



AUSTRALIAN  
PROGRESS 

# Annual Report

2022  
- 2023

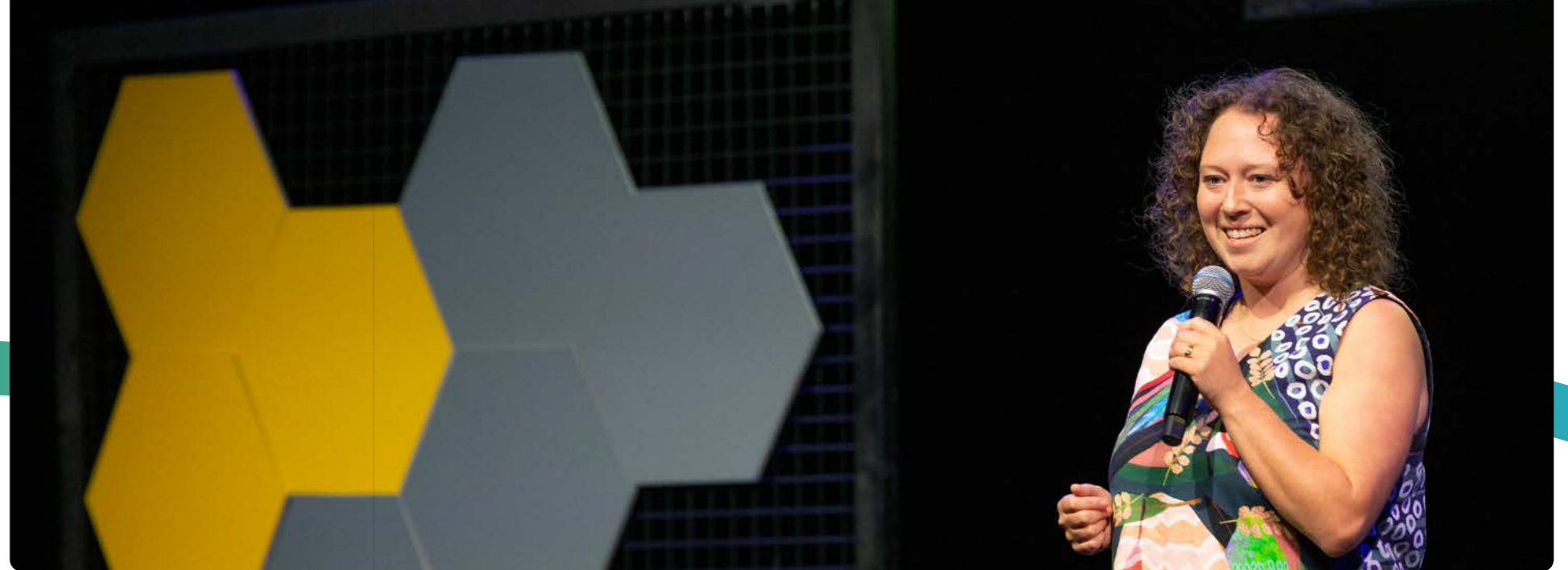
**The Australian Progress team are based on Wurundjeri, Ngannawal, Dunghutti, Gumbaynggirr, and Jagera and Turrbal Country. We respectfully acknowledge the Traditional Owners of this land, and the lands we work on across the country, and pay respect to Elders past and present. Sovereignty of this land has never been ceded, it always was and always will be Aboriginal land.**



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## LETTER FROM THE EXECUTIVE DIRECTOR



### Dear friends and partners,

Australian Progress celebrated our 10th birthday this year, and what a journey it's been. In our decade of building the advocacy capacity of civil society to win systemic changes, we've trained thousands of individual changemakers, convened hundreds of diverse organisations from grassroots community movements through to the largest nonprofits, facilitated collaborative campaign efforts at the intersection of our issues, and built strategic cross-sector infrastructure in messaging, media capacity, and the incubation of new movements.

This year has been the first Australian Progress has existed under a progressive government, and we adapted our offerings accordingly. Off the back of the new political context, and a capacity gaps analysis conducted at our Leadership conference at the end of FY22, we designed and delivered a number of new trainings to meet the needs of the sector at this moment. Introduction to Policy Advocacy built the skills of 80+ changemakers on how to win campaigns under a Labor government, and in partnership with Australian Democracy Network, we delivered our inaugural Government Relations Masterclass, an onsite training at Parliament House in Canberra.

It has been an exciting moment to return to in-person events and refine our hybrid offerings. We convened 180 next gen philanthropists and social changemakers at Carriageworks in Gadigal (Sydney) for the Nexus Australia 2022 Summit to share and learn from innovative and ambitious approaches to creating systemic change and spark unlikely, cross-movement collaborations and partnerships. In March 2023, 300+ First Nations advocates collectively travelled hundreds of thousands of kilometres to come together for the Common Threads summit, all the way from Warraber and Erub Island in the Torres Strait, to lutruwita (Tasmania), to Kununurra in the Kimberley, and beyond. Participants built relationships and campaign strategies through six campaign streams, and strengthened skills in government relations, media, community organising, and more.

Our First Nations justice team grew off the back off Common Threads, scaling to deliver an ambitious program of work this year and beyond. We continued a long standing collaboration with GetUp on Passing the Message Stick, led by a steering committee of Dr Jackie Huggins AM, Larissa Baldwin-Roberts, and Millie Telford.

The Economic Media Centre continued to expand in its third year, with our impact doubling year on year since launching in 2020. We continued to lead the way in shifting media narratives on our four key issue areas: income inequality, housing affordability, migration justice, and First Nations justice. We expanded our spokespeople networks, including launching the First Nations Media Network, training over 80 First Nations advocates and community leaders from around Australia.

Internally, we took our ten year milestone as an opportunity to review our vision, mission, and values, bringing together the Board and team to think deeply about our impact to date, our vision for where to next, and approaches to guide us through this next chapter. This prompted an intentional decision to build our organisational resilience to underpin and sustain our growth, shifting from a 'start-up' style organisation to a stable, medium-sized nonprofit with 12-15 staff. We did this by focusing two of our five goals in FY23 on building internal capacity. We expanded our senior team with the hire of our Chief Operating Officer, formalised our executive leadership team, built our organisational reserves, and participated in the National Leadership Program for CEOs run by Social Impact Leadership Australia (SILA), which included a series of in person leadership retreats and a two month sabbatical designed to build additional senior leadership skills within the organisation.

As for what comes next, we will continue our foundational training and community building work, and focus our attention on strategic priorities including First Nations justice, disability justice, and strengthening democracy in the context of the increased scale and scope of the far-right.

I'm also excited to share that I'll be heading on a period of parental leave, with Millie Telford and Elise Dalley stepping into a Co-Executive Director role.

To our core and project supporters, our Inner Circle, the Progress community, our Board, and our fabulous team – thank you for all that you do, it's a pleasure to work with you.

**Kirsty Albion**  
Executive Director

## LETTER FROM THE CHAIR



At Australian Progress we are uniquely placed in having a bird's eye view across civil society. This means we are able to recognise important moments in our nation's history – like the referendum on a First Nations Voice to Parliament – and help enable and prepare progressive movements to meet them. It also allows us to observe dangerous trends, such as the rise of the far right and misinformation campaigns, that threaten many different sectors and campaigns.

FY23 represented the final year in a three-year strategy that was set just as COVID was taking hold in 2020. The team went above and beyond to deliver on many of our strategic goals within years one and two. To set ourselves up for further growth and continue to deliver ambitious impact against our strategy in year three, we set some stretch targets.

Here's how we performed against key goals:

**We led training, events, and shared impact projects to ensure First Nations advocates, organisations, and civil society have the capacity and coordination needed to win transformative policy change on First Nations justice and self-determination.**

We convened 300+ First Nations advocates at Common Threads, building campaign and advocacy skills and enabling collaboration across sectors and issue areas. Through Passing the Message Stick, we upskilled 2,000+ First Nations advocates and allies in the latest messaging to build widespread support for transformative change for First Nations communities.

**We supported organisations to be more ambitious, collaborative, and better equipped to build community organising power to win.** We grew the skills, knowledge, and cross-sector relationships of 300+ campaigners and community organisers through two cohorts of the Progress Fellowship, a tailored training for food systems advocates in partnership with VicHealth, as well as various multi-day trainings.

**We enabled organisations across the sector to thrive, particularly small organisations led by people impacted by the issue they advocate on.** We built the advocacy and leadership skills of 30 small advocacy organisations through the Capacity Building Hub, and upskilled 300+ spokespeople from grassroots movements and small nonprofits to secure 6,000+ media stories shifting the narrative on economic justice through the Economic Media Centre.

**We supported our high-impact and mission-driven team to do its best work.** We improved our internal operations by hiring a Chief Operating Officer, formalising an executive leadership team structure, embarking on an Enterprise Agreement process, and significantly growing philanthropy and earned income to deliver a \$115,000 surplus.

Whether you are advocating for economic and racial justice, First Nations self-determination, a safer climate, better housing, or recognition and rights for people with a disability, we have so much in common: the vision of a better world, and a determination to realise it. This report shares many of the extraordinary stories of progress made under our strategy, as well as the people behind them and our ambitious plans for what comes next.

I'd like to thank my fellow Directors for their wise counsel as well as the compassion and energy they always bring to their role. I extend my appreciation to Bec Milgrom, who stepped off the Board at the end of the financial year: thank you for your curiosity, ambition, and willingness to keep testing boundaries and innovating.

I'd also like to thank our Executive Director Kirsty Albion for her leadership, integrity, and commitment. Kirsty and the team have delivered an extraordinary program of work in the past 12 months that includes tried and tested projects, but also new, ambitious partnerships and smart initiatives that meet important needs. Everything is designed with incredible thought and delivered to the highest standard.

Finally, a special thank you to our Inner Circle, the broad network of partners and financial supporters, and of course the community of changemakers who wake up each day determined to make the world a more just and equitable place for us all.

**Dinah Arndt**  
Chair

## OUR WORK

**Our vision is for a more just, equitable, and sustainable society, underpinned by an engaged democracy and civil society. We play a unique role across the breadth of civil society, building the capacity of social change organisations and movements to advocate and win.**

Our work builds a civil society where organisations and movements are capable, connected, innovative, and dedicated to centring lived expertise to create systemic change. We draw on global thought-leaders and best practice to:



### Build the skills of social change leaders

Equipping them with cutting-edge skills in leadership, advocacy strategy, community organising, digital campaigning, decision maker engagement, media and strategic messaging, and more.



### Foster community and connections

Building relationships, sharing knowledge, and inspiring courage in the network of 10,000+ changemakers and 1,000+ organisations we work with.



### Drive shared action

Growing the collective impact of the sector by filling strategic gaps, incubating new organisations, amplifying expertise of marginalised communities, and leading cross-sector message research.

## OUR VALUES

**Our approach to work is guided by our core values of collective power, courage, equity and justice, and generosity.**



### Collective power

We value diverse roles in our movement, respect different theories of change, and believe deeply in collective power – that together, we're more than the sum of our parts. It's in our DNA to nurture collaboration and we're always looking for opportunities to work cross-sector to build people power.



### Courage

We're courageous and ambitious, and boldly pursue our vision for systemic change, taking time to celebrate small wins along the way. We embrace challenging conversations and perspectives and actively speak out against structural injustice – encouraging others to do the same.



### Equity and justice

We actively centre voices of impacted communities and those with lived expertise, and explicitly oppose racism, sexism, ableism, classism, and queerphobia. Integrity is important to us, so we commit to holding ourselves accountable, welcoming feedback and learning when we get things wrong.



### Generosity

We generously share our time, knowledge, and resources, and value the time and dignity of those working alongside us to realise our shared vision. We treat others with respect and compassion, and work actively to improve the safety and inclusivity of the learning and collaboration spaces we convene.

## HIGHLIGHTS IN 2022-23

# 44

fellows graduated from two cohorts of the Progress Fellowship.

# 273

changemakers trained through our multi-day trainings such as Management Masterclass, Digital Bootcamp, Organising Essentials, and Introduction to Campaigning.

# 28

small advocacy organisations supported through the re-launch of the Capacity Building Hub, which delivered 45 hours of 1:1 tailored coaching in the final two months of FY23.

# 100+

spokespeople trained and 6,000+ mainstream media stories secured by the Economic Media Centre.

# 148

campaigners strengthened their skills in government relations and lobbying in the context of the new Labor government, through our Introduction to Policy Advocacy and Government Relations Masterclass offerings.

# 300+

First Nations advocates gathered together at Common Threads, a summit designed by and for First Nations people, delivered in partnership with GetUp.

# 2,000+

people briefed on early insights from Passing the Message Stick, a First Nations-led message research project to build widespread support for transformative change like treaties, truth-telling, and representation.

# 180

next gen philanthropists and social changemakers gathered at Carriageworks on Gadigal Country (Sydney) for the Nexus Australia 2022 Summit.

# PROGRAM OVERVIEW



## Transforming the skills of community leaders

### PROGRESS FELLOWSHIP

#### Fellowships in Spring '22 (Glen Berman) and Autumn '23 (Anita Tang)

In FY23, Australian Progress trained 68 Fellows across three cohorts of the Progress Fellowship, empowering advocates, campaigners, organisers, and changemakers to advocate for a more inclusive, fair, and sustainable world.

The Fellowship was led capably by Organising Director Anita Tang and Australian Progress Co-Founder Glen Berman. This year, they restructured the program to include four intensive retreats with 12 weekly seminars covering a range of practical skills including campaign strategy, community organising, messaging, digital campaigning, political engagement, inclusive and intersectional movements, First Nations justice, and more.

We continued to offer the National Fellowship fully online this past year to meet the challenges of the pandemic, as well as access needs of participants. Our online course had the additional benefit of opening up our program to those living right across the continent and Aotearoa/New Zealand. For the first time we also ran an Auslan interpreted program with participation from deaf and hard of hearing Fellows from the disability sector.

The Fellows brought a range of expertise in leading campaigns and organising across a breadth of issues including consumer rights, corporate responsibility, climate change, gender rights, human rights, youth, health, disability, housing, refugees, international development, education, poverty, workers rights, domestic violence, the arts, and more.

#### Fellowship for food systems advocates in partnership with VicHealth

In partnership with VicHealth, we delivered a tailored Fellowship to support their food systems change program, aimed at increasing access to locally produced and healthy foods in regional and urban fringe communities.

VicHealth created paid traineeships for 14 young people as part of a grant for seven food hubs in locations with lower access to culturally appropriate or healthy food. To provide backbone capacity building support for this work, we developed and delivered a training program for the cohort, with a focus on developing core advocacy skills, such as power mapping, social change and systems change theory, decision maker engagement, community organising and volunteer management, values-based messaging, and media engagement. The program served as an entry point into food systems and food justice for young people from diverse backgrounds including those from refugee communities.





## ORGANISING VIRTUAL STUDY TOUR

This was the second year of running the Organising Virtual Study Tour, which connects leaders in civil society to the world's latest theories and practices in community organising.

We connected with speakers from across the globe, exploring how grassroots organising and advocacy is being achieved in the United States, United Kingdom, Jordan, and India. The program also included lessons on centring First Nations justice from Aotearoa and a workshop from P3 Labs on the latest research on measuring strategic capacity in civil society organisations.

With a small cohort, the program was built around a three-day intensive, then half-day sessions a week apart for a further month. This allowed us to engage with academics, researchers, and practitioners across different time zones, and to discuss the implications and opportunities for individual organisations and civil society collectively.

Participants in the 2022 program included:

- **Taegen Edwards**  
Organising Program Co-Manager, Environment Victoria
- **Matt Brennan**  
CEO, The Wilderness Society
- **Dan Scaysbrook**  
National Organising Manager, Australian Conservation Foundation
- **Neha Madhok**  
National Director, Democracy in Colour
- **Kristyn Crossfield**  
Director, Reveille
- **Nic Seton**  
CEO, Australian Parents for Climate Action
- **Amanda Atlee**  
Organising Lead, Amnesty International Australia
- **Latoya Rule**  
Founder, National Ban Spit Hoods Campaign
- **Khoi Cao-Lam**  
Director - Capability and Impact, Oxfam Australia
- **Rebecca Ahern**  
Executive Manager - Social Marketing and Communications, VicHealth
- **Corinna Theodossio**  
COO, Seed Mob



## SHORT COURSES

### Digital Organising Bootcamp

Digital Organising Bootcamp is a three-day training designed for community organisers to grow their understanding of the strategies, models, and tactics of best practice digital organising. Led by Co-Founder of Tomorrow Movement and digital expert Hunter Lee, the training upskilled 15 participants across curriculum modules including digital organising strategy, engagement and leadership pipelines, data and measurement, HTML coding, developing a tech stack, and more.

Guest speakers joined the training to deliver case studies and practical workshops including Amelia Briggs (United Workers Union), Des Cai (Tomorrow Movement), Grace Vegesana (AYCC), Jess Herne (Australian Progress), Aaron Takizad (MEAA), and the Code Nation team.

### Government Relations Masterclass

In partnership with the Australian Democracy Network, we convened 28 advocates from across the country to Parliament House in Canberra to participate in our first Government Relations Masterclass. It was a unique, hands-on training designed for those leading campaigns across a range of civil society issues who had little to no experience leading policy reform and systemic change under a federal Labor government and growing crossbench.

Over two days in late November, participants developed a range of skills including the fundamentals of government relations strategy, developing and delivering a compelling lobbying pitch, strategic decision-maker engagement, building relationships with decision-makers, and more. Participants were also given the opportunity to conduct practice lobby meetings and hear from MPs and Senators including Hon Dr Andrew Leigh MP, Hon Bill Shorten MP, Hon Michelle Rowland MP, Senator Dorinda Cox, Mr Graham Perrett MP, Senator Peter Whish-Wilson, as well as crossbench staffers.



### Introduction to Campaigning Workshop

The Introduction to Campaigning Workshop was delivered to meet the needs of those across civil society who are new to campaigning and social change. Delivered by Organising Director Anita Tang and Tomorrow Movement Co-Founder Cat Nadel, the workshop was designed to inspire and equip participants with key concepts and tools to design effective campaigns and shift the narrative around campaign issues.

The workshop trained 83 participants in a range of skills including the ability to recognise the role of power in shaping our systems and policies, an understanding of key concepts and tools in designing effective campaigns, the value of different roles in movements, and the role of framing as part of shifting the narrative around campaign issues.

### Winning Policy Advocacy Workshop

Following the election of the Labor government at the 2022 Federal election, the Winning Policy Advocacy Workshop was designed to respond to the changing political context of our advocacy and to build skills and knowledge to strengthen policy advocacy across the sector. Participants covered topics including a landscape analysis of who's who in Parliament, how decisions are made under a Labor government, review of big opportunities that lie ahead, how to build long-term power, building a strong evidence base for policy agendas, building power and alliances, and more.

In partnership with the Australian Democracy Network, the Winning Policy Advocacy Workshop convened 120 participants and equipped them with the vital skills, tactics, and strategies to reorient from defensive to proactive advocacy. The training was led by Australian Progress Executive Director Kirsty Albion with Australian Democracy Network Executive Director Saffron Zomer along with 18 experts in government relations, campaigning, and research including Hon Dr Andrew Leigh MP, Kara Keys (KTL Collective), Simon Banks (Hawker Britton), Osmond Chiu (CPSU), Felicity Wade (Labor Environment Action Network), Nareen Young (Jumbunna Institute), and more.

### Management Masterclass

Management Masterclass was repeated multiple times throughout the year, offering an opportunity for leaders from across the movement to build the skills needed to lead winning teams. With four modules – managing for excellence, recruiting superstars, creating a culture of impact, and remote management – and case studies from standout managers from across civil society, Management Masterclass is one of our most highly sought-after trainings.

121 nonprofit changemakers and leaders refined best practice management skills across the cohorts, with guest speakers including Dheepa Jeyapalan (VicHealth), Loren Days (AustralianSuper), Kelly O'Shanassy (ACF), Roj Amedi (FYA), and Rashmi Kumar (SNAICC).

### Organising Essentials

Organising Essentials trains advocates from nonprofit organisations and grassroots groups who want to explore a range of organising frameworks, tools, and practices. The training is designed for people new to organising and those who want to refresh their thinking around organising, learn new approaches, and sharpen their skills. 55 community organisers across two cohorts were equipped with frameworks and new approaches to build power in their communities.





## Fostering community and collaboration

### COMMON THREADS

Delivered in partnership with GetUp, the first Common Threads summit in March 2023 brought together 300+ First Nations campaigners, community organisers, and changemakers for two days in Meanjin (Brisbane) to connect, share skills, and build power to lead change.

At such a pivotal time in history, Common Threads was designed with a multi-issue focus, recognising the context of the referendum, but also building capacity to win ambitious change.

First Nations communities have been fighting for, for decades – like stopping black deaths in custody, land rights and cultural heritage protection, treaties, truth-telling and self-determination, and fighting racism, inequality, and more.

Common Threads built relationships and connected First Nations advocates and organisers working across a breadth of issues, organisations, and geographies. First Nations campaigners led campaign streams where participants were able to understand the advocacy landscape in greater detail, explore different roles within their movement, and build powerful collaborations to win transformative policy changes.

These campaign streams included:

- Deaths in custody, law reform, and transformative justice
- Organising communities on the referendum
- Beyond the referendum: truth, treaties, and representation
- Protecting Country, climate, and cultural heritage
- Racism and inequality in health, housing, and disability justice
- Education, language revival, and First Nations knowledge systems.

The program also included skills workshops on digital organising, media, community organising, campaign strategy, and messaging.



### COMMON THREADS NETWORK

Building on the connections made at the Common Threads summit, the First Nations team led the development of the Common Threads network of First Nations advocates and organisers. The network continued to connect and resource First Nations organisers after the Common Threads summit.

Since the summit, the network has grown to include 400 First Nations advocates and organisers. We've run monthly online gatherings on topics including mutual aid, a self-care and burn-out workshop, community building through trivia night, and a #WriteYes campaign workshop.

### ONLINE COMMUNITY

We continued to bring our community together online to foster knowledge and intel sharing, and build collaborations cross-sector.

**2,309**

contributors to the Australian Progress Slack Network

**1,360**

active members of the FWD Facebook Group

**1,250**

active members of the Organise Facebook Group

**5,500+**

community members engaging through our email program



## Increasing our impact through shared action

### ECONOMIC MEDIA CENTRE

The Economic Media Centre exists to amplify new voices in economic policy debates. FY23 was our third year delivering media training, strategy, and narrative support to make it possible for advocates to set news agendas. Throughout the year, we led long-term narrative shift media campaigns on income inequality, housing affordability, migration justice, and First Nations justice.

Our model:

- Ensuring the voices of those most affected by economic issues are centred in the media.
- Building the media skills and capacity of small organisations.
- Connecting journalists with high quality, diverse spokespeople.

The Economic Media Centre fills a critical gap in the Australian media and civil society landscape. By changing who speaks in national and local media, we shift public debates on key issues and create conditions for more equitable policies.

Since launching in August 2020, we have consistently exceeded activity targets, largely due to widespread demand for our services.

Here's a snapshot of what we've achieved:

**6,000+**

stories secured in the past year alone (double the impact of our first two years combined).

**300+**

spokespeople trained, with a focus on our four key issue areas.

**300**

small organisations supported to develop media strategies and pitch stories.

**4**

An increase in capacity to deliver four narrative shifting projects, including First Nations justice, housing, migrant rights, and strengthening the social safety net.

**290**

spokespeople participated in our Media Spokesperson Networks.

**20+**

policy or legislative outcomes influenced by media stories we generated.

In the past 12 months the Economic Media Centre supported spokespeople to pitch media stories that influenced dozens of policy debates.

This year we also launched the First Nations Media Network, led by Gunggari Wulkurukaba woman, Sharnee Hegarty. We trained over 80 First Nations advocates and community leaders with in-person media trainings in Mparntwe (Alice Springs), Tarndanya (Adelaide), Gimuy (Cairns), Meanjin (Brisbane), and Naarm (Melbourne).

We partnered with Wyatt Trust in South Australia to support 65 people living below the poverty line to tell their stories through the media on issues including housing and homelessness, renters' rights, family violence, disability justice, and economic inequality.



### CAPACITY BUILDING HUB

Democracy works best when people speak up, but too often the balance of power tips against marginalised communities. The Capacity Building Hub exists to strengthen the voices of small nonprofits and grassroots movements who represent these communities, building organisational resilience and enabling greater impact.

The Hub relaunched this year, supporting 30 small organisations with hundreds of hours of 1:1 expert

coaching across topics like executive leadership, management, fundraising, financial management, digital campaigning and community organising, media, decision maker engagement, and more.

The Capacity Building Hub also offers a library of advocacy, HR, governance, and operational resources via the Commons Library, as well as priority scholarship places in our Fellowships and small training programs.

“Being part of the Capacity Building Hub has meant I'm a more skilled and knowledgeable leader. It has really built the capacity of our small organisation and put us in a stronger position in terms of finances, governance and our digital footprint.”

– Capacity Building Hub participant



### MAPPING ORGANISING MODELS IN AUSTRALIA AND AOTEAROA/NEW ZEALAND

Australian Progress, in partnership with the Commons Library, undertook a research project this year to explore different organising models used in Australia and Aotearoa/New Zealand. The project was designed to document practices in our part of the world in a way that could be shared so organisers could learn from each other.

The mapping was conducted by a survey completed by 24 organisations in early 2022.

The survey results were shared through a series of webinars and briefings for individual organisations, and through [five articles from the Commons Library](#) providing thematic analysis around challenges and opportunities in organising models; different structures of organising models; people and collective action; managing accountability, autonomy and flexibility; and attracting, retaining, and supporting volunteers.

## NEXUS

### Nexus Australia Summit 2022

The sixth Nexus Australia Summit saw 200 next gen philanthropists and social changemakers come together at the iconic Carriageworks in Gadigal (Sydney) in November 2022.

Program highlights included hearing from Adam Briggs and Osher Günsberg at the opening dinner keynote address; learning more about First Nations campaigns for treaties, truth-telling, and representation from Widjabul Wia-bul activist and GetUp CEO, Larissa Baldwin-Roberts; a discussion on growing the giving pool to match the scale of the challenges we face with Dan Petre, Nick Molnar, and Courtney Miller; a discussion with Senator David Pocock and Emma Pocock on leveraging cultural capital; as well as performances by Muggera Dance Group, Nidala Barker, L-FRESH the Lion, and Little Green.

As a result of connections made between next gen philanthropists and social changemakers at the Summit, hundreds of thousands of dollars flowed to nonprofits working on issues as diverse as First Nations language revival to supporting families whose loved ones have died in custody.

## PROGRESSIVE TECH NETWORK

The Progressive Tech Network is a dedicated collective of progressive organisations working together to build the tech and digital capability of the progressive movement.

In FY23, Progressive Tech Network delivered its second State of Progressive Tech report, mapping tech trends, opportunities, and capacity gaps across the sector.

The Network hosted a Tech Leadership Roundtable, as well as Tech Talks networking events in Gadigal (Sydney) and Naarm (Melbourne) to deepen relationships and create space for collaborative work between dozens of tech and digital leaders from across the sector.





# PASSING THE MESSAGE STICK

Passing the Message Stick is a groundbreaking, multi-year research project designed to shift public narrative in support of First Nations self-determination and justice. The project is led by a steering committee of Dr Jackie Huggins AM, Larissa Baldwin-Roberts, Millie Telford, and Kirsty Albion, supported by the GetUp and Australian Progress teams.

“I’m so proud of this work, it fills me with hope for what’s next. Messages are passed through story, and storytelling has been at the heart of our culture since time immemorial.”

– Dr Jackie Huggins AM FAHA,  
Passing the Message Stick Steering Committee



The foundational research, launched in 2021, has been widely adopted by First Nations organisations, advocates, journalists, activists, and allies. In FY23, our next phase of research set out to expand on the foundational findings with two interconnected goals:

- 1 Finding the frames and messages to build long-term, widespread support for ambitious, transformative change for First Nations communities – like treaties, truth-telling, representation, and justice.
- 2 Finding the frames and messages to enable a resounding Yes win in the referendum, and build the public momentum and political will necessary to achieve long-term, systemic change.

The results were launched at a series of in-person events and online briefings, upskilling 3,000+ First Nations advocates and allies in the latest messaging to build widespread support for transformative change for First Nations communities.

Passing the Message Stick will release a full research report, summary guide, and interactive website in FY24, as well as continuing our focus on law and justice message research and campaign coordination.

## First Nations Law and Justice Messaging Fellowship

As part of Passing the Message Stick, the First Nations Law and Justice Messaging Fellowship brought together 28 First Nations communicators, journalists, community advocates, and activists, all working on issues concerning law and justice, to learn best practice messaging over two in-person training retreats plus a series of online skills workshops.

The Fellows will contribute to the next stage of Passing the Message Stick as we research the messages that build widespread public support for First Nations-led solutions to issues of law and justice.



# OUR PARTNERS



## Inner Circle

The Australian Progress Inner Circle community underpins our work, enabling us to deliver upon our ambitious plans and increase the number of grassroots advocates we're able to support through fully funded scholarships to trainings and events. Our Inner Circle members represent diverse issues across the sector like workers' rights, the rights of young people, environmental conversation, health, international development and aid, and more. They financially support our mission and receive benefits and special access to a number of our key programs.

We thank our Inner Circle members in FY23, including ActionAid Australia, Australian Conservation Foundation, Community and Public Sector Union, Foundation for Alcohol Research and Education, Foundation for Young Australians, and Victorian Trades Hall Council.

## Special thanks

To the many individuals and organisations for the expertise, energy, and funding that made Passing the Message Stick possible. Firstly, a huge thank you to the steering committee of Dr Jackie Huggins, Larissa Baldwin-Roberts, Millie Telford, and Kirsty Albion; as well as our project partner, GetUp, for the countless hours, strategic guidance, and on-the-ground work. Thank you to Common Cause and QDOS for their contribution to the project.

Thank you to the Australian Council of Social Service for partnering with us to deliver the Economic Media Centre. Thank you as well to the Economic Media Centre Advisory Board – Andrea Ho, Antoinette Lattouf, and Leslie Falkiner-Rose – for your strategic insights and the energy you share to power this work.

Thank you to the Australian Democracy Network for the ambition and expertise you contributed to the Government Relations Masterclass partnership.

Thank you to the Australian Council for the Arts and VicHealth for your contributions that have allowed us to expand the scope and impact of the Progress Fellowship.

### Partners

Our gratitude and thanks to the supporters who underpin our ability to grow and deliver high impact programs of work across our three pillars. They are:



### NEXUS supporters



# OUR TEAM AND BOARD



## Team

**Aliya Ahmad**  
Co-Director,  
Economic Media Centre

**Anita Tang**  
Organising Director

**Cathy Kirwan**  
Philanthropy Manager  
(from July 22)

**Elise Dalley**  
Impact Director  
(Acting Executive Director  
May - June 23)

**Erica Ransley**  
Community Engagement and  
Logistics Coordinator

**Jess Herne**  
Events and Operations Manager

**Jessica Kendall**  
Strategy Director and Founding  
Co-Director, Economic Media Centre

**Kirsty Albion**  
Executive Director

**Liz Sutherland**  
Chief Operating Officer  
(from March 23)

**Millie Telford**  
First Nations Justice Director  
(from August 22)

**Nick Cassella**  
Media Advisor,  
Economic Media Centre  
(from July 22)

**Phong Trinh**  
Community and Digital Manager

**Sharnee Hegarty**  
First Nations Media Advisor,  
Economic Media Centre  
(from May 23)

**Tarneen Onus-Browne**  
First Nations Events Manager  
(from February 23)

## Contractors

**Amarina Toby**  
Common Threads

**Astrid Albion**  
Passing the Message Stick

**Cat Nadel**  
Introduction to Campaigning

**El Gibbs**  
Progress Fellowship

**Eleanor Glenn**  
Passing the Message Stick

**Glen Berman**  
Progress Fellowship

**Dr Jackie Huggins AM**  
Elder in Residence and  
Passing the Message Stick

**John Armitage**  
Passing the Message Stick

**Melissa Clarke**  
Passing the Message Stick

**Sarina Foulstone**  
Capacity Building Hub

**Shonteia Warradoo**  
Passing the Message Stick

**Teryn Crick**  
Winning Policy Advocacy Workshop

**Thuy-Linh Nguyen**  
Organising Essentials

## Board of Directors

**Andrew Hudson**  
CEO, Centre for Policy Development

**Catherine Liddle**  
CEO, SNAICC

**Dinah Arndt**  
Head of Strategic Communications,  
Climate Council (Chair)

**El Gibbs**  
Director, Policy and Advocacy,  
Disability Advocacy Network Australia

**Karen Kandur**  
COO, Environmental Leadership  
Australia (Treasurer)

**Luke Hilakari**  
Secretary, Victorian Trades Hall Council

**Maree Sidey**  
CEO, Australian Communities  
Foundation

**Rebecca Milgrom**  
Co-Director, Tripple Ventures

# FINANCES

## Financial summary

Income and expenditure for the year ended 30 June 2023. These pages represent a financial snapshot of our financial reports, prepared by auditors Thomas David & Co.

	FY 2023 (\$)	FY 2022 (\$)
<b>Income</b>		
Event and Training Income	468,279	480,721
Major Donations and Philanthropy	2,815,917	1,143,988
Contributions from Partner Organisation	74,604	58,500
Sponsorship or Consultancy Fees	129,000	121,000
Recoupment of Expenditure	25,812	-
Other Income	45,385	45,259
Interest Income	4,552	110
<b>Total Income</b>	<b>3,563,549</b>	<b>1,849,578</b>
<b>Expenditure</b>		
Employee Benefits	1,384,530	1,112,034
Occupancy Expenses	49,682	35,117
Other Expenses	1,362,562	896,647
<b>Total Operating Expenses</b>	<b>2,796,774</b>	<b>2,043,798</b>
<b>Net Surplus / (Deficit)</b>	<b>766,775</b>	<b>(194,220)</b>

## Balance sheet

Statement of financial position as at 30 June 2023.

	FY 2023 (\$)	FY 2022 (\$)
<b>Assets</b>		
<i>Current Assets</i>		
Cash and Equivalents	1,914,040	1,160,711
Trade and Other Receivables	75,530	36,597
Other	19,773	6,831
<b>Total Current Assets</b>	<b>2,009,343</b>	<b>1,204,139</b>
<i>Non-Current Assets</i>		
Property, Plant and Equipment	7,335	2,914
Intangible Assets	5,000	10,000
<b>Total Non-Current Assets</b>	<b>12,335</b>	<b>12,914</b>
<b>Liabilities</b>		
<i>Current Liabilities</i>		
Trade and Other Payables	246,093	272,934
Provisions	22,819	11,509
Other Current Liabilities	357,418	304,037
<b>Total Current Liabilities</b>	<b>626,330</b>	<b>588,480</b>
<b>Net Assets</b>	<b>1,395,348</b>	<b>628,573</b>
<b>Equity</b>		
<i>Current Equity</i>		
Retained Earnings	1,395,348	628,573
<b>Total Equity</b>	<b>1,395,348</b>	<b>628,573</b>

# WHAT'S COMING UP

In FY24, Australian Progress will continue to deliver high impact work within our three pillars.

- To build the **skills and capability of community leaders**, we will deliver two cohorts of the Progress Fellowship, two Government Relations Masterclasses, Management Masterclass, Introduction to Campaigning, and a new Train the Trainer program.
- To foster **community and connections**, the Common Threads summit will return in May 2024.
- To **drive shared action**, we will continue to deliver high impact, cross-sector programs including Passing the Message Stick, Capacity Building Hub, and the Economic Media Centre, as well as launching new projects to build capacity of disability justice advocates and strengthen democracy in the context of the growing scale and scope of the far-right.





**Centre for Australian Progress Ltd**

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**[australianprogress.org.au](http://australianprogress.org.au)**

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