



Innovate Reconciliation Action Plan

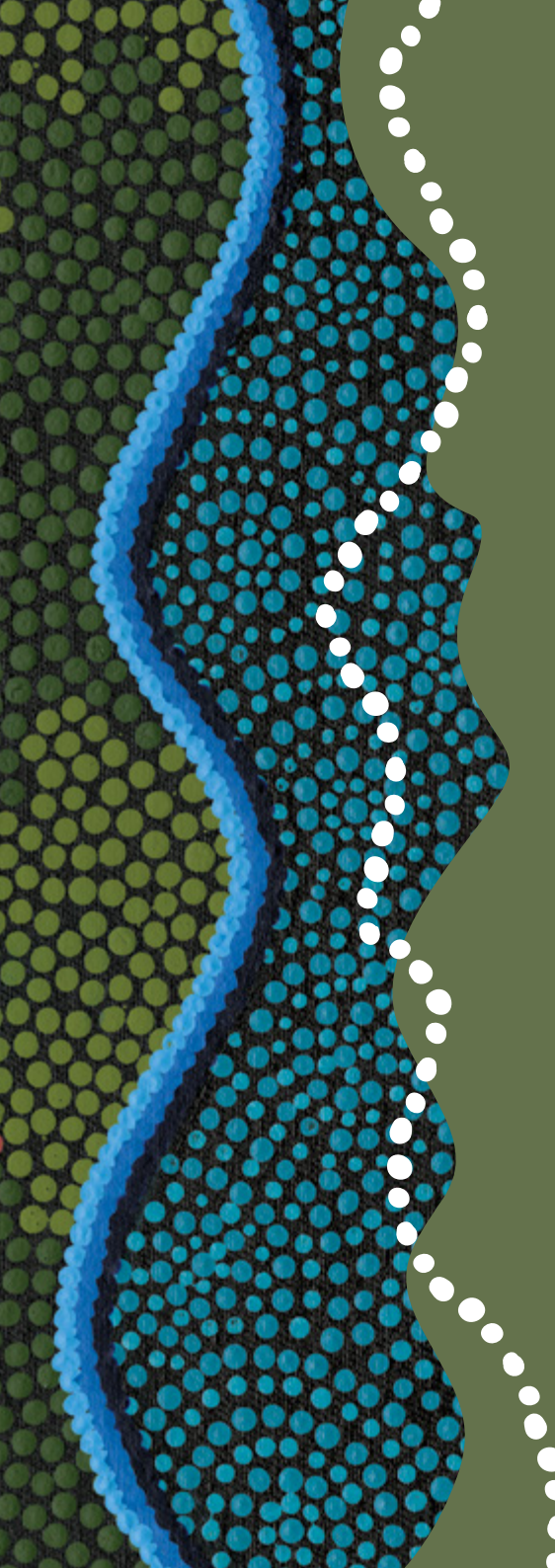
July 2021 – July 2023

Anglican
Church Southern Queensland



RECONCILIATION
ACTION PLAN

INNOVATE



We acknowledge all First Peoples of the land on which we live, walk and work on. We honour them and their Ancestors for their survival, continued traditions and spiritual connection to and caring of country, land, sky, water and sea. We pay respect to their Elders past and present and will continue to support their right to self-determination.

We are committed to Reconciliation and respectfully recognise that sovereignty has never been ceded.



Table of Contents

A message from Archbishop Phillip Aspinall	4
A message from Karen Mundine	5
Our vision for Reconciliation and Declaration of Support	6
Our business	7
About us and our people	8
Our reach and spheres of influence	9
Our Reconciliation Action Plan	10
A message from the General Manager Tim Reid	15
A message from the RAP Working Group Chair – The Rev'd Canon Bruce Boase	16
Our artist – Stevie O'Chin	17
Marks of Mission	19
Relationships: actions, deliverables, timeline and responsibilities	20
Respect: actions, deliverables, timeline and responsibilities	28
Opportunities: actions, deliverables, timeline and responsibilities	33
Governance: actions, deliverables, timeline and responsibilities	36
More than a word - Reconciliation takes action	39

A message from Archbishop Phillip Aspinall

I acknowledge the Traditional Custodians of the lands on which the Anglican Church Southern Queensland (ACSQ) worships and serves and pay my respects to their Elders past and present.

I welcome the launch of our second Innovate Reconciliation Action Plan and pray that it will add impetus to our efforts towards Reconciliation with our First Nations brothers and sisters. This new RAP comes as our Diocesan family pursues the theme of 'Being Together' over 2020–2022.

We have committed ourselves to explore how we can be together in ways that acknowledge difference and disagreement, yet strengthen respect, communication and ultimately, love. Each of the three years has a subtheme that approaches 'Being Together' from a different angle.

In 2020 our Diocesan subtheme was 'Practising Peacemaking' as we acknowledged difference and responded to conflict based on gospel values. In 2021 we will be 'Nurturing Relationships' by focusing on how, in Christ, we relate to and communicate with each other when we are not in conflict to build deep bonds founded on trust and strong foundations for times when inevitable differences will arise. In 2022 we will be 'Embracing Joy' by celebrating the way differences help to make us whole and the importance of diversity in our unity.

Our commitment to Reconciliation with the implementation of our new Innovate RAP takes on additional poignancy as we focus on Being Together. The themes are especially important in the context of relationships with our First Nations brothers and sisters.

I thank the members of the RAP Working Group for their dedication in drawing together and implementing the new Innovate RAP and I pray that we will embrace its principles. I hope that Reconciliation with First Nations peoples will be foremost in our minds as we seek to implement the RAP in the service of Christ and in 'Being Together'.



A message from Karen Mundine – Chief Executive Officer Reconciliation Australia

Reconciliation Australia commends ACSQ on the formal endorsement of its second Innovate Reconciliation Action Plan.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. ACSQ continues to be part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types, Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's

reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that the ACSQ will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to your organisation using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.



This Innovate RAP is an opportunity for ACSQ to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, ACSQ will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of your organisation's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations ACSQ on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Our vision for Reconciliation

The ACSQ's vision for Reconciliation is a future of openness where the First Nations peoples will be restored to a place of equity, dignity, and respect.

Declaration of support

We fully support the national Anglican Church of Australia's Joint Affirmation of Faith and Justice with First Nations Peoples (carried by affirmation at General Synod, Oct 2007) and have sought practical ways to do so, including our association with Reconciliation Australia and the prescribed process of Reconciliation Action Plans. Our Diocese supports the subsequent call of the Anglican Board of Mission for a Constitutionally-Entrenched First Nations Voice (Nov 2017).

In 2017, the First Nations peoples of Australia presented the Uluru Statement from the Heart to the Federal Government and Australian people as an expression of their aspirations for bringing about true and lasting Reconciliation, including:

- the Constitutional Change: enshrining a First Nations Voice in the Australian Constitution that would empower First Nations peoples
- the Legislative Change: the establishment of a Makarrata Commission (the Makarrata Commission would supervise a process of agreement-making with Australian governments and oversee a process of truth-telling about Australia's history and colonisation).





Our business

Our mission

The ACSQ's mission is the Mission of Christ – to proclaim the Good News of the Kingdom:

1. to teach, baptise and nurture new believers
2. to respond to human need by loving service
3. to transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation
4. to strive to safeguard the integrity of creation and sustain and renew the life of the earth
5. to worship and celebrate the grace of God
6. to live as one holy catholic and apostolic Church.

ACSQ Commissions and agencies include:

- Anglican Schools Commission (ASC)
- Community Services Commission (CSC) trading as Anglicare Southern Queensland (ASQ)
- Finance and Diocesan Services Commission (FDSC)
- General Managers Office (GMO)
- Ministry Education Commission (MEC)
- Parishes and other Mission Agencies Commission (PMC)
- Social Responsibilities Committee (SRC) and Justice Unit

About us

The Anglican Church Southern Queensland (ACSQ) covers an area of more than a half a million square kilometres, from Bundaberg in the Wide Bay-Burnett region to Coolangatta near the New South Wales border and west to the borders of South Australia and the Northern Territory. About four million people live within the Diocesan area, including more than 500,000 Anglicans.

In ACSQ, there are around 470 clergy and more than 130 parishes. Through their commitment, love and service, clergy and lay people provide both practical care and spiritual support to a diverse community in parishes, schools, residential care facilities, community care, social service programmes, theological education, and financial services.



Our people

The Anglican Church Southern Queensland is a diverse community, including:

- 472 clergy
- more than 130 parishes with approx. 12,000 parishioners
- 6,745 staff
- over 60 First Nations staff and clergy across the Diocese.



Our reach and spheres of influence

The Anglican Church Southern Queensland is part of the Anglican Church of Australia, which is divided into five Ecclesiastical Provinces and one extra-provincial Diocese. It is further divided into a total of 23 Dioceses.

As an autonomous church of the Anglican Communion, the ACSQ is connected to other Anglican Churches internationally.

The Anglican Church Southern Queensland is connected to the following organisations:

- The Anglican Board of Mission works with First Nations Peoples and overseas communities as the national Anglican mission agency
- National Aboriginal and Torres Strait Islander Anglican Council (NATSIAC) is a council formed by General Synod of The Anglican Church of Australia. NATSIAC seeks to be a voice for all First Nations Peoples. NATSIAC is affiliated internationally with the Anglican Indigenous Network
- The Anglican Indigenous Network is comprised of English-speaking Indigenous Anglicans
- Wontulp-Bi-Buya College based in Cairns, supports the development of First Nations church and community leaders through study programmes leading towards in theology, suicide prevention, addictions management and community development
- Nungalinya College is the premier Combined Churches Training College for Indigenous Australians. The college is formally supported by the Anglican, Uniting and Catholic churches of the Northern Territory and is situated in Casuarina, a northern suburb of Darwin
- Yalari is a not-for-profit organisation offering education scholarships for First Nations children from regional, rural, and remote communities.



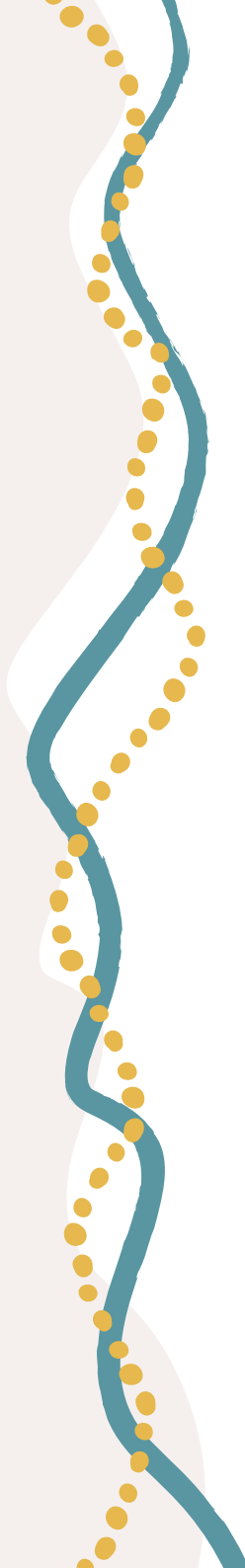
Our Reconciliation Action Plan (RAP)

The RAP journey was initiated by a Diocesan Synod motion in 2012. In the early years, the Social Responsibilities Committee helped form the RAP Working Group and provided support for the process until a RAP Coordinator was appointed in 2017. ACSQ's second RAP seeks to encourage, support and partner with First Nations peoples and their communities in continuing towards national Reconciliation through local efforts.

Reconciliation is an essential part of being a Christian. ACSQ is committed to assisting, encouraging, and resourcing ministry alongside First Nations peoples. We pledge to consult and work with each other as equal partners across our Diocese. ACSQ invites all who call Australia their home to join us as we continue the process of healing our peoples and this land and seas.

We have sought to build and maintain relationships with First Nations peoples so mutual trust and respect can grow. The opportunities for education and employment have been extended, and increased sharing in decision making and resources are being pursued. As part of this, we have been committed to celebrating together important Church festivals and cultural celebrations that bring us into deeper understanding of the different ways in which our faith as peoples and communities of prayer may be shared. Through these Diocesan activities we have progressed in our cultural understandings and relationship building.





The RAP Working Group consists of the General Manager and key staff, clergy, and volunteers across different Commissions, including five First Nations representatives. The current RAP Working Group and RAP Champion are as follows:

- The Rev'd Canon Bruce Boase (Wakka-Wakka man) – Priest-in-Charge, The Parish of Green Hills and RAP Working Group Co-Chair
- Aunty Dr Rose Elu (Torres Strait Islander Elder from Saibai Island) – Member of NATSIAC and Anglican Board of Mission
- Aunty Sandra King OAM (Quandamooka and Bundjalung Elder) – RAP Coordinator, ACSQ
- Tim Reid – General Manager, ACSQ
- Bishop Jeremy Greaves KCSJ – Bishop for the Northern Region and Interim Chair, ASC
- Dr Stephen Harrison – Executive Director, PMC
- Dr Stephen Hart – Group Manager, Organisational Development, FDSC and RAP Champion
- Anna Zilli – Director, Organisational Development, ASQ
- Olivene Yasso (Yiman woman) – Cultural Capability Facilitator (Indigenous), ASQ
- Jean Anderson – Volunteer, St Matthew's Anglican Church, Coomera, Prayers for Aboriginal and Torres Strait Islander Ministries and Concerns (PATSIMAC)
- Meredith Walker AM – Parishioner, St Mark's Anglican Church, Buderim
- Michelle McDonald – Editor of anglican focus, PMC
- The Rev'd Samuel Dow – Honorary Assistant Priest, MEC
- The Rev'd Professor Rodney Wolff – Priest-in-Charge, Parish of Fortitude Valley and Social Responsibilities Committee member
- The Rev'd Bronwyn Pagram, Priest-in-Charge, Parish of Goodna, and Social Responsibilities Committee member
- Robert Nettleton – Manager, Systems Compliance, ASC

The RAP Working Group meets at least every two months to drive and monitor RAP implementation, with additional meetings held during key periods. The new RAP was discussed in meetings from Feb 2020, with action items delegated to individuals and small groups for follow up outside of meetings. Each Commission was asked to submit their unique deliverables, which were compiled into a draft RAP that was circulated between RAP Working Group members for editing and approval. Most meetings for the new Innovate RAP were held online due to the constraints of the COVID-19 environment.

ACSQ does not have any external First Nations representatives on the RAP Working Group, although we are seeking opportunities to establish an external First Nations advisory group.

ACSQ has benefitted from several key learnings since the previous Innovate RAP, including:

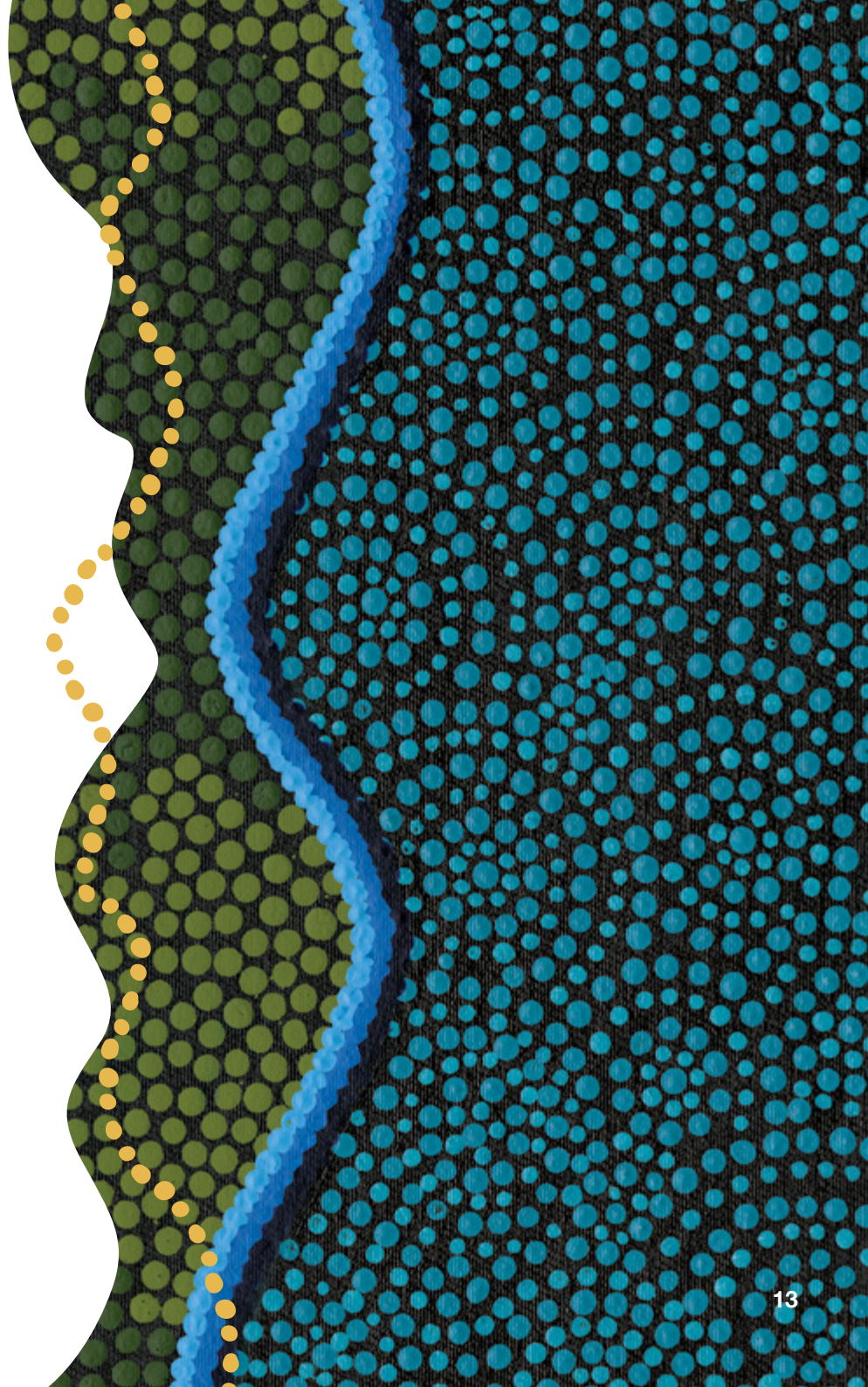
- understanding that each Commission or agency is at differing levels of capacity and at varying stages of their Reconciliation journey
- the need for greater awareness by the RAP Working Group about the reporting mechanisms within each Commission or agency
- the need to increase education and promotion across the organisation of the RAP and the RAP deliverables
- finding that a lot of great work has been undertaken across our Diocese, but is not promoted or shared
- the need for a greater focus on procurement and human resources strategies.



These learnings have informed the new RAP, which includes embedding RAP measures into current reports for each of the Commissions (and/or other committees that would like to submit their own response plan). RAP achievements are communicated across a range of different Commissions' channels, including via social media, e-newsletters, websites, the Diocesan news site anglican focus and video.

Other significant changes that have been incorporated into this new Innovate RAP include:

- raising awareness of the Uluru Statement from the Heart (#ulurustatement) and campaigns such as #StopDeathsInCustody and #RaiseTheAge
- engagement with and supporting the 150th anniversary of 'The Coming of the Light' celebrations
- expanding on procurement actions, for example:
 1. developing and implementing a First Nations procurement strategy
 2. developing and communicating a list of First Nations businesses for procurement of goods and services across ACSQ
 3. investigating Supply Nation membership
 4. developing commercial relationships with First Nations businesses and artists
- human resources – recruitment and retention strategies.



Through our Diocesan-wide publication, *anglican focus*, we have documented more than 10 of our 2016–2018 RAP achievements covering various ACSQ Commissions and agencies, including:

- pilgrimages to Wontulp-Bi-Buya College
- supporting First Nations constitutional reform
- Acknowledgment of Country Anglicare staff lanyard cards
- improving our knowledge and understanding of Aboriginal and Torres Strait Islander cultures and spiritualities
- improving our knowledge and understanding of Aboriginal and Torres Strait Islander histories and the impact of colonialism
- engaging with local First Nations peoples and learning about the importance of Reconciliation and building cultural bridges
- embedding various aspects of First Nations histories and cultures in school curriculum where possible
- scholarships for First Nations students (e.g. through the Yalari)
- commissioning an Aboriginal painting to commemorate the overarching 2020-2022 Diocesan theme, 'Being Together'

- commissioning Aboriginal paintings to commemorate the three Diocesan Regions and the Marks of Mission.

anglican focus has also published more than 50 items tagged with 'Reconciliation' (including text-based and video content). More than 15 First Nations members of the ACSQ community have written content for *anglican focus*, with a number of these having written numerous published items. *anglican focus* has also published a number of 'Spotlight Q&A' profiles on First Nations staff and other First Nations Diocesan community members (Sandra King OAM, Lalan Tusa, Olivene Yasso, Chrissy Ellis, Eden Monypenny and Ben Travers). The Editor of *anglican focus* is a descendant of the Wiradjuri people.



A message from the General Manager Tim Reid

I acknowledge the Traditional Custodians of lands which make up the Anglican Church Southern Queensland and pay my respects to Elders past and present and acknowledge the young people who are the future Elders.

I am proud to present our second Innovate RAP and the actions ACSQ will take as we continue our journey of Reconciliation. Our Innovate RAP highlights ACSQ's continued commitment to Reconciliation with our First Nations brothers and sisters. Our first Innovate RAP, approved in 2015, has led us to new continual understanding with First Nations peoples and an understanding of the importance of clear actions.

We still have a long way to go in listening more deeply to First Nations peoples and to better understand what must change if we are to achieve our goals of Reconciliation. Our second Innovate RAP has a focus on building respectful relationships and how we can include First Nations voices across the many and varied activities of our Diocese.

My thanks go to the RAP Working Group for all their work in developing this Innovate RAP and I look forward to our fresh commitment bearing fruit in our quest for Reconciliation.



A message from the RAP Working Group Chair The Rev'd Canon Bruce Boase

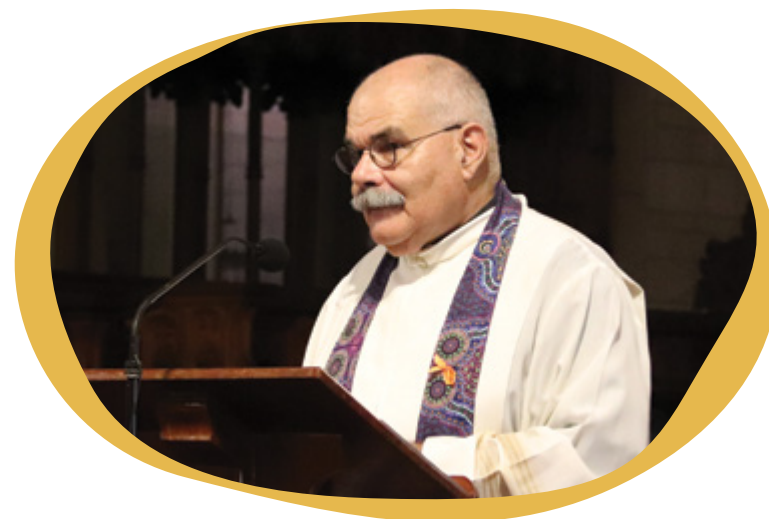
I, The Rev'd Canon Bruce Boase (Wakka Wakka man), am Chair of the Anglican Church Southern Queensland's Reconciliation Action Plan Working Group. I was ordained as clergy in this Diocese in 2004 and I have been a member of Synod since that time and was a lay member for three years previously.

Over more than 20 years, the Anglican Church Southern Queensland has explored ministry with First Nations peoples in the Diocese and Reconciliation with First Nations peoples. What has always arisen is a feeling or movement towards getting closer together – between First Nations peoples and the rest of the community. This movement or feeling is Reconciliation. Since colonisation there has been a need for Reconciliation nationally. This need has been acknowledged by our Diocese. To show how important this is to the Diocese and to try to meet that need and to come closer together, Diocesan Council authorised the appointment of a RAP Coordinator. Our first RAP was an Innovate RAP. This has now been superseded by this new RAP, also an Innovate RAP, with additional commitments.

What this means is that we are still working towards Reconciliation. This work will never cease. It is a long and hard, but mutually healing, road. We are called to this road. As Christians we are called to reconcile one with another and only then can we truly reconcile ourselves with God. So, we live this call. Historically though, the process of Reconciliation has been challenging. The whole Diocesan body needs to keep working towards a true coming together. In this work, there cannot be enough stress

put upon the four core pillars of our RAP, these being Relationships, Respect, Opportunities and Governance. Our life in Christ is all about Relationships. Respect for one another and for the each other's cultures are vital in moving forward. In going forward then and only then will we see the Opportunities that will arise out of this great coming together. In our commitment to Reconciliation, we also recognise the critical need for good Governance.

In 2017, The Uluru Statement from the Heart was issued by the largest representative group of First Nations peoples of this land ever. In this Statement there is a yearning to engage in a process of truth-telling and recognise the true history of this land. The need for a First Nations Voice in Parliament, enshrined in the Australian Constitution, is also vital. We as a Diocese now need to ALL support The Uluru Statement from the Heart and work consistently towards a true coming together, a true Reconciliation, in Christ.



Our artist – Stevie O’Chin

Three stunning interrelated Aboriginal dot paintings, representing our Diocesan Regions and commissioned by the Reconciliation Action Plan Working Group, are travelling individually around our Diocese and are being displayed as a reminder of our Christian call to Reconciliation. Each artwork represents a geographical faith Region of our Diocesan community – the Northern, Southern and Western Regions – and joins together as one united piece, with the Pacific Ocean bordering the joint work’s right-hand side.

These three artworks tie in directly with the Diocesan RAP and will travel around our community as a reminder of our Christian call to Reconciliation. At key Diocesan events the three paintings will come together as a symbol of ‘Being Together’ and that we are one Church.

The dot paintings were created by talented emerging artist Stevie O’Chin, who belongs to the Kabi Kabi and Koa peoples on her father’s side and the Yuin people on her mother’s side. Stevie O’Chin said that the intricate circles in each artwork represent our Diocese’s Marks of Mission and share common motifs.

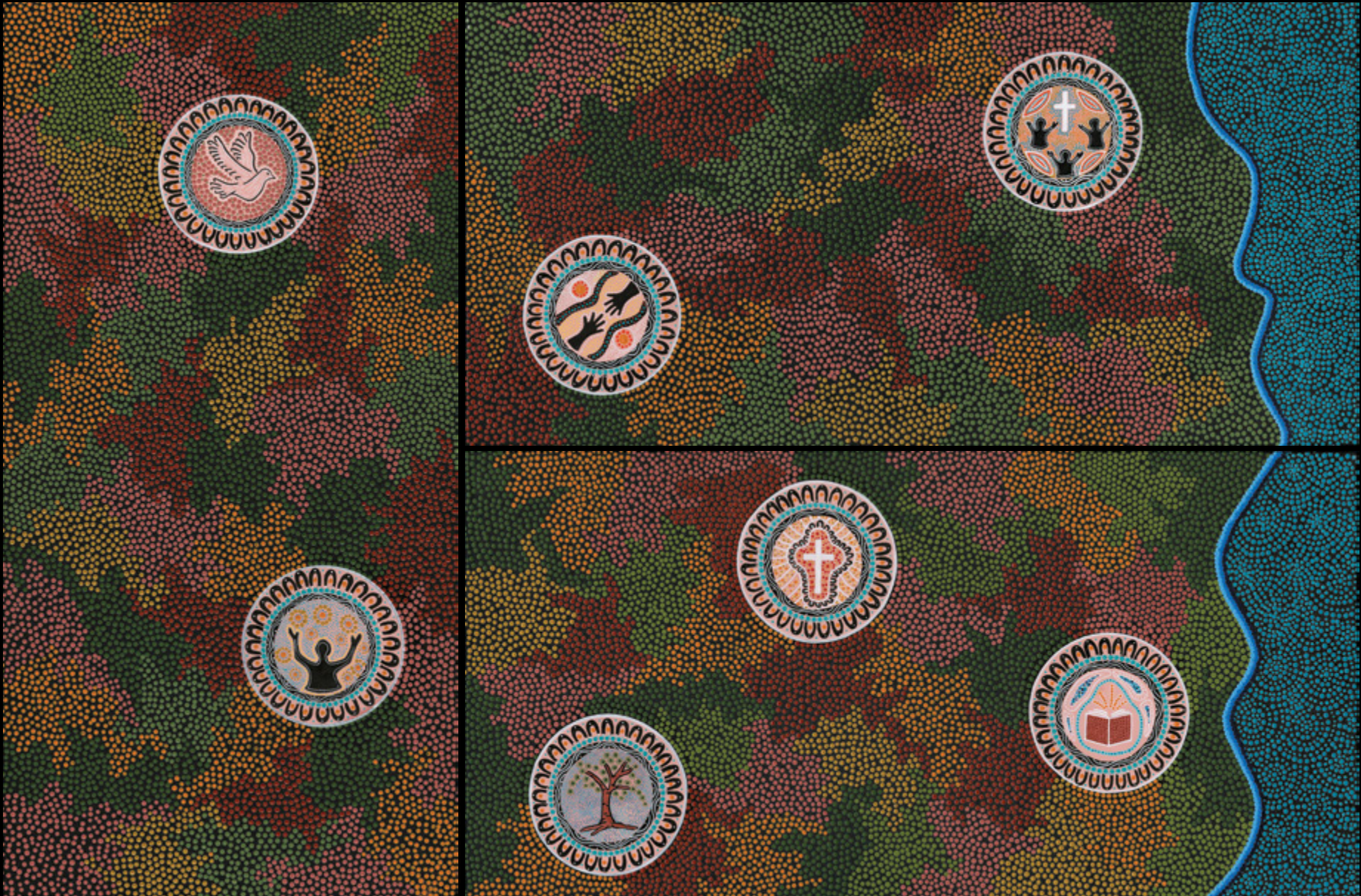
“Each circle has U shapes that surround the symbols – these symbolise people gathering together to worship, and the blue dotted rings around each symbol in the circles mark the spiritual healing power of God,” Ms O’Chin said. “The seven symbols painted within circles in the tri-Regional landscape represent the seven Marks of Mission of the Anglican Church Southern Queensland.”



Dot painting is an ancient and deeply symbolic practice of the world’s oldest continuously living culture and started with sand, soil, and body ‘canvases’. Now one of the most internationally recognised Aboriginal art forms, First Nations artists commenced dot painting on framed stretched canvases in the 1970s.

Ms O’Chin said, that she “carries on a family legacy of Aboriginal dot painting. My paintings are inspired by my surroundings and stories told to me by my parents and family Elders.”

Executive Director of Parishes and other Mission Agencies Commission, and RAP Working Group member Dr Stephen Harrison said, “that the three artworks support the Diocesan RAP and symbolise our Diocesan community’s collective commitment to Reconciliation.



**The Anglican Church
Southern Queensland's
seven Marks of Mission are:**



1.
To proclaim the Good
News of the Kingdom



2.
To teach, baptise and
nurture new believers



3.
To respond to human
need by loving service



4.
To transform unjust
structures of society, to
challenge violence of
every kind and pursue
peace and reconciliation



5.
To strive to safeguard the
integrity of creation and
sustain and renew the life
of the earth



6.
To worship and celebrate
the grace of God



7.
To live as one holy catholic
and apostolic Church



Relationships

The Anglican Church Southern Queensland seeks to work in partnership with First Nations peoples by developing a relationship of mutual trust and respect, which is at the heart of this mission. This RAP provides the basis for all Commissions, ministries, and agencies to develop connections and partnerships with First Nations peoples and share experiences, thus promoting and fostering Reconciliation throughout the Diocese and the broader community.

The past relationship between churches and First Nations communities has been complicated. The ACSQ continues to move forward and reach out to communities for mutual healing by developing productive programmes and initiatives that connect, engage and partner with First Nations peoples.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	Oct 2021, Oct 2022	General Manager ACSQ – Tim Reid
	Engage with identified First Nations stakeholders and organisations review guiding principles for future engagement.	Jul 2021, Jul 2022	General Manager ACSQ – Tim Reid
	Engage with First Nations communities, Traditional Owners and Elders to build strong partnerships with local First Nations stakeholders.	Jul 2021	General Manager ACSQ – Tim Reid
	Engage with First Nations communities and include strategies for connecting with First Nations communities in regional Queensland.	Jul 2021, Jul 2022	General Manager ACSQ – Tim Reid
	Establish an external First Nations Advisory Group to provide cultural advice and guidance to all commissions and agencies.	Jul 2021	General Manager ACSQ – Tim Reid
	To support NATSIAC, local First Nations communities, Reconciliation Australia, and Reconciliation Queensland in relation to local events or other initiatives where appropriate.	Jun to Jul 2022, 2023	Executive Director PMC – Stephen Harrison
	Strengthened the support with Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP) and support the Family Matters Campaign.	Dec 2021, Dec 2022	Interim Executive Director ASQ – Sue Cooke
	Work with local First Nations organisations and peoples to develop a guide for parishes to establish, develop and maintain mutually beneficial relationships with First Nations peoples.	Nov 2022	Executive Director PMC – Stephen Harrison
	Develop and present programmes on local and national history of First Nations Peoples and list resources for all Commissions, ministries, and agencies.	May 2022	Executive Director PMC – Stephen Harrison
	Encourage and aim for at least 40 parishes to connect with the local Traditional Owners and community to participate in their community events.	Oct 2022	Executive Director PMC – Stephen Harrison
Anglicare Southern Queensland to engage with local First Nations networks to strengthen relationships and develop partnerships.	Mar 2022	Interim Executive Director ASQ – Sue Cooke	

Action	Deliverable	Timeline	Responsibility
2. Build and develop relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and Reconciliation materials to all Diocesan clergy and staff through 'The Precinct eNews' and 'Wednesday Weekly' and through RAP Working Group members and promote NRW through various other Diocesan communications channels.	NRW 2022, NRW 2023	RAP Coordinator – Sandra King
	RAP Working Group members to participate in an external NRW event.	NRW 2022, NRW 2023	General Manager ACSQ – Tim Reid
	Encourage all ACSQ staff, clergy, and community to participate in external NRW events to recognise and celebrate NRW.	NRW 2022, NRW 2023	General Manager ACSQ – Tim Reid
	Hold annual all-of-Diocese NRW RAP Working Group BBQ to celebrate and promote the great work of each commission, agency, and ministry on their Reconciliation journeys.	NRW 2022, NRW 2023	Executive Director FDSC – Sandra Long
	Communicate the requirement for, and encourage registration of, all Diocesan staff, clergy and other members of our community to register NRW events on Reconciliation Australia's NRW website.	NRW 2022, NRW 2023	Executive Director FDSC – Sandra Long
	Develop opportunities and strategies for working across all commissions to celebrate and participate in NRW and encourage senior staff to demonstrate leadership by participating in at least one external NRW event.	NRW 2022, NRW 2023	General Manager ACSQ – Tim Reid
	Provide, promote, and present resources and encourage workshops for parishes on local and national First Nations histories during NRW. Encourage parishes to use the resources in their Sunday liturgies. Goal: 50 parishes to register their celebrations of NRW.	NRW 2022, NRW 2023	Executive Director PMC – Stephen Harrison
	All NRW presentations/events must be registered on the Reconciliation Australia's website and to notify their RAP Working Group representative once: <ul style="list-style-type: none"> • Parishes • Schools • Anglicare Southern Queensland • Ministry of Education • Other Commissions and agencies. 	NRW 2022, NRW 2023	Executive Director FDSC – Sandra Long

Action	Deliverable	Timeline	Responsibility
2.	Invite local Anglican First Nations church leaders to NRW events to strengthen the bond and teachings of the First Nations peoples.	NRW 2022, NRW 2023	RAP Coordinator – Sandra King
3. Support schools and early childhood centres to be part of the Narragunnawali Program	Support schools and early childhood centres to develop their own RAP under the Narragunnawali Program: <ul style="list-style-type: none"> • Cultural Consultant will have direct access to all schools and early childhood centres to develop their own RAP • create a Cultural Outreach Framework and First Nations Plan with a focus on profession cultural support and education • promote cultural inclusion and awareness on the ASC website, ASC social and other QLS communication channels • develop online resources for the ASC and its member schools • all schools to access ASC Indigenous Educational Resource Portal to select which culturally significant activities they can undertake throughout the year. • have quarterly network meetings to update progress, share success stories, replicate success. 	Apr 2022, Apr 2023	Executive Director ASC – Sherril Molloy
	Promote Reconciliation and the RAP to encourage an increase of schools developing and maintaining a RAP: <ul style="list-style-type: none"> • create a ASC Schools Indigenous School Contact Database for ASC • establish a cultural school contact within each school • Cultural Consultant will liaise with all schools to provide advice and direction regarding Narragunnawali Program • all schools will have access to ASC indigenous specific programs to incorporate in their own RAP. 	Jul 2021, Apr 2022, 2023	Executive Director ASC – Sherril Molloy
	Encourage ACSQ schools and early learning centres to listen, learn and grow relationships with First Nations peoples: <ul style="list-style-type: none"> • the ASC Indigenous Education program will deliver a Cross Cultural Awareness and Competency Course for all staff of the ASC and member schools. 	Jul 2021, Jul 2022	Executive Director ASC – Sherril Molloy

Action	Deliverable	Timeline	Responsibility
3.	<p>ASC Indigenous Community Engagement Program, Adopt an Elder, Queensland District Law Associations (DLAs).</p> <ul style="list-style-type: none"> This program will be created for our schools to connect with the Indigenous communities where they are located, the add value to the overall program, the district law associations in these regions will also participate with the schools and the indigenous community. <p>These associations represent law firms in the area who wish to connect with schools and the Indigenous community in an effort to support Indigenous students and families attending Anglican Schools. This will focus on secondary students.</p>	Jul 2021, Jul 2022	Executive Director ASC – Sherril Molloy
	<p>Each school to have a school contact listed to directly liaise with ASC Cultural Consultant to co-ordinate activities with Elders and community groups.</p> <ul style="list-style-type: none"> Create a pre-tertiary course (3-6 months) to prepare Indigenous students (years 11 and 12) for university life, learning to develop research skills, assignment preparation, time management etc. to enhance their chance to maintain their place in the university. Create an Indigenous youth mentoring program with Indigenous career people, Elders, community champions and university people to act as role models for Indigenous students. 	Jul 2021, Apr 2022, 2023	Executive Director ASC – Sherril Molloy
	<p>Promote schools and early childhood centres celebrations of culturally significant activities.</p> <ul style="list-style-type: none"> All schools to access ASC Indigenous Educational Resource Portal to select which culturally significant activities they can undertake throughout the year. Create an ASC Cultural Calendar. Create an Indigenous newsletter throughout the ASC Network to highlight activities across the network. Schools to incorporate community RAP Champions for each school. Indigenous Career Camps. <p>These camps will connect Indigenous students and staff from all the schools in the commission, to come together to share culture, stories, strategies, ideas for success and innovation. They will also have a careers expo attached as well as cultural mentors and profile personalities for inspiration.</p>	Jan 2022, 2023	Executive Director ASC – Sherril Molloy

Action	Deliverable	Timeline	Responsibility
3.	Invite local Anglican First Nations church leaders to NRW events to strengthen the bond and teachings of the First Nations peoples.	NRW 2022, NRW 2023	RAP Coordinator – Sandra King
	<p>Research funding opportunities for schools to create spaces for cross-cultural engagement using gardens, art, sculpture, prayer spaces promoting deeper connection to land, creatures, creation, and First Nations’ languages, cultures, stories and story tellers.</p> <ul style="list-style-type: none"> • ASC Schools will be able to access Adopt an Elder/DLA program opportunities to fund above activities, as well as local, state and federal government grants, and other school-based funding opportunities to access funds. • The cultural consultant will explore a range of private and government-led funding opportunities. 	Apr 2022, Apr 2023	Executive Director ASC – Sherril Molloy
	<p>Monitor and evaluate schools RAP deliverables and progress:</p> <ul style="list-style-type: none"> • Quarterly Reports to be provided to ASC Executive highlighting all actionable items from all participating schools in ASC Indigenous Education Program. 	Aug 2021, Jul 2023	Executive Director ASC – Sherril Molloy
4. Promote Reconciliation through our sphere of influence.	<p>Communicate our commitment of Reconciliation, through various ACSQ channels, including:</p> <ul style="list-style-type: none"> • anglican focus news site • corporate ACSQ website • the ARC (ACSQ intranet) • PMC’s faithful + effective website • Anglicare Reconciling Histories webpages • school newsletters and publications • various commission social media channels. 	Monthly, 2021, 2022, 2023	RAP Coordinator – Sandra King
	Explore opportunities to positively influence internal and external stakeholders to drive Reconciliation outcomes.	Jul 2021, Jun 2022, Jun 2023	Executive Director FDSC – Sandra Long

Action	Deliverable	Timeline	Responsibility
4.	Explore opportunities to join Reconciliation Queensland Incorporated and other like-minded organisations to engage in opportunities across the Diocese's Regions.	Jul 2021, Jun 2023	RAP Coordinator – Sandra King
	Implement strategies to engage our staff in reconciliation and promote our RAP to new employees across the Diocese.	Jan 2022, Jan 2023	General Manager ACSQ – Tim Reid
	Use PMC's websites and social media channels to communicate the Diocesan RAP and specific parish-related RAP goals to all parishes and clergy.	Monthly 2021, 2022, 2023	Executive Director PMC – Stephen Harrison
	Host a 360 Program day seminar on Reconciliation in consultation with the RAP Coordinator, Traditional Owners and Elders, NATSIAC representatives and Wontulp-Bi-Buya College.	By Nov 2022	Executive Director MEC – Bishop Jonathan Holland
	Continue to strengthen the relationship with Anglican Board of Mission, particularly with the Reconciliation Advocacy and Education Departments.	Jul 2021, Jun 2022, Jun 2023	Executive Director MEC – Bishop Jonathan Holland
	Develop and maintain supportive relationships between parish Reconciliation groups through shared information and resources and provide parishes with examples of their Reconciliation goals and actions.	Quarterly 2021, 2022, 2023	Executive Director PMC – Stephen Harrison
	Develop and present empowering and informative programmes featuring inspiring First Nations women and men.	Sept 2021, May 2022, May 2023	General Manager ACSQ – Tim Reid
	Encourage parishes to establish a group of members committed to social justice for First Nations peoples and to develop their own Reconciliation goals.	Annually 2021, 2022, 2023	Executive Director PMC – Stephen Harrison
5. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	NRW 2022, NRW 2023	Executive Director FDSC – Sandra Long
	Develop, implement, and communicate an anti-discrimination policy for various commissions and agencies.	Apr 2022, Apr 2023	Executive Director FDSC – Sandra Long

Action	Deliverable	Timeline	Responsibility
5.	Engage with Queensland Human Rights Commission's First Nations staff and ACSQ First Nations clergy and staff representatives to consult on our anti-discrimination policy.	Jul 2021, Apr 2022, 2023	Executive Director FDSC – Sandra Long
	Develop educational resources and present to all senior ACSQ leaders regarding the effects of racism so they can communicate these effects to all Diocesan staff.	Jul 2021, Jul 2022	Executive Director FDSC – Sandra Long
	Establish a culturally safe environment and programs by sharing: <ul style="list-style-type: none"> • activities that cover culture, spirituality, history and beliefs • discussions with clear, open and respectful communication • trust in allowing one to express their own views openly without fear • recognising and avoiding stereotypical barriers • respect for each other's cultural differences and views • minimising the power in language (verbal or written), presence, speeches • being inclusive in discussions on First Nations peoples and Issues. 	Annually 2021, 2022, 2023	Executive Director FDSC – Sandra Long
6. Support and strengthen relationships in the development of First Nations Peoples Church, community Elders/ Leaders and theological resources.	Invite an Anglican First Nations writer, theologian, or poet to spend a week in residence at the College	By Nov 2021, By Nov 2022	Executive Director MEC – Bishop Jonathan Holland
	Build relationships with the local Elders and communities to present special events to connect with each other and to discuss untold histories.	Oct 2021, Oct 2022	Executive Director MEC – Bishop Jonathan Holland
	Financially support and promote the educational work of Wontulp-Bi-Buya College.	Annually 2021, 2022, 2023	Executive Director MEC – Bishop Jonathan Holland
	Create a space to hear the stories of Traditional Owners, Elders, and community representatives.	Annually 2021, 2022, 2023	Executive Director MEC – Bishop Jonathan Holland
	Research, share and develop theological resources in consultation with First Nations clergy for practising Reconciliation to support the intersection between faith and Reconciliation.	Oct 2021, Oct 2022	Executive Director MEC – Bishop Jonathan Holland
	Host at least two First Nations theology workshops/events each year in consultation with First Nations peoples and First Nations speakers/presenters.	By Feb 2022, By Feb 2023	Executive Director MEC – Bishop Jonathan Holland
	Encourage staff/students of MEC attend the annual pilgrimage to Wontulp-Bi-Buya College to build networks and undertake theology and cultural competency training.	By Oct 2021, By Oct 2022	Executive Director MEC – Bishop Jonathan Holland



Respect

The Anglican Church Southern Queensland recognises that learning about the cultures and histories of First Nations peoples is fundamental to the RAP in reconciling relationships.

Non-Indigenous Australians are the beneficiaries of the custodianship of Traditional Owners for their respective Country which warrants respect, gratitude, and celebration.

This RAP fosters opportunities for all ACSQ Commissions, ministries, and agencies to acknowledge the cultures and survival of First Nations peoples, locally and nationally, by respecting cultural protocols, celebrating significant events in the First Nations calendar, and learning about our shared history.

Action	Deliverable	Timeline	Responsibility
7. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	Dec 2022	Executive Director FDSC – Sandra Long
	Develop and implement a First Nations cultural learning strategy for staff, clergy and other ACSQ community members via diverse methods of delivery, including online, face-to-face workshops and cultural immersion.	Dec 2021	Executive Director FDSC – Sandra Long
	Work in consultation with local Traditional Owners/Custodians and/or First Nations Elders to be advisors on the development and implementation of local history and cultural learning strategies and run cultural learning days for the Diocesan community.	May 2022	Executive Director PMC - Stephen Harrison
	Provide opportunities for RAP Working Group members, RAP Champion, HR Managers, and other key leadership staff to participate in formal and structured cultural learning, such as cultural tours.	Oct 2021, Oct 2022	Executive Director FDSC – Sandra Long
	Promote cultural recognition by encouraging the installation of historical/contemporary First Nations artefacts and/or artworks in waiting areas, hallways, meeting rooms, residential spaces, offices, and church buildings in consultation with Traditional Owners.	Dec 2021, Dec 2022	RAP Coordinator – Sandra King
	Include First Nations images/artworks in PMC print and digital collateral.	Annually 2021, 2022, 2023	Executive Director PMC – Stephen Harrison
	ASQ to promote and implement the First Nations Cultural Capability Framework and Cultural Audit Tool.	Dec 2021	Interim Executive Director ASQ – Sue Cooke
	Host a biannual First Nations art exhibition displayed in the Chapel of the Holy Spirit.	Jun, Jul 2022	Executive Director MEC – Bishop Jonathan Holland

Action	Deliverable	Timeline	Responsibility
8. Demonstrate respect to Aboriginal and Torres Strait Islander Peoples by observing cultural protocols.	Develop, implement, and communicate a cultural protocol document/video, including protocols for Welcome to Country and Acknowledgement of Country in consultation with First Nations.	Sept 2021	General Manager ACSQ – Tim Reid
	Increase staff, parish and clergy understanding of the purpose and significance of Welcome to Country, Acknowledgement of Country, and protocols.	Sept 2021, Sept 2022	Executive Director PMC – Stephen Harrison
	Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.	Sept 2021	General Manager ACSQ – Tim Reid
	Encourage all parishes to include an Acknowledgement of Country or Welcome to Country before services, parish council meetings and other significant events.	Annually 2021, 2022, 2023	Executive Director PMC – Stephen Harrison
	Host events on the importance of cultural protocols of Acknowledgement of Country and Welcome to Country.	Annually 2021, 2022, 2023	General Manager ACSQ – Tim Reid
	Embed the First Nations protocols into all Diocesan event planning resources, including incurred costs within the events budget.	Sept 2021	General Manager ACSQ – Tim Reid
	Encourage service centres to develop Acknowledgement of Country commemorations (e.g. plaques or framed certificates) for each office.	Dec 2022	Interim Executive Director ASQ – Sue Cooke
	Encourage all Commissions, ministries, and agencies to invite Traditional Owners or to include an Acknowledgement of Country or other appropriate protocols at the commencement of meetings and gatherings by embedding the cultural protocol as a standing agenda item.	Annually 2021, 2022, 2023	General Manager ACSQ – Tim Reid
	Welcome to Country and other appropriate cultural protocols to be offered at all significant ACSQ and parish events through the invitation and remuneration of an authorised local Traditional Owner/Custodian.	Annually 2021, 2022, 2023	General Manager ACSQ – Tim Reid

Action	Deliverable	Timeline	Responsibility
8.	Approved Acknowledgement of Country to be included in all email signatures.	By Dec 2021	General Manager ACSQ – Tim Reid
	Approved Acknowledgement of Country to be included on all letterhead (and other stationery where possible), year books, PowerPoint templates, websites, social media channels, and other communications and marketing collateral where possible.	By May 2022	General Manager ACSQ – Tim Reid
	Anglican Schools Commission to hold a cultural protocols seminar for the schools and work with local Elders to develop Acknowledgement of Country plaques for all schools, Acknowledgement of Country protocols for schools, deeper relational engagement and curricular learning outcomes regarding First Nations’ wisdom, cultures, languages, histories and knowledge.	Nov 2021, Nov 2022	Executive Director ASC – Sherril Molloy
9. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate and attend external NAIDOC Week events.	Sept 2021, Jul 2022, 2023	Executive Director FDSC – Sandra Long
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Apr 2022	Executive Director FDSC – Sandra Long
	Promote significance of NAIDOC Week across the Diocese and encourage parishes (Goal: 30 parishes) to celebrate it through their Sunday liturgies, with all staff to participate in events in their local communities.	Sept 2021, Jul 2022, 2023	Executive Director PMC – Stephen Harrison
	Encourage ACSQ communities to hold internal NAIDOC Week events and/or participate in local NAIDOC Week events.	Aug 2021, Jun 2022, 2023	General Manager ACSQ – Tim Reid
	Promote resources and present video recordings of First Nations Peoples of their Reconciliation stories for parishes to use in worship during NAIDOC Week.	Aug 2021, Jun 2022, 2023	General Manager ACSQ – Tim Reid

Action	Deliverable	Timeline	Responsibility
10. Increase the awareness and significance of the annual Coming of the Light celebrations.	Acknowledge, promote and encourage participation in the annual Coming of the Light celebrations across the whole ACSQ community	Jul 2022, 2023	Executive Director PMC - Stephen Harrison
11. Raise awareness on the rights of the First Nations campaigns.	Present programs to raise awareness of the Uluru Statement from the Heart '#ulurustatement' and other campaigns such as #StopDeathsInCustody and #RaiseTheAge and other pathways to greater recognition and self-determination of First Nations peoples.	Jan 2022 – Jan 2023	SRC – Tim Reid



Opportunities

The Anglican Church Southern Queensland recognises the injustices that have led to disadvantage among First Nations peoples and seeks to continue the healing process and the breaking down of existing barriers.

The RAP seeks to support Close the Gap objectives for First Nations peoples regarding health, employment, and wellbeing.

This RAP provides the basis for increasing the involvement of First Nations peoples in the ACSQ through employment, ministry, and procurement.

Action	Deliverable	Timeline	Responsibility
12. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Build an accurate understanding of current First Nations staffing numbers and identify issues to improve future employment and professional development opportunities.	Jul 2022	General Manager ACSQ – Tim Reid
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.	Jul 2022	Executive Director PMC - Stephen Harrison
	Engage with First Nations staff to consult on recruitment, retention, and professional development strategies, seeking specific participation from Anglican Schools and Early Childhood centres.	Jul 2022	General Manager ACSQ – Tim Reid
	Identify and list channels for the advertising of job vacancies to effectively reach First Nations stakeholders and share this list across the ACSQ for adoption within their practices.	Dec 2021	Executive Director PMC - Stephen Harrison
	Advertise job vacancies to effectively reach First Nations stakeholders.	Jul 2021 – Jun 2023	General Manager ACSQ – Tim Reid
	Review HR and traineeship recruitment procedures and policies to remove barriers to First Nations participation in our workplace.	Dec 2021	General Manager ACSQ – Tim Reid
	Investigate all strategies to employ and train First Nations people in our workforce, including clergy.	Dec 2021	Interim Executive Director ASQ – Sue Cooke
	Increase the percentage of First Nations staff and traineeships in all areas of the Diocese including clergy.	Jul 2021, Jul 2022, Jun 2023	General Manager ACSQ – Tim Reid

Action	Deliverable	Timeline	Responsibility
13. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement a First Nations procurement strategy.	Dec 2022	Executive Director FDSC – Sandra Long
	Investigate Supply Nation membership.	By Nov 2021	Executive Director FDSC – Sandra Long
	Develop and communicate a list of First Nations businesses for procurement of goods and services across the ACSQ.	Jul 2022	Executive Director FDSC – Sandra Long
	Review and update procurement practices to remove barriers to procuring goods and services from First Nations businesses.	Dec 2021	Executive Director FDSC – Sandra Long
	Develop commercial relationships with First Nations businesses and artists.	Jul 2021 - Jun 2023	Executive Director FDSC – Sandra Long



Governance

In our commitment to Reconciliation, the Anglican Church Southern Queensland understands the importance of good governance and the need for First Nations peoples' voices to be included wherever possible in decision making. This will be a key focus over the next two years.

There will also be a stronger focus on how we monitor, evaluate and report on RAP outcomes. We would also like to better celebrate our key achievements towards Reconciliation both internally and externally.

Action	Deliverable	Timeline	Responsibility
14. Establish and maintain an effective RAP Working Group to drive governance of the RAP.	Maintain First Nations representation on the RAP Working Group.	Jul 2021, Apr 2022, Apr 2023	General Manager ACSQ – Tim Reid
	Establish and apply a Terms of Reference for the RAP Working Group.	Annually reviewed in Nov	General Manager ACSQ – Tim Reid
	Meet bi-monthly to drive and monitor RAP implementation.	Bi-monthly	General Manager ACSQ – Tim Reid
15. Provide appropriate support for effective implementation of RAP commitments.	Actively monitor all RAP development and implementation of actions, tracking progress and reporting on engagement with First Nations stakeholders and organisations.	Aug, Dec 2021, Feb, Apr, Dec 2022	General Manager ACSQ – Tim Reid
	Engage our senior leaders to promote and communicate the RAP commitments to their staff and provide an action report.	Aug, Dec 2021, Feb, Apr, Dec 2022	General Manager ACSQ – Tim Reid
	Define and maintain appropriate systems to track, measure and report on RAP commitments (Executive Directors to track, measure and report on their respective RAP commitments through Diocesan Leadership Team quarterly reporting and GMO to report data to RAP Working Group).	Aug, Dec 2021, Feb, Apr, Dec 2022	General Manager ACSQ – Tim Reid
	Appoint and maintain an internal RAP Champion from senior management.	Jul 2021, 2022 2023	General Manager ACSQ – Tim Reid
16. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Sept annually	General Manager ACSQ – Tim Reid
	Report RAP progress to Diocesan Council, all staff and senior leaders half yearly.	Half yearly, 2021, 2022	General Manager ACSQ – Tim Reid
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	Apr 2022	General Manager ACSQ – Tim Reid
	Publicly report our RAP achievements/challenges/learnings throughout the year by sharing stories of Reconciliation engagement through various Commission communications channels.	Annually Jun 2021, 2022, 2023	General Manager ACSQ – Tim Reid
17. Continue our Reconciliation journey by developing our next RAP.	Review, refresh and update RAP and Register via Reconciliation Australia's website to begin developing our next RAP.	Nov 2022	General Manager ACSQ – Tim Reid



More than a word - Reconciliation takes action

God of all our dreaming, God of grace and love, we give you thanks for being able to seek Reconciliation with one another.

We pray that our first action may be to be reconciled in You through Jesus Christ our Lord.

May we all know Your peace Lord.

May we all know Your justice.

We pray for the First Nations people who are still suffering because Your peace and Your justice have seemed but distant dreams.

Help us to help each other Lord

Help us then take the steps as First Nations Peoples and all others in this land to walk this journey together.

We remember in our prayers those who walked this land in the past and whose spirits we walk with now.

We ask for blessings on those who walk this land now, that they may have a voice in this land.

We pray that we will all walk together into a future in Christ.

May the stories we all bear and the love in which we walk always reflect Your image dear Lord.

In the name of the unifying Christ.

Amen.



Painting by Kath Walker (later Oodgeroo Noonuccal) found in the Sanctuary of St Mark's Church, Dunwich – dated to 1955 (Image courtesy of The Rev'd Danni Clark, Parish of East Redlands)



(Aunty) Sandra King (OAM)

Quandamooka, Bundjalung
and South Sea Islander Woman

Reconciliation Action Plan Coordinator

.....
Let's work together in Reconciliation

**Yo-wah ngambli balka dahgu
yaga na Reconciliation**

.....
Heal country ... Heal us

Djarr yaga ... Ngali-ba yaga

.....
Anglican Church Southern Queensland

St Martin's House, 373 Ann Street, Brisbane Q 4000

07 3835 2304 | anglicanchurchsq.org.au

