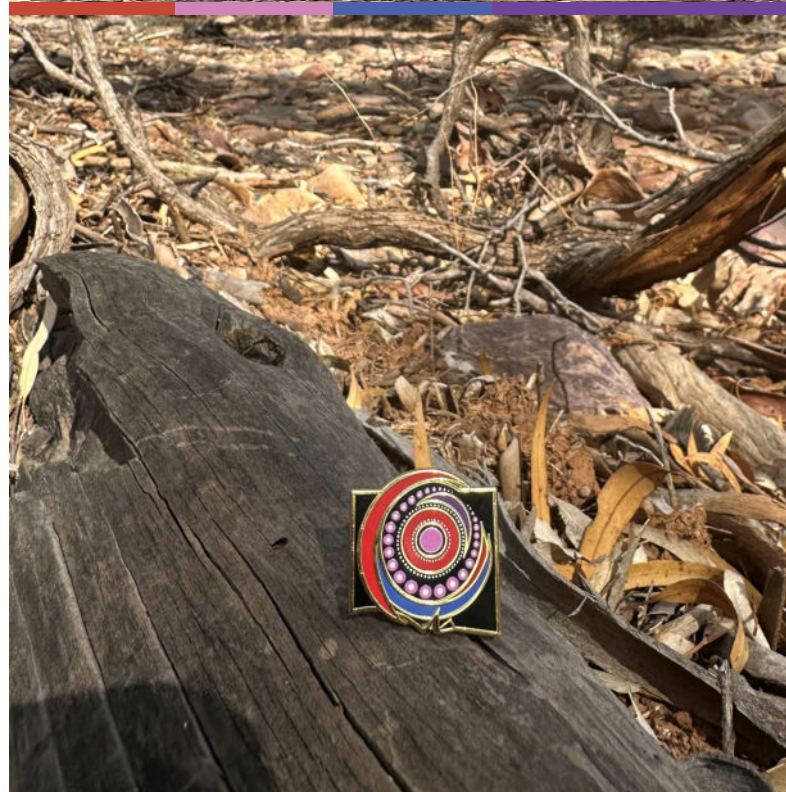
Kumanti (Individual)	63%
Yathu - apinhi (Education)	6%
Karrpamiurna (Supporter)	16%
Niipurna (Collaborator)	9%
Kumangka (Partner)	6%

We are delighted with a 21.82% overall membership increase over the year. This rise strengthens our base and ability as an organisation and is a clear signal that South Australians are increasing their support for a reconciled state.

In March 2025, our new membership manager, Jeremy Last, joined Reconciliation SA. Jeremy's focus is to support our members, create opportunities to support their reconciliation journey and develop networks and relationships to increase memberships.

In June 2025, we held our first online member event for the calendar year. With Jeremy seamlessly hosting, 43 members met the new board members, Professor Nicola Spurrier and Rebecca Clark, and discussed all things reconciliation. The positive feedback from the event included one member's quote: "Thank you! So proud to be a member and support Reconciliation SA!"

Planning is underway for an in-person screening of Nunga Screen 2025 at Adelaide's Mercury Cinema in partnership with Country Arts SA. Nunga Screen is a free annual short film showcase celebrating Aboriginal and Torres Strait Islander culture, stories, and language, featuring diverse films from across South Australia. We will also turn our attention to the Reconciliation SA Annual General Meeting in November.



MEMBERSHIP CATEGORIES

Our membership model reflects recognition of a changing world, our desire to support change and growth, and the opportunity to support others. We welcome members to our organisation and appreciate their support. We are grateful and proud to be using the language of the Kurna Nation, with their permission, to reflect our tiered membership.

Kumanti

Our basic membership allows individuals to join the conversation and engage with the Reconciliation SA community. Membership includes access to member-only events, a welcome pack, invitations to the AGM and a right to vote on governance decisions. This is where you can begin your reconciliation journey, as an individual committed to a reconciled South Australia. This membership is not for businesses or organisations.

Yathu – apinthe

This membership is designed to support educators to engage with the Reconciliation SA community and use our resources to teach reconciliation to the next generation. This membership includes all the benefits of the Kumanti membership, along with access to drop-in “advice” sessions, invites to communities-of-practice sessions and access to our education e-resource library.

Karrpamiyurna

This membership is designed for organisations, including NFPs, that are looking to begin their reconciliation journey and commitment to reconciliation. Benefits include those from the Kumanti membership as well as early access to events, recognition on our website, invitations to networking events and access to the resource library. This membership allows any organisation to connect with the reconciliation community.

Niipurna

This membership is designed for organisations, including NFPs, who are already committed to their reconciliation journey. Benefits include those on the Kumanti membership, as well as early access to events, recognition on our website, invitations to networking events and access to the resource library. Additionally, half of your membership costs go directly towards a South Australian Aboriginal and Torres Strait Islander community grants program, making you a genuine companion.

Kumangka

As a Partner member you will receive all the benefits of the Niipurna membership, plus executive-level engagement opportunities and a Reconciliation SA speaker at a RAP event. This membership is an ongoing partnership towards reaching your reconciliation outcomes as we work together to create a better future for Aboriginal and Torres Strait Islander people.

FIVE DIMENSIONS

Race relations

- We seek a state free of racism, where relationships between all Australians are respectful of cultures, rights and experiences.



This year we have actively engaged in responding to racism in organisations, communities and through media and social media. We have zero tolerance for racism and are taking proactive steps to support others to respond to and mitigate all forms of racism.

Anti-racism **– Kuru Wiya Kuru Palya**

Kuru Wiya Kuru Palya is our approach to supporting South Australians to proactively address racism. We invite, educate and activate people to initiate and drive positive change in the community. We offer tools for leaders, allies, bystanders, those who have been impacted and those who have been called out.

Kuru Wiya Kuru Palya in Kokatha/Wirangu language translates to 'looking sideways' often a response to people who experience racism. The program is designed to encourage behaviour change through greater understanding. It creates a safe learning environment that encourages people to embrace difficult conversations and confront and dismantle systemic racism and prejudice in all its forms.

Participants gain an increased awareness of racism's impact on individuals, organisations and society. Leaders build confidence to engage and create a supportive organisational culture that reflects a diverse and inclusive environment.

The program is led by Shaun Childs, a proud Kokatha/Wirangu man, who is driven by encouraging and empowering everyone to be better advocates for change and a society free of discrimination. It is co-facilitated by Kimbra Smith, International Justice Mission board director and diversity and cultural responsiveness consultant. Both bring a wealth of knowledge and perspective, and the ability to hold space for deeper understanding.

Kuru Wiya Kuru Palya was created in 2023, first delivered in April 2024 as a pilot and formally launched in June 2024. Organisations who have participated in the training include:

- Office for Public Sector Employment
- Flinders University x2
- Anglicare SA x 2
- Lutheran Care
- Housing Choices SA



- Primary Health Network Adelaide
- EPIC Energy
- Amplar Home Health Adelaide
- Country Arts SA
- Willaston Sporting Community Club.

Our program is designed using adult learning principles, global research, lived experiences and evidence-based information. We aim to deepen understanding of racism, trauma, bias and microaggressions. We equip participants with the knowledge needed to become change leaders.

The program has five steps:

- 1. Pre-workshop survey** – All participants complete a pre-workshop survey to establish interpretation/ knowledge and a baseline of awareness and understanding.
- 2. Workshop 1 (Three hours)** – Kuru Wiya is a structured and facilitated session aimed at fostering understanding. We invite curiosity and discussion on topics including racism, colonial impact, trauma, bias and psychological behaviour change.

- 3. Intermission (Two weeks)** – Participants are provided with a workbook and information to complete prior to workshop two. During this period, participants are encouraged to engage within their workplace or community groups on issues and respond to a series of examples.
- 4. Workshop 2 (Two hours)** – Kuru Palya is a facilitated discussion between presenters and participants. This specially guided process is key to identifying strategies to support, bystanders, victims, perpetrators and leaders to become anti-racists.
- 5. Post-program survey** – This survey assesses changes and increased awareness of participants. All respondents receive a group change report and certificate of participation.

SportSA partnership



In partnership with Sport SA, Reconciliation SA delivered our first anti-racism program at the Willaston community sporting club to the president, committee members, coaches, wellbeing representatives and players from various sporting codes such as men and women's senior football and netball.

This partnership with Sport SA has grown over the past couple of years. Both Reconciliation SA and Sport SA have recognised the need for anti-racism training to be delivered across all sporting codes.

Presenting the Festival of Sport Award for 2025, winner of the Diversity and Inclusion Award with Cathy Freeman to South Australian inclusive cricket league.



Flinders University RAP conference

In May 2025, Professor Simone Ulalka Tur, Pro Vice-Chancellor at Flinders University, invited us to the Flinders University Annual RAP Conference to present on shifting perspectives, based on a collation of data from our Kuru Wiya Kuru Palya program from March 2024 to March 2025. Flinders employees and students could choose whether to participate. The presentation shared insights on the representation of participants, workplace classification, participant demographics, shifts in understanding, awareness, historical acceptance, confidence in responding, qualitative themes, and recommendations to build actions and accountability for organisations.

Anti-racism in Education program

The Anti-racism in Education program includes the promotion of an anti-racism resource, delivery of anti-racism workshops in education settings, and a large-scale evaluation of anti-racism education strategies in South Australia. It includes a collaborative research project with the Australian National University.

In April 2024, Reconciliation South Australia launched a national anti-racism resource called Education, Action and Change: Anti-racism for Schools and Preschools. As part of the funding arrangement, Reconciliation South Australia developed anti-racism workshop content that supports the resource and builds teachers and educators' capacity to identify racism, address racism when it occurs and reflect on the systems that allow racism to thrive. Workshops are site-based, offering two hours of content that explores historical context, privilege, power and systems change.

In this financial year, the education team has delivered 22 anti-racism workshops to sites across early learning, primary and secondary schools and across sectors that include community, state-funded, Catholic and independent. Around 795 teachers and educators have participated in the workshops this financial year.

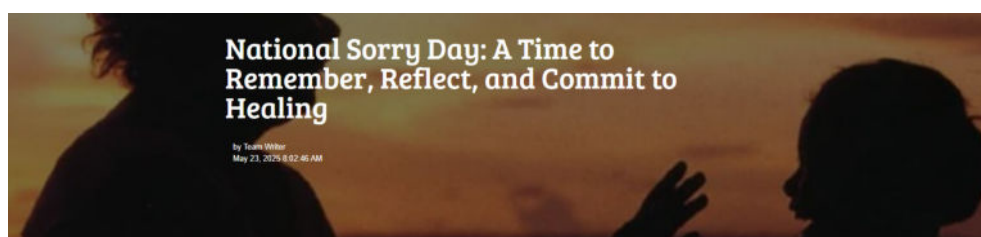
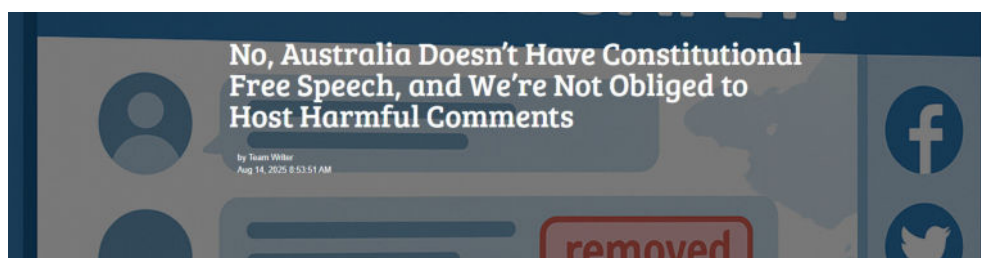
The Education team has also established an Aboriginal Governance model that will oversee the Reconciliation South Australia and Australian National University research project. The governance group has decided the research's scope and ethics have been approved. Data collection begins in August 2026.

Awareness and accountability

As an organisation we are constantly engaging in conversations on the dimension of race relations and the importance of strong, respectful relations. We continue to see a rise in racism on our social media platforms as our reach expands. Our approach is simple: zero tolerance - block and delete posts.

We have been deliberately proactive in leading conversations through our blogs on social media in discussions relating to reconciliation and racism. Examples of this include:

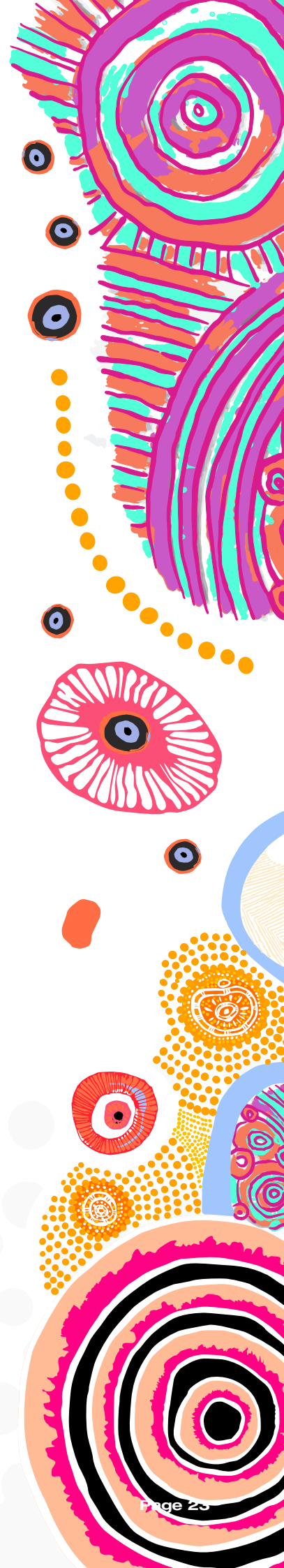
- **July** – Jade Brook: Championing First Nations Culture and community
- **August** – The power of language and storytelling in cultural tourism
- **September** – Why does representation matter?
- **October** – Embracing black joy: A radical act of resistance
- **November** – The importance of language
- **December** – Avoiding the RAP trap with Professor Andrew Gunstone
- **February** – Recognition not rivalry: Unification through injustice
- **March** – Reconciliation SA condemns discrimination
- **March** – The silent toll: How racism affects physical health
- **March** – A global call for racial equity and inclusion
- **April** – Redefining finance – Tyler Joseph
- **April** – Reconciliation SA condemns continuing racism in AFL
- **May** – Why RAPs are making a difference
- **May** – National Sorry Day: A time to remember, reflect and commit to healing
- **May** – Mabo day: Honouring a legacy
- **May** – How's inventing the wheel going, you tell us?
- **May** – Reconciliation SA stands with K.A. Ren Wyld
- **June** – Profiting from Oppression. How companies exploit First Nations communities and undermine reconciliation



Comments in the mainstream media are often a focus. We have provided several media statements this year to hold others to account and use our platform to create awareness and understanding. The following statements represent our organisations work in this arena.

- **21 January** – Reconciliation SA Calls for national reflection and a change of date for Australia Day
- **23 January to 26 January** – Time for leadership to embrace change and unify Australia
- **2 May** – Welcome to Country protocols, a celebration of belonging and cultural integrity
- **4 June** – Death in custody in Alice Springs an international disgrace
- **29 June** – Respecting culture, upholding unity: The importance of acknowledging country

We also work behind the scenes with leaders in local government, education, state government, private industries and sporting associations to hold space for conversations on racism, Welcome to Country and Acknowledgement of Country discussions.



FIVE DIMENSIONS

Equity and equality

- We seek a state where Aboriginal and Torres Strait Islander rights are upheld, and all Aboriginal and Torres Strait Islander People can participate in and equally experience positive social and economic opportunities.

Reconciliation in education

Reconciliation South Australia's Education portfolio is project-based and receives funding from multiple sources to deliver workshops, webinars, collaborative leadership work, a grants program and competitions throughout the year.

The education team work with education sites and our education partners to deliver workshops on what reconciliation is, and how to embed reconciliation work within sites. This year we worked to deliver more of our workshop content in regional South Australia as well as connect more deeply with regional sites, so that our education work was expanded. This included travel to Port Augusta, Clare, Port Pirie and the Riverland, as well offering four online webinars to broaden our reach and connections.

This year we moved away from providing foundational knowledge on reconciliation and reconciliation action plans, and towards implementation of reconciliation actions. Workshops focused on developing relationships and connections with Aboriginal and Torres Strait Islander peoples, understanding the role of truth-telling and

anti-racism in reconciliation work, and most importantly, understanding the role that every Australian must play in reconciliation.

Our workshops always include a connection to local Aboriginal and Torres Strait Islander peoples through honouring important protocols of Welcome to Country, as well as offering an opportunity for participants to connect with knowledge and culture. We have been honoured to work with Traditional Owners as part of our delivery and privileged to hear stories and knowledge from these very special guests.

Throughout the year we have delivered 14 half-day workshops with education institutions, together with our education partners and our funders. More than 520 leaders, teachers and educators attended these workshops.

We delivered three webinars on:

- Anti-racism and how to use the resource Education, Action and Change, with guest Jasmine Miller
- International Women's Day panel with Aunty Elaine Magias, Charlotte Coutthard Dare, Jayden Thyer and Allira Potter
- Connecting sustainability and reconciliation



Each webinar is presented live to registered participants then uploaded to our Reconciliation SA YouTube channel and shared through our newsletters and network.

Standout workshops and presentations

This year, the education team presented a full-day workshop for the first time as part of National Reconciliation Week. In partnership with Uncle Tamaru Smith, Aunty Janice Rigney and Awa Eddie Peters, we hosted *Culture: Now and Next*. The workshop focused on learning that acknowledges that Aboriginal and Torres Strait Islander cultural practice is ongoing and living. Teachers and educators had the opportunity to engage in Kurna language lessons, weaving and Torres Strait Islander song and dance, as well as try Indigenous foods and network together. The session had 100 people in attendance and a waiting list of 30. It was an amazing, energetic event that cemented the importance of engaging in cultural learning that is delivered by Aboriginal and Torres Strait Islander peoples.





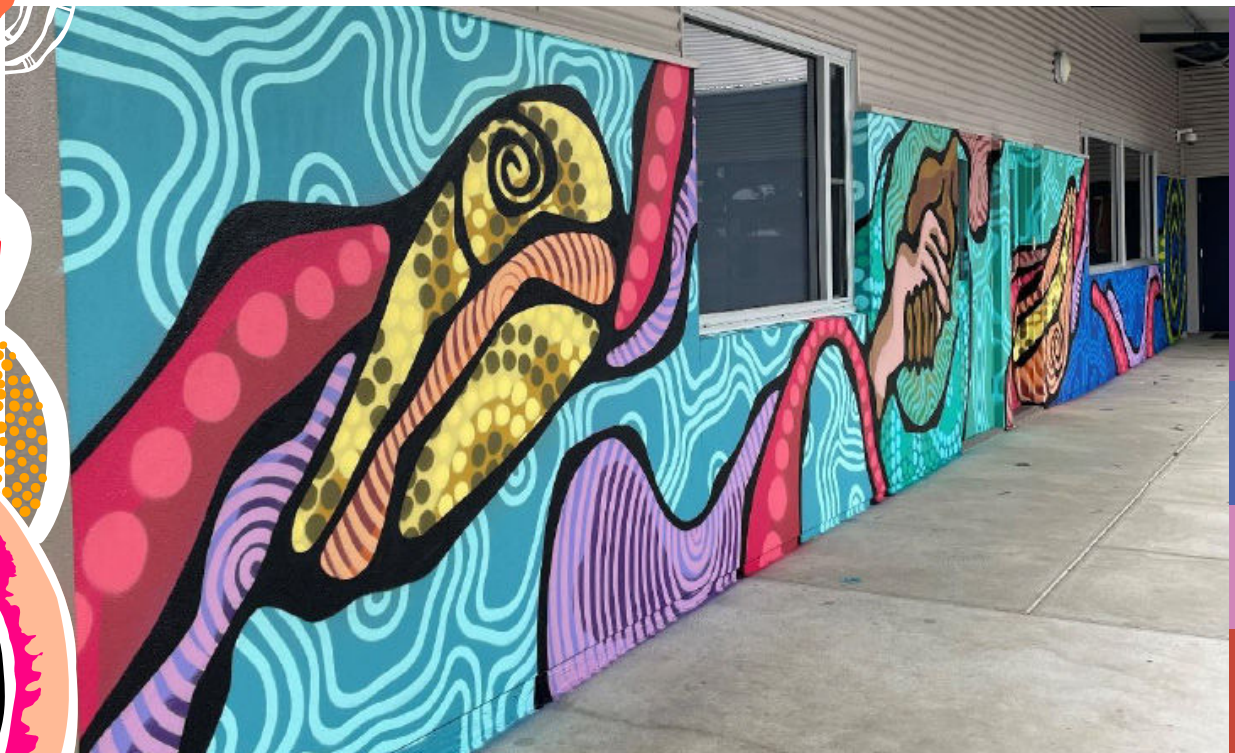
Education RING

Reconciliation SA hosted four Reconciliation Industry Network Group – Education meetings that focused on reconciliation leadership in the sector, and encouraging cross-sector collaboration on reconciliation initiatives.

Reconciliation Education Activities grant program

The Reconciliation Education Grants program aims to engage education settings from the early years to secondary schools in meaningful and sustainable reconciliation activities. The grants program began in 2021 but has since evolved to ensure that grant applications are high level, engage Aboriginal and Torres Strait Islander peoples and businesses in meaningful reconciliation initiatives, and create creative and transformative projects.

- 34 projects were approved out of 70 applications.
- 25 Aboriginal and Torres Strait Islander businesses or individuals participated in the grants program.
- A total of \$53,000 of the funding went directly to these businesses.



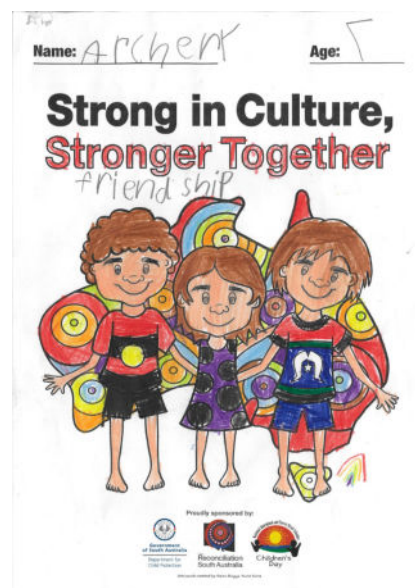
National Aboriginal and Torres Strait Islander Children's Day Art competition

Stronger in Culture, Stronger Together was the theme of our National Aboriginal and Torres Strait Islander Children's Day Art Competition, in partnership with the Department for Child Protection.

The competition aims to draw attention to Aboriginal and Torres Strait Islander Children's Day, support our community to understand its history and explain why it is such a great opportunity for celebration.

Our partnership with the Department of Child Protection allows us to also engage children who are under guardianship. We view children and young people's voices and participation as an integral part of our work. This competition is a fun way of engaging children and young people on the Aboriginal and Torres Strait Islander Children's Day theme and what it means to them.

We received 43 entries for the competition, which included submissions for the coloring-in competition and original artwork submissions. Our coloring-in competition artwork is designed every year by Karen Briggs, a Yorta Yorta artist and illustrator who has illustrated many children's books and is the perfect fit for this competition.



FIVE DIMENSIONS

Historical acceptance

- We seek a state where the relationships between all Australians are based on an understanding and acceptance of the wrongs of the past and their impact.

National Apology to the Stolen Generations anniversary

As a part of our annual recognition of the Stolen Generations and the Apology to the Stolen Generations, we collaborate with sponsors to produce a short documentary film recognising South Australian Aboriginal stories. This work is an honor to facilitate. With the support of the South Australian Council of Social Services (SACOSS), this year we looked back at previous documentaries and created a collection of our previous stories to share online.

The documentary highlights the impacts on the lives of Stolen Generations survivors and family members. The documentary was launched online through YouTube, and has now been viewed more than 300 times.

The Facebook link was shared to many different community and government organisations and individuals. Feedback was extremely positive, with many thanking us for this important work and acknowledging the power of storytelling in relation to truth-telling.

Aboriginal Veterans South Australia

AVSA 
Aboriginal Veterans SA

Reconciliation SA continues to support Aboriginal Veterans South Australia (AVSA) with finance and administrative services. AVSA is a group of highly motivated volunteer veterans who provide valuable community service across our state, contributing to some outstanding outcomes.

Collectively this small band of volunteers have achieved some significant work for the veteran's community, including finalising several important grave dedications, supporting family members and education in schools. We are proud to support AVSA in their tireless efforts.





ANZAC service

On Friday, 25 April, AVSA hosted a moving ANZAC Day gathering at the Aboriginal and Torres Strait Islander War Memorial at Torrens Parade Ground. Key dignitaries including the Governor of South Australia, Her Excellency the Honourable Frances Adamson AC, attended with members of the community to commemorate Aboriginal and Torres Strait Islander servicemen and women who served our country.

We share the values of those involved and support the event's historical importance in our country's journey towards reconciliation. We believe it is important to understand the experiences, commitment and sacrifices of Aboriginal and Torres Strait Islander servicemen and servicewomen, especially considering many did not receive due acknowledgement on their return.



Commemorative service

On Friday 30 May during Reconciliation Week, the annual Aboriginal Veterans Commemorative Service hosted more than 150 guests at the Aboriginal and Torres Strait Islander War Memorial at Torrens Parade Ground. Guests laid wreaths and book tributes. Donated books are sent to schools to contribute to library resources. The event was followed by a respectful gathering, a sharing of stories and understanding by those in attendance.



FIVE DIMENSIONS

Institutional integrity

- We seek a state where the principles of reconciliation underpin political, business and community structures.

Supporting Reconciliation Action Plans across SA

Reconciliation SA provides support to many organisations embarking on their RAP journey. From providing advice and attending launches to reviewing and facilitating plans, this work helps ensure authenticity. We have delivered several consultancies that provide additional income to support our reconciliation engagement and promotion work. Our facilitated process and framework supports organisations to develop their own RAP with confidence. In this financial year Reconciliation SA started and/or completed four consultancies.

Activities include:

- Working with the organisation to co-design a consultancy methodology
- Engagement through workshops, surveys and interviews
- Connecting clients with Aboriginal and Torres Strait Islander communities
- Presentations to decision-makers on RAP deliverables
- Review of draft documents before submission



This work allows organisations to access Reconciliation SA's knowledge, skills and partnerships to assist in the development and implementation of their own RAPs.

Once the RAP is in place, team members meet with RAP partners to support, collaborate and share information, with the aim of consistently encouraging stronger participation across sectors.

Strengthening our accountability

To support us to tackle external challenges, we continue to focus on our own internal efforts to grow, learn and support each other across the team. Our attention this year has been on internal processes. Deloitte has supported the team to create contracts for all our contracting artists to align with the latest Awards and Fair Work requirements. We are also focused on streamlining operational policies and aligning with new industrial awards and standards.

We engaged an external Aboriginal consultant to review all senior roles, align them to the Social, Community, Home Care and Disability Services Award, classification and new Fair work Australia conditions. This important work involved all key staff and was achieved with board endorsement. As part of this process we developed Our Place Our People Plan, which focuses on organisational behaviors and culture, outlining three key components:

1. Safe and people-centered workplaces that foster belonging
2. Attract and retain people
3. Modern ways of working



Reconciliation SA RAP

Reconciliation SA has a commitment and responsibility to lead conversations across the state and organisations. Our journey to deliver on our own RAP has helped us identify where we are doing well and where we need to redouble our efforts. Our first Innovate RAP is now completed and we have finalised our next RAP, recently receiving conditional endorsement from Reconciliation Australia to proceed.

Leader to leader event

Reconciliation SA continues to put energy and effort into our relationships and stretch our connections into new areas, growing our network of relationships. This year we hosted a small event with our key sponsors during Reconciliation Week to hear about matters that are important to them and improve understanding of their work.

Australian Reconciliation Network

Reconciliation SA has a formal MOU with other jurisdictions leading reconciliation, including Western Australia, Queensland, New South Wales, Victoria, Australian Capital Territory, Tasmania and Reconciliation Australia.



The collective meets regularly online, and annually in person, to discuss strategic and operational matters. This year in March we met on Whadjuk Country in Western Australia, focusing on the reconciliation agenda and sustainability. We were invited to Wadjemup (Rottnest Island) to hear about the work being led by the Aboriginal community on truth-telling and historical acceptance.

In November 2024, leaders from around Australia attended the National Reconciliation Conference. Corporations, educators and community came together in Meanjin (Queensland) for two days of collaboration, conversations and sharing stories. This was a significant national event and pleasingly well attended by South Australian organisations.

In early February 2025, Reconciliation SA travelled to Lutruwita (Tasmania) to share information on organisational strategy, change and sustainability with the leadership as well as discuss shared challenges. The powerful exchange of information strengthened the support and relationships of the ARN. Attending with

CEO Jason Downs was Amali Barker, Reconciliation SA trainee, who has family connections to the Palawa community of Lutruwita.

Strengthening relationships

Reconciliation SA are proud of our growing formal relationships with like-minded organisations and the alignment of values.

Sports SA are proud sponsors of our anti-racism training and have contributed to the development and implementation of our programs in regional areas. Reconciliation SA are equally proud to sponsor the diversity category at the Festival of Sports held annually.

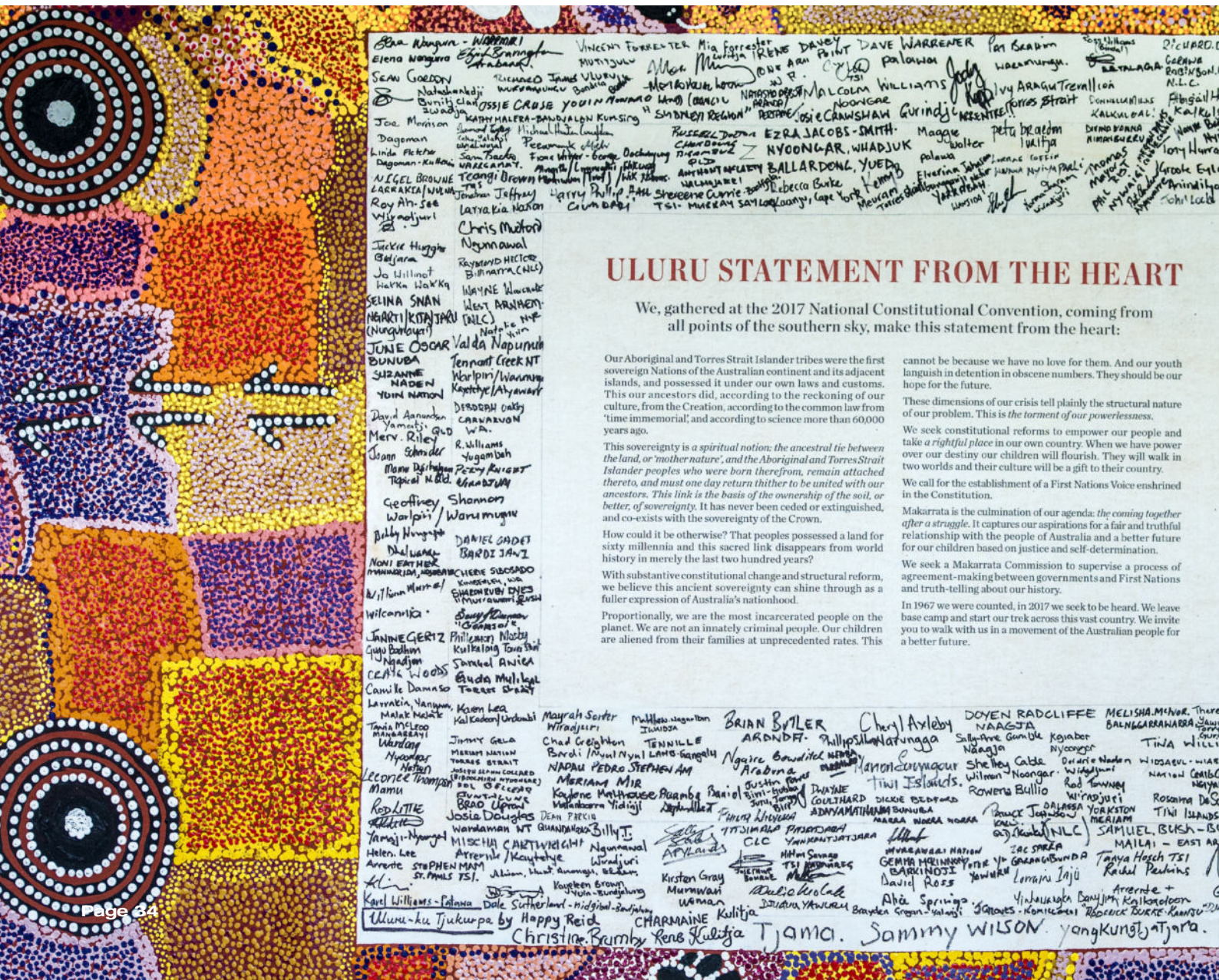
Adelaide Venue Management are our most recent formal partnership aligning values and commitment to reconciliation. We are pleased to work with AVM during our annual breakfast and explore future opportunities.



FIVE DIMENSIONS

Unity

- We seek a state that values and recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared identity.



ULURU STATEMENT FROM THE HEART

We, gathered at the 2017 National Constitutional Convention, coming from all points of the southern sky, make this statement from the heart:

Our Aboriginal and Torres Strait Islander tribes were the first sovereign Nations of the Australian continent and its adjacent islands, and possessed it under our own laws and customs. This our ancestors did, according to the reckoning of our culture, from the Creation, according to the common law from 'time immemorial', and according to science more than 60,000 years ago.

This sovereignty is a spiritual notion; the ancestral tie between the land, or 'mother nature', and the Aboriginal and Torres Strait Islander peoples who were born therefrom, remain attached thereto, and must one day return thither to be united with our ancestors. This link is the basis of the ownership of the soil, or better, of sovereignty. It has never been ceded or extinguished, and co-exists with the sovereignty of the Crown.

How could it be otherwise? That peoples possessed a land for sixty millennia and this sacred link disappears from world history in merely the last two hundred years?

With substantive constitutional change and structural reform, we believe this ancient sovereignty can shine through as a fuller expression of Australia's nationhood.

Proportionally, we are the most incarcerated people on the planet. We are not an innately criminal people. Our children are alienated from their families at unprecedented rates. This

cannot be because we have no love for them. And our youth languish in detention in obscene numbers. They should be our hope for the future.

These dimensions of our crisis tell plainly the structural nature of our problem. This is the *torment of our powerlessness*.

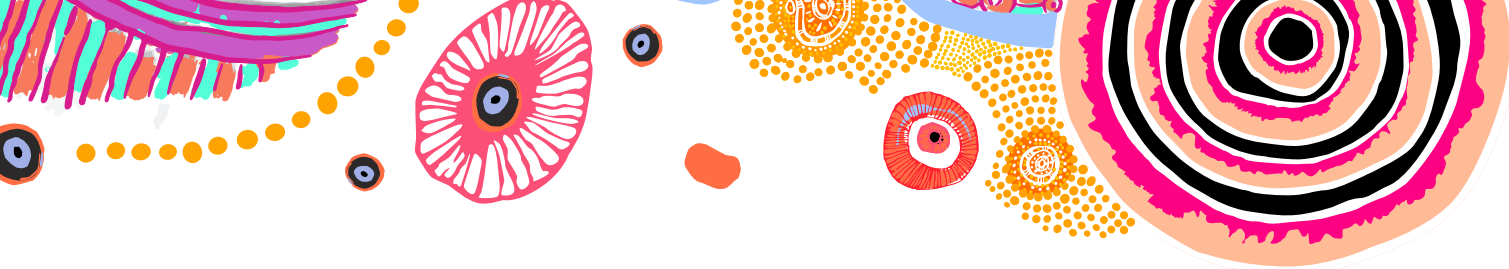
We seek constitutional reforms to empower our people and take a *rightful place* in our own country. When we have power over our destiny our children will flourish. They will walk in two worlds and their culture will be a gift to their country.

We call for the establishment of a First Nations Voice enshrined in the Constitution.

Makarrata is the culmination of our agenda: the coming together after a struggle. It captures our aspirations for a fair and truthful relationship with the people of Australia and a better future for our children based on justice and self-determination.

We seek a Makarrata Commission to supervise a process of agreement-making between governments and First Nations and truth-telling about our history.

In 1967 we were counted, in 2017 we seek to be heard. We leave base camp and start our trek across this vast country. We invite you to walk with us in a movement of the Australian people for a better future.



Uluru Statement from the Heart

Reconciliation SA supports the Uluru Dialogue and aims to create greater awareness of the Uluru Statement from the Heart. We will continue to promote the Uluru Statement, and now the Yarrabah Affirmation, at every opportunity. We provide public information materials and increased social media support for events.

2025 National Reconciliation Week Breakfast – Tuesday 27 May 2025

On Tuesday 27 May 2025, the first day of National Reconciliation Week, Reconciliation SA delivered the 2025 National Reconciliation Week Breakfast at the Adelaide Convention Centre. This year we hosted 2940 people as well as a live stream to three regional locations. This year's theme was "Bridging Now To Next". The entertainment and speakers included a Sorry Day reflection piece by Aunty Jenni Caruso, a smoking ceremony by Uncle Tamaru Smith, a Welcome to Country by Kaurna man Jamie Goldsmith, performances by Spinifex Gum, Iwiri Choir and Imbala Dancers and an Aboriginal business marketplace in the main foyer. The event was hosted by media personality Bianca Hunt.

The 2025 National Reconciliation Week Breakfast was once again a powerful gathering that brought together community members, organisations and changemakers in the spirit of truth-telling, celebration and commitment to reconciliation. The event was praised for its strong programming—particularly performances like Spinifex Gum, the marketplace activation and the Smoking Ceremony.

Feedback from attendees and through internal debriefs provides valuable insight to guide future improvements. At its heart, the NRW Breakfast continues to be a meaningful platform for inspiring action, fostering understanding and reinforcing the collective responsibility we all share in advancing reconciliation. With thoughtful reflection and targeted improvements, the event will continue to grow as a cornerstone of Reconciliation SA's calendar and a significant moment for South Australia's reconciliation journey.



Some feedback from attendees included:

"Best ever event, so very well planned and represented. Amazingly thoughtful and inspiring."

"Amazing breakfast today. Making connections with people and catching up with others I have not seen for some time. Amazing."

"Amazing event, I felt very emotional afterwards."

"I just want to thank Reconciliation SA team, community and sponsors for giving Dad and I the opportunity to attend the breakfast. The experience gave me a culturally safe space to connect, learn and be inspired and encourage me to explore how I can contribute to Australia's reconciliation journey also. I took my experience and shared at the school assembly."



Scan the QR code to see the recording of the Keynote Speech by Jackie Huggins AM FAHA at the 2025 National Reconciliation Week Breakfast



2024 Reconciliation SA Fundraiser Gala

On Friday 13 September 2024, Reconciliation SA delivered the 3rd annual Reconciliation SA Fundraiser Gala in the ballroom at SkyCity Adelaide. This in-person, ticketed event took place to honour the event theme

‘Take Action. Ignite Change’. The Welcome to Country was given by Patricia Agius and the event hosted by actor Luke Carroll, with live performances from DJ SVLO, Kee’Ahn and comedian Sean Choolburra.

Attendees data collected through Humanitix, the event ticketing platform, indicated:

Attendee numbers

- 410 attendees
- 70 representatives of government departments
- 72 representatives of Aboriginal-owned businesses
- 130 representatives of corporations
- 138 representatives of ‘Other’ (education institutions, not-for-profit organisations and individuals)

The Reconciliation SA Fundraiser Gala is about more than just fundraising.

The event plays an important role in connecting Aboriginal community members and business owners with others to support commercial outcomes beyond the event.

For sponsors, the gala is a more tangible way to support Reconciliation SA’s work than the National Reconciliation Week Breakfast. When an organisation sponsors the Gala, their contribution is also toward projects and initiatives to be executed in the 12 months that follow the event to directly support the five dimensions of reconciliation.

The gala brings guests together to have meaningful conversations beyond National Reconciliation Week and NAIDOC and reflect on our current position. Hosting this event keeps reconciliation at the forefront of people’s minds as we continue to work hard toward a reconciled society.

Finally, the gala is an opportunity to turn reconciliation into a celebration and acknowledge the small and big victories along the way for Aboriginal and Torres Strait Islander People and allies. It is intended to be an uplifting, encouraging and motivating event for all guests.

In its third year, the event has developed a strong brand equity that can continue to grow. With further refinement in 2025 based on the data and recommendations in this year’s report, the event will continue to lift into a premier event on the social calendar for SA.

Some feedback from the audience survey included:

“It was a fantastic, well organised, smooth running event that was a delight to attend”

“It was a lovely, beautiful evening, I was lucky to be invited as an Aboriginal Community Member.”

“I had a lovely night and could see the huge effort from the team that they had put in. It was great being able to meet members of the Rec SA team that I had only heard about or communicated with electronically. I felt more connected to the organisation”



Community stalls - events

Throughout the year, Reconciliation SA attended or participated in community events to increase the organisation's visibility including:

- NAIDOC Family Fun Day at Tarntanyangga Victoria Square
- Reconciliation In The West at Tauondi College
- The Circle First Nations Entrepreneurs Business Showcase
- Walk across the bridge – Port Adelaide
- Yalari Education gala dinner



Lowitja O'Donoghue oration

As part of National Reconciliation Week in May 2025, Reconciliation SA co-hosted the 18th Annual Lowitja O'Donoghue Oration, delivered this year by Romlie Mokak. Romlie is a Djugun man and a member of the Yawuru people. In early 2024, Rom completed his five-year term as the first Aboriginal Commissioner at the Productivity Commission. He led a body of work including reviews of the National Agreement on Closing

the Gap and National Housing and Homelessness Agreement, inquiry into Aboriginal and Torres Strait Islander Visual Arts and Crafts, and Indigenous Evaluation Strategy.

The event, held at Adelaide University, had several hundred attendees. It was presented by The Don Dunstan Foundation, the Lowitja O'Donoghue Foundation, Reconciliation SA, The University of Adelaide, Flinders University.

Gladys Elphick oration

On Tuesday 27 August 2024, Reconciliation SA supported the third Gladys Elphick Oration at the Torrens Hill Parade ground titled Apron – Sorrow / Sovereign – Tea: Aboriginal domestic service stories in South Australia, delivered by Natalie Harkin. This oration focused on stories about Aboriginal women's domestic service, drawn from a creative-arts based research project on this labour history. It included a collaborative exhibition presented for Tarnanthi in 2021, titled APRON-SORROW / SOVEREIGN-TEA. This is an intergenerational project of honouring Aboriginal women through state colonial archives and blood-memory stories that span loss, love, sorrow, solidarity, resistance and pride.

This event was presented by the History Trust of South Australia, Reconciliation SA and The Gladys Elphick Awards.



Harmony Day

This year we delivered a Harmony Day lecture in our first collaboration with Multicultural SA. We were pleased to have Mr. Giridharan Sivaraman, Race Discrimination Commissioner – Australian Human Rights Commission, as our keynote speaker. He shared vital insights into the ongoing fight against racism in Australia and beyond. The lecture was promoted as 'addressing racial discrimination for a more inclusive Australia', a collaboration between Multicultural SA, Reconciliation SA and the Don Dunstan Foundation.

Following the lecture, the room engaged in positive discussions and questions with the Commissioner and the future of Multicultural Australia.



FINANCIALS

INCOME STATEMENT	2025	2024
Revenue		
Grants income	\$410,122	\$570,369
Consultancy fees	\$140,060	\$146,334
Sponsorship income	\$348,140	\$370,000
Donations received	\$181,165	\$84,206
Membership fees	\$165,876	\$123,901
Ticket and Consumable sales	\$406,167	\$387,971
Interest income	\$36,055	\$28,333
Other income	\$22,792	\$30,889
Total revenue	\$1,710,377	\$1,742,003
Expenses		
Employee benefits expense	(\$782,277)	(\$596,367)
Administration expenses	(\$110,708)	(\$102,662)
Depreciation and amortisation expense	(\$11,072)	(\$10,653)
Events and projects	(\$532,741)	(\$580,290)
Marketing and advertising expenses	(\$44,205)	(\$59,271)
Motor vehicle expenses	(\$2,387)	(\$1,964)
Other expenses	(\$109,645)	(\$71,777)
Total expenses	(\$1,593,035)	(\$1,422,984)
Surplus for the year	\$152,342	\$319,019
Other comprehensive income for the year	-	-
Total comprehensive income for the year	\$152,342	\$319,019

BALANCE SHEET	2025	2024
Assets		
Current assets		
Cash and cash equivalents	\$533,787	\$567,270
Trade and other receivables	\$144,843	\$90,715
Inventories	\$299	\$506
Financial assets	\$714,793	\$684,484
Other assets	\$40,636	\$36,067
Total current assets	\$1,434,358	\$1,379,042
Non-current assets		
Property, plant and equipment	\$55,326	\$25,670
Intangibles	\$27,631	\$33,359
Total non-current assets	\$82,957	\$59,029
Total assets	\$1,517,315	\$1,438,071
Liabilities		
Current liabilities		
Trade and other payables	\$107,429	\$92,095
Provisions	\$67,213	\$34,531
Other liabilities	\$454,576	\$575,690
Total current liabilities	\$629,218	\$702,316
Total liabilities	\$629,218	\$702,316
Net assets	\$888,097	\$735,755
Equity		
Retained earnings	\$888,097	\$735,755
Total equity	\$888,097	\$735,755

PARTNERS AND SPONSORS

Reconciliation SA would like to acknowledge the generous support of our members, sponsors and volunteers who contribute to our vision of a reconciled state. We thank them and look forward to growing our relationships into the future.

PROGRAM FUNDERS

Attorney General's Department
– Aboriginal Affairs and Reconciliation



Government of South Australia
Attorney-General's Department

Reconciliation Australia



Department for Education



Government of South Australia
Department for Education

Veterans SA



MAJOR SPONSORS AND SUPPORTERS

2024 RECONCILIATION SA FUNDRAISER GALA

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Department for Child Protection

MINOR SPONSORS



University of
South Australia



Government of South Australia
Department of Primary Industries
and Regions



COMMUNITY TABLES SPONSORS



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WINE SPONSOR



BIRD
IN
HAND

2025 NATIONAL RECONCILIATION WEEK BREAKFAST

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2024-2025



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