

ARCHDIOCESE OF BRISBANE INNOVATE RECONCILIATION ACTION PLAN

September 2023 – September 2025



ARCHDIOCESE OF BRISBANE



RECONCILIATION
ACTION PLAN

INNOVATE



Published by
Evangelisation Brisbane

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Permission has
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Warning:
Aboriginal and Torres Strait
Islander readers should be
aware that this document

may contain images or
names of individuals who
have passed away.

On the 'Acknowledgement of
Country' page the Publisher
has sought to acknowledge the
Traditional Custodians within
the geographic area defined
by the boundaries of the
Archdiocese of Brisbane. At the
date of publication the spelling
and list of Traditional Custodian
names was obtained from
Traditional Custodian websites,
Elders and public sources –
government publications.

ABOUT THE ARTIST

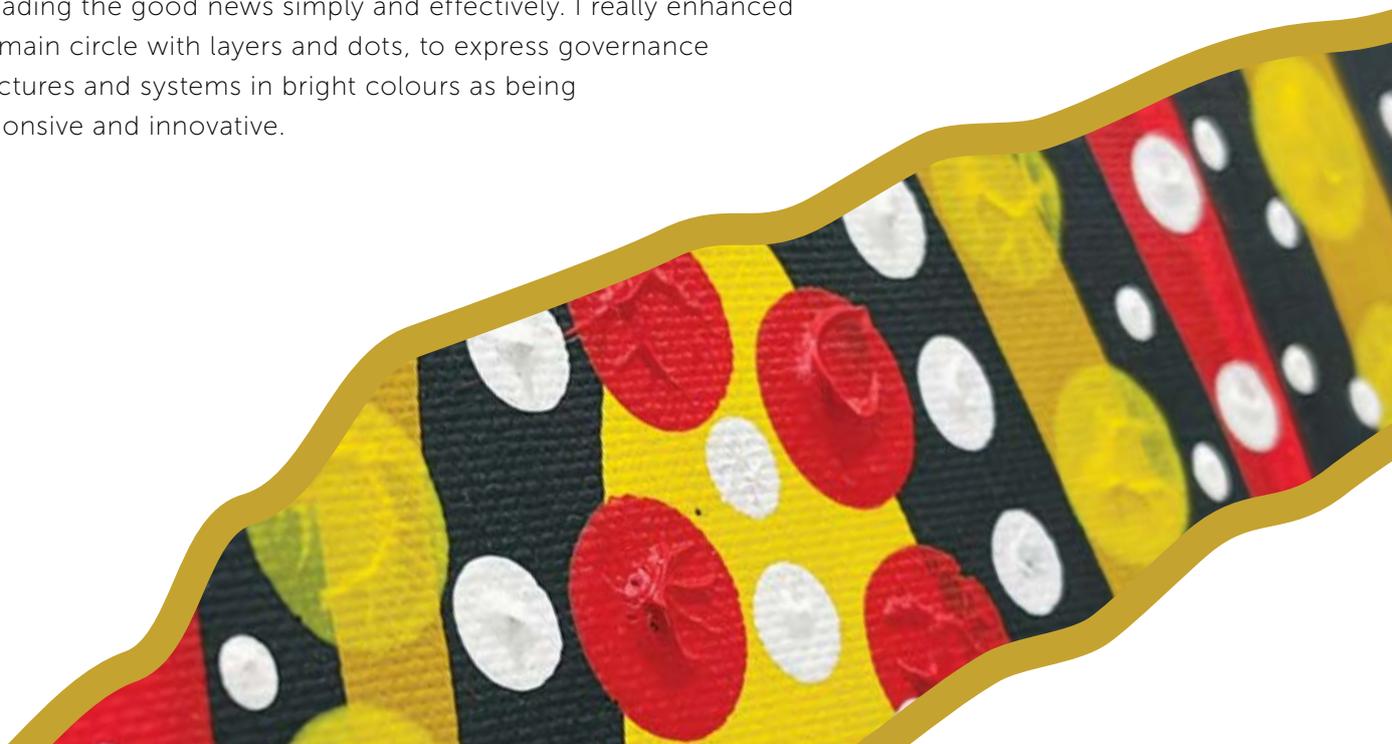
SHARA DELANEY

My name is Shara Delaney. I'm a descendant of the Noonuccal, Ngugi and Goenpul clan groups of Quandamooka that is located on the east coast of Brisbane. I grew up in the Redlands and always maintained my connection to country. I find the importance of belonging and having a relationship with the land and sea is intrinsic to my identity. Having a sense of community has always been important to me. Being able to engage with community through art as a cultural practice brings me joy.



ABOUT THE PAINTING

This artwork (see front cover) represents the Archdiocese of Brisbane as the face of the Catholic Church of South East Queensland. My design shows the journey of faith, which is guided by the Spirit. It is depicted where the blue meets the green, and that main path represents the journey of faith which is heading towards the centre. It's the spirit figure that is guiding them. The main circle also represents the Archdiocese of Brisbane's community as a whole. From the centre, it branches out to the smaller circles to support and stay connected to the vulnerable in our communities. The white dots are the healing power (coming from the spirit) which is highlighted throughout the design. I have placed the smaller circles to represent different people throughout the community and to be seen as inclusive. The little figure in the smaller circles are my interpretation of a person, using Aboriginal symbols. The black lines that flow in the background represents the spreading the good news simply and effectively. I really enhanced the main circle with layers and dots, to express governance structures and systems in bright colours as being responsive and innovative.





A GUIDE TO ACKNOWLEDGEMENTS AND WELCOME TO COUNTRY

A 'Welcome to Country' is a ceremony where Traditional Owners/Custodians, usually Elders, welcome people to their land. This is a significant recognition and is made through a formal process, although it is up to the Elder how they decide to carry out the ceremony. It also depends on the location of the event and the practice of the Aboriginal and Torres Strait Islander community which can vary greatly according to the regions.

An 'Acknowledgement of Country' is a way that we can show awareness and respect for Aboriginal and Torres Strait Islander culture and heritage, and the ongoing relationship the traditional owners have with their land. Both Indigenous and non-Indigenous people can perform an 'Acknowledgement of Country'. It is a demonstration of respect dedicated to Traditional Custodians of land, sea and waters where the event, meeting, school function or conference takes place. It can be formal and informal.

Why do we conduct a Welcome to or Acknowledgement of Country?

'Welcome to Country' and 'Acknowledgement of Country' are protocols that have been practiced by Aboriginal and Torres Strait Islanders for thousands of years. For non-Indigenous Australians, having an Acknowledgement of Country can be a symbol of reconciliation. It recognises Aboriginal and Torres Strait Islander culture and their continuing and deep connection to Country.





ACKNOWLEDGEMENT OF COUNTRY

The Archdiocese of Brisbane acknowledges the Traditional Custodians who have walked and cared for this land for thousands of years and their descendants who maintain their spiritual connection and traditions. We thank them for their continual cultural and spiritual connection to Country as expressed through their history, music, language, songs, art and dance.

We respectfully acknowledge the Traditional Custodians of the Archdiocese of Brisbane, North, South, East and West and reflect on the millions of footprints that travelled the Dreaming pathways and continue to walk this land.

*Jinabara, Gubbi Gubbi (Kabi Kabi), Yagarabul People,
Turrbal, Quandamooka, Yugambah, Mibin People,
Wakka Wakka, Wulli Wulli, Butchulla, Bai Lai,
Gurang, Gooreng Gooreng and Taribelang Bunda.*





RECONCILIATION PRAYER

Holy Father, God of Love

You are the Creator of this land and all good things.

We acknowledge the pain and shame of our history,
and the suffering of our peoples.

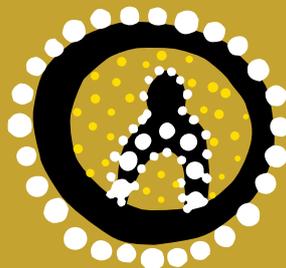
And we ask your forgiveness.

We thank you for the survival of Indigenous cultures.

Our hope is in you because you gave your son Jesus,
to reconcile the world to you.

We pray for your strength and grace to forgive,
accept and love one another,
as you love us and forgive and accept us
in the sacrifice of your Son.

Amen



Reconciliation Prayer
(Wontulp Bi-Buya Indigenous
Theology Working Group 13
March 1997 Brisbane, Qld.)





A MESSAGE FROM THE ARCHBISHOP OF BRISBANE



Since Our first Reconciliation Action Plan (RAP) in 2020, much has been done. The Australian Catholic Bishops Conference and I, as Archbishop of Brisbane, have publicly endorsed the Uluru Statement from the Heart and an Aboriginal and Torres Strait Islander Voice enshrined in the Constitution. Like the RAP, these are important steps on the long and arduous journey of reconciliation upon which the flourishing of this nation depends, given that the ongoing injustice suffered by our Indigenous peoples has been and remains a deadly running sore at the heart of the nation. So too the Church in Australia needs a new engagement with Aboriginal and Torres Strait Islander peoples: that was made clear by the Plenary Council. This will begin with a deep listening to Indigenous voices; and my hope is that the RAP will help us to enter into that deep listening, in the belief that non-Indigenous Australians can actually learn something, even something vital, from Indigenous peoples. I thank all who have worked hard to produce this new iteration: may it bear the fruit we both want and need.

+Mark Coleridge
Archbishop of Brisbane
2023



MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia commends the Catholic Archdiocese of Brisbane on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

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 close to 3 million people now either working or studying in an organisation with a RAP, The program's potential for impact is greater than ever. The Catholic Archdiocese of Brisbane continues to be part of a strong network of more than 2,200 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 Catholic Archdiocese of Brisbane will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to the Catholic Archdiocese of Brisbane 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 the Catholic Archdiocese of Brisbane 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, the Catholic Archdiocese of Brisbane will ensure shared and cooperative success in the long-term. Gaining experience and reflecting on pertinent learnings will ensure the sustainability of the Catholic Archdiocese of Brisbane's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations to the Catholic Archdiocese of Brisbane on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia





ENDORSEMENT FROM ARCHDIOCESAN AGENCY EXECUTIVE DIRECTORS

As the leadership of the agencies of the Archdiocese of Brisbane, we enthusiastically endorse the 2023 Reconciliation Action Plan (RAP) and look forward to overseeing its continued implementation. Our desire is for the Archdiocese of Brisbane to be a community that values mutual respect and displays a deep solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to doing what we can to heal the wounds of the past and taking action in a spirit of mercy, love, justice, truth telling and peace. To this end, Brisbane Catholic Education has continued its implementation of its own RAP which was developed with a view to this plan.

We echo the words of Pope John Paul II who said, “[W]e long for the day when we are fully the Church that Jesus wants us to be, a Church where Aboriginal and Torres Strait Islander peoples make their contribution to her life, and that contribution is joyfully received by others.” (Pope John Paul II, Address to Aboriginal & Torres Strait Islander peoples, Alice Springs, 1986)

We recognise that this Reconciliation Action Plan has continued implications for the way we go about our business. It means making changes across our organisation in many areas from the recruitment and retention of Aboriginal and Torres Strait Islander employees to the revision of preferred suppliers. This document enables the kind of culture change that empowers and supports reconciliation across the Archdiocese. We recognise the immense contribution of Aboriginal and Torres Strait Islander peoples throughout our nation’s history, and we look forward to continuing to do our part in promoting reconciliation across South East Queensland.

Sally Towns

(Executive Director,
Brisbane Catholic Education)

Gavin Byrnes

(Executive Director,
Legal, Governance and Risk)

Peter Selwood

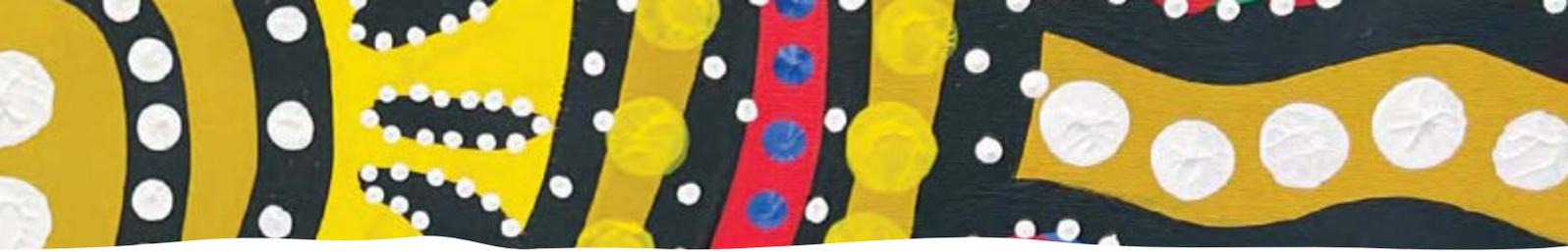
(Executive Director, Centacare)

Peter Pellicaan

(Executive Director,
Evangelisation Brisbane)

Andrew Musial

(Executive Director Archdiocesan Services)



DAVID MILLER, ELDER

Co-chair Reconciliation Reference Group and Queensland Representative National Aboriginal and Torres Strait Islander Catholic Council.



As a descendant of the Gangalu peoples from Central Queensland and as Co-chair of the Reconciliation Reference Group, I am honoured and privileged to provide an endorsement for the Brisbane Catholic Archdiocesan Innovate Reconciliation Action Plan (RAP) 2023-2025.

Reconciliation is a concept that is well known to all Catholics. It is also an essential process for all Aboriginal and Torres Strait Islander peoples and the wider community. It is a movement that began in the 1990s under the stewardship of the then Council of Aboriginal Reconciliation. Upon the end of the Council's term, they recommended the establishment of an independent NFP, Reconciliation Australia. It has become a grassroots movement that has been embraced by federal and state governments as well as the corporate and not-for-profit sectors. This document marks a major milestone in the history of the Catholic Church in Queensland.

I believe that the Catholic Church has a significant and ongoing role to play in promoting awareness and understanding about First Nations' rights, peoples, cultures as well as embracing our traditions and spirituality. This RAP demonstrates a joint commitment by the Church and the Aboriginal and Torres Strait Islander community within the Archdiocese to engage in a truly meaningful partnership of dialogue and action. Never before in our history have we had such a timely opportunity to address many of the issues that have long been held as heart-felt aspirations of our peoples across the nation.

It is a time for healing.

It is a time for acceptance.

It is a time for story-telling and educating all Australians about our rich history and culture.

It is a time to speak up and have a voice within the Church.

It is a time to address past wrong-doings and injustices suffered by many of our peoples.

It is time to address racism and prejudice in our society.

And, it is a time to act.

I am pleased to acknowledge all of those people who have gone before us and walked this journey and the valuable contributions they have made to this process - our Elders, communities and especially those who are no longer with us.

As First Nations peoples, we have been living out spirituality for thousands of years. Our spirituality has many parallels with Christianity such as various traditional rites, rituals and customs. At the core, we are deeply spiritual peoples. I would like to acknowledge the many thousands of footprints that have walked upon this ancient, sacred land as the oldest surviving culture in the world. May we take up our rightful place at the table and walk together in unity for justice, peace and reconciliation.

Uncle David Miller



“

**When we have
power over our destiny
our children will flourish.**

**They will walk in two worlds
and their culture will be
a gift to their country.**

Statement From the Heart

”





OUR VISION FOR RECONCILIATION

Our vision for reconciliation is to be a community in which there is mutual respect and deep solidarity between Aboriginal and Torres Strait Islander peoples and those of us with differing heritage; a community committed to healing the hurts and wrongs of the past and being present in a spirit of mercy, love, justice, forgiveness and peace.

We hope to be a community that, as Pope Francis stated in *Evangelii Gaudium* (#190), not only has respect for human rights, but also has respect for the rights of peoples. This has specific application in Australia to develop a community that promotes the rights of Aboriginal and Torres Strait Islander peoples as the First Peoples of our land.

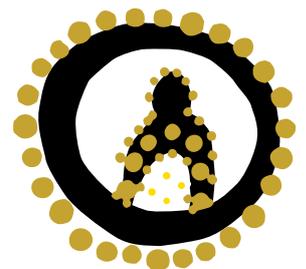
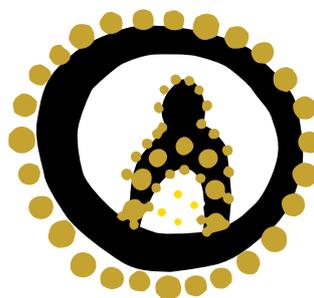
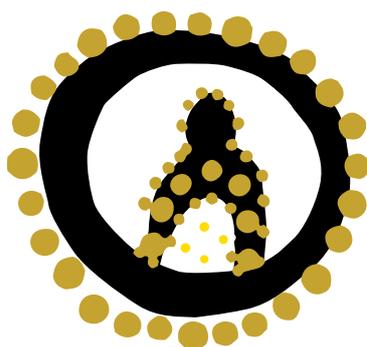
“We need a genuinely new engagement of the Church with the First Nations peoples, especially in an Archdiocese like this where the Indigenous presence is strong. A new engagement will mean, first of all, listening

to Indigenous voices, and believing that we can learn if we really listen. In the past, non-Indigenous Australia has struggled to believe that we could learn anything from First Nations peoples. They could learn from us, but not we from them. That has to change, both in the Church and in Australia more generally. Then the listening and learning need to lead to action.” (*With Lamps Ablaze, Apostolic Priorities for the Archdiocese of Brisbane from 2023 – 5. Engaging Anew with First Nations Peoples*).

We want to be a Church, which recognises and respects Aboriginal and Torres Strait Islander peoples and their cultural traditions. We recognise their spiritual connection with Land and Sea. It is fundamental to show respect for Aboriginal

and Torres Strait Islander communities and their cultural traditions. “They are not merely one minority among others, but should be the principal dialogue partners, especially when large projects affecting their land are proposed. For them, land is not a commodity but rather a gift from God and from their ancestors who rest there, a sacred space with which they need to interact if they are to maintain their identity and values.” (Pope Francis, *Laudato Si*, page 146).

As we continue on this journey of reconciliation, we are committed to listening to the **voices** of Aboriginal and Torres Strait Islander peoples and to the voice of the Holy Spirit.





OUR ARCHDIOCESE

Reaching from 100 to 300 kilometres west to Eidsvold and Gatton, the Archdiocese meets the Auburn Range and follows the Great Divide to the Blackbutt Range. From there it runs in a straight line to the junction of the Lockyer and Ma Ma Creeks, to the McPherson Range and to the Queensland/New South Wales Border – a land area of 77,000 square kilometres. (See attached map of Archdiocese)

The land that makes up the Archdiocese of Brisbane has been home to a number of ancient and unique cultures for many thousands of years. During this time, the Traditional Custodians from a number of language groups and their associated clan and family groups have cared for and

lived with the landforms, plants, and animals that make up this Archdiocese. Their systems of knowledge, their spirituality and respective cultures continue to be intimately connected to the mountains, rivers, swamps, plains and seas found in and around our Archdiocese. The land and the seas have sustained and nurtured countless generations of the Traditional Custodians. Colonisation severely impacted upon culture and language but the close relationship and connection of Traditional Custodians to their country still continues.

According to the 2021 Census statistics, there are over 684,423 Catholics living within the boundaries of the

Archdiocese of Brisbane. Of those, over 15,230 identify as Aboriginal and/or Torres Strait Islander. The Archdiocese employs approximately 4179 people*. Of those, 43 identify as Aboriginal and/or Torres Strait Islander people, of the overall workforce. There are 98 parishes in the Archdiocese.

**Does not include Brisbane Catholic Education Employees. Within Brisbane Catholic Education 3% of students and 0.99% of employees identify as Aboriginal and/or Torres Strait Islander people. Brisbane Catholic Education aims to create a workforce that is representative of the students, families and communities served. The new Brisbane Catholic Education RAP was launched May 2023.*





OUR HISTORY

From early on in the period of European occupation of Australia, there were important voices in the Catholic Church expressing concerns for the rights of Aboriginal people as colonists took over the land. In his 1849 Lenten pastoral letter, Australia's first Bishop, Archbishop John Bede Polding, challenged colonists to be mindful of the effect of their settlement on Aboriginal people.

On numerous occasions during his life, Archbishop Polding expressed his dismay and his deep concern about the way in which white settlements were overtaking Aboriginal peoples, their cultures and their way of life. He complained to the legislative bodies of his day about the ongoing destruction of Aboriginal and Torres Strait Islander peoples and their spiritual attachment to the land.

It should be acknowledged that, for many Aboriginal and Torres Strait Islander people, churches contributed to this mistreatment of Aboriginal and Torres Strait Islander peoples. Church missions and reserves often stir feelings of hurt and anger among Aboriginal and Torres Strait Islander peoples because they contributed to their loss of cultures and connection to Country and peoples. Their experience of missions was one of pain, humiliation and indignity.

1875–1880

Fr Duncan McNab, cousin of St Mary MacKillop, ministered to Aboriginal people in Southeast Queensland. He lobbied politicians and Catholic leaders about injustices experienced by Aboriginal people.

1843–1847

The Passionist Religious Order established a mission at Minjerrabah (North Stradbroke Island) on Quandamooka Country which was the first Catholic Mission to Aboriginal peoples in Australia.

1972

The Aboriginal and Islander Catholic Council (AICC) was established nationally to advocate for Aboriginal and Torres Strait Islander peoples greater inclusion within the church.

1973

A priest was appointed to the Aboriginal Apostolate within the Archdiocese of Brisbane until 1990.

1975

The Brisbane Aboriginal and Islander Catholic Council (AICC) was established. Local AICC branches were subsequently formed following 1975.



**EARLY
1980'S**

Laurel Blow, descendent from the Butchulla Nation, Fraser Island, was the first Aboriginal person to be employed as an Archdiocesan worker in the Brisbane Catholic Archdiocese.

1986

A number of Aboriginal and Torres Strait Islander people from the Archdiocese attended the meeting between Pope John Paul 11 and Aboriginal and Torres Strait Islander people during his visit Alice Springs. The highlight from Traditional Custodians from Stradbroke Island was the presentation of the Lord's Prayers in their language to the Holy Father.

1991

The Royal Commission into Aboriginal Deaths in Custody - The Archdiocesan Justice and Peace Commission and the Murri Ministry Team campaign for the full implementation of the Commission's recommendations.

1989

Laurel Blow was instrumental in negotiating the lease of land and the opening of Ngutana Lui, Aboriginal and Torres Strait Islander Educational Centre in Inala.

1993

Murri Ministry, The Aboriginal Catholic Ministry was established to provide pastoral care and spiritual assistance, consistent with Aboriginal culture, traditions and insights. In response to the Royal Commission on Aboriginal Deaths in Custody and the 1992 High Court Mabo decision, the Archdiocese helped establish the Churches Together Aboriginal Partnership. (Ecumenical body within Queensland Churches Together) Archbishop John Bathersby walked with the Aboriginal community in a public demonstration calling for justice when the young Aboriginal dancer, Daniel Yock, died in the custody of police in 1993.

1997

The provision of counselling for Aboriginal and Torres Strait Islander families was provided by the Catholic Church as a key recommendation for The Bringing Them Home Report.



2000

In the Year of Great Jubilee, Catholics participated in Ecumenical service of repentance which sought forgiveness for wrongs and injustices inflicted upon Aboriginal and Torres Strait Islander peoples. Members of the Archdiocese also participated in the Walk for Reconciliation across the William Jolly Bridge.

2009

The Archdiocesan Justice & Peace Commission and the Murri Ministry Team began holding a ceremony to mark the anniversary of the Federal Parliament's apology to members of the Stolen Generations.

2013

Archbishop of Brisbane, Mark Coleridge, celebrated a Mass on Stradbroke Island to mark the 170th anniversary of the Passionist Mission.

2021

Archbishop Mark Coleridge formerly endorses Statement From the Heart leading to Australian Bishop's endorsement. Archdiocese of Brisbane named finalist in Queensland Reconciliation Awards.

2020

Employment of First Archdiocesan Reconciliation Action Plan Manager, Cynthia Rowan. Launch of the first Archdiocesan Innovate Reconciliation Action Plan, with five pilot parishes across the Archdiocese in support.

2019

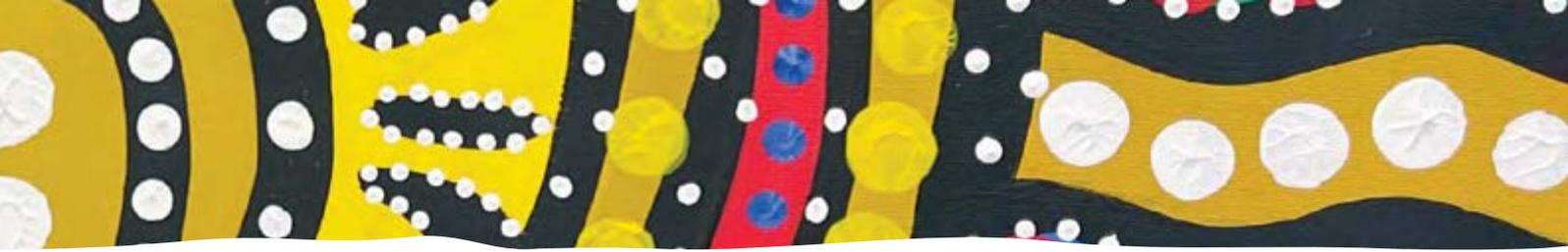
Launch of Brisbane Catholic Education Innovate Reconciliation Action Plan.

2023

Inaugural Archdiocesan Reconciliation Dinner in honour of Laurel Blow and launch of the second iteration of the Archdiocesan Innovate Reconciliation Action Plan (2023-2025), which will be an annual event to raise awareness and recognise and celebrate the contributions of First Nations peoples across the Archdiocese. Archbishop of Brisbane, Mark Coleridge, celebrated a Mass on Stradbroke Island to mark the 180th anniversary of the Passionist mission.

We recognise that Aboriginal and Torres Strait Islander people have suffered sexual and physical abuse by clergy and religious. We acknowledge the continual associated trauma of hurt, suffering, pain and loss of trust survivors deal with. We acknowledge and understand that these actions have caused a loss of faith, trust and respect for our Church by members of the Aboriginal and Torres Strait Islander and wider Catholic community. We continue to pray for all survivors of abuse and the courage to speak out against these acts.

We acknowledge the strength and resilience of Aboriginal and Torres Strait Islander peoples, including First Nations Catholic leaders who continue to contribute and share their faith, traditions, culture and histories.



OUR RECONCILIATION ACTION PLAN

The Archdiocese of Brisbane is committed to achieving our second Innovate Reconciliation Action Plan through respectfully building on relationships and embedding Aboriginal and Torres Strait Islander perspectives. We will continue to build upon our reconciliation journey with healing, truth-telling, faith, and trust in the openness to listen, learn and hear what is said and to undertake action decisively with compassion and humility.

To recognise our commitment to reconciliation, the Archdiocese is committed to ensuring the engagement of Aboriginal and Torres Strait Islander peoples outside the Archdiocese. Our focus is to nurture individuals, heal and support communities in their faith journey.

Our aim is to reflect on the significance of reconciliation and how it is essential to our growth as a nation to

provide better outcomes for future generations.

Our Reconciliation Reference Group

Membership of the RRG consists of thirteen members of which, seven are Aboriginal and Torres Strait Islander peoples. The other members consist of six members from parishes, agencies and external stakeholders.



ARCHDIOCESE OF BRISBANE RAP IMPLEMENTATION STRUCTURE

ARCHBISHOP MARK COLERIDGE

Organisational RAP Champion for Archdiocese of Brisbane.



EXECUTIVE FORUM

The RAP is a standing agenda item on the Executive Forum. Executive Director Evangelisation Brisbane liaises with and provides progress reports to forum.



RAP PROJECT MANAGER (EVANGELISATION BRISBANE)

The RAP Project Manager is employed by Evangelisation Brisbane. The RAP Project Manager is tasked with overall management of the RAP across the Archdiocese (all Church agencies and parishes excluding BCE).*



ARCHDIOCESE OF BRISBANE RECONCILIATION REFERENCE GROUP (RRG)

The Reconciliation Reference Group (RRG) is established to work as an advisory body to Evangelisation Brisbane to provide advice and recommendations on the implementation of Reconciliation Action Plan. Membership of the RRG consists of thirteen members of which seven are Aboriginal and Torres Strait Islander peoples. The other members consist of six members from parishes, agencies and external stakeholders.



ADS/CENTACARE WORKING GROUP

Responsible for overseeing specific RAP deliverables connected to ADS and Centacare. Progress reported back to RAP Project Manager.



EB RAP WORKING GROUP

Responsible for overseeing specific RAP deliverables connected to Evangelisation Brisbane. Progress reported back to RAP Project Manager.



ARCHDIOCESE OF BRISBANE RAP COMMUNICATIONS WORKING GROUP (RCG)

Responsible for the development of AoB RAP Communications and Engagement Plan.



ARCHDIOCESE OF BRISBANE RAP LITURGICAL WORKING GROUP

Responsible for specific deliverables related to liturgy. Chaired by member of Archdiocesan Commission on the Liturgy.

*BCE operates under separate RAP



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We need a genuinely new engagement of the Church with the First Nations peoples, especially in an Archdiocese like this where the Indigenous presence is strong.

Archbishop Mark Coleridge *“With Lamps Ablaze: Apostolic Priorities for the Archdiocese of Brisbane from 2023”*, p15

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OUR RECONCILIATION JOURNEY, LEARNINGS AND ACHIEVEMENTS

Initial work on a RAP began in 2016 with the formation of the Reconciliation Working Group. In January 2020, a RAP Manager was appointed; in June, the Archbishop formally invited internal and external individuals and agencies to form a Reconciliation Reference Group to guide and advise the finalisation and implementation of the RAP.

Our first Innovate Reconciliation Action Plan, endorsed by Reconciliation Australia was launched in November 2020 with six pilot parishes across the Archdiocese of Brisbane and commitment from all church agencies.

The RAP was the next step in the Archdiocese of Brisbane's continuing journey towards reconciliation with Aboriginal

and Torres Strait Islander people. The RAP was implemented to formalise existing social justice actions and ensure accountability. This was the first initiative to specifically address the creation and maintenance of a welcoming and culturally safe environment across the Archdiocese within agencies and parishes for Aboriginal and Torres Strait Islander peoples.

OUR LEARNINGS

The Archdiocese of Brisbane RAP journey has delivered some significant achievements. Although we are acutely aware there is still much to be done across parishes and church agencies.

The key areas for further development include:

- Consulting with and listening to the voices of First Nations Peoples within church agencies, parishes, external stakeholder groups, Elders and members of the local community.
- In line with the Archbishop's Apostolic Priority 'Engaging Anew with First Nations Peoples', there will be greater accountability from church leadership at all levels across all agencies, to make reconciliation part of our core business. This will be achieved by clearly allocating deliverables to specific agency positions within the organisation structure.
- Continuing to strengthen opportunities for truth telling to occur as identified by the parish RAP working group network and continue to increase cultural competency across the Archdiocese.
- Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes by developing and implementing an Aboriginal and Torres Strait Islander procurement strategy.
- Implement an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy in consultation with Aboriginal and Torres Strait Islander employees to improve employment outcomes.



OUR ACHIEVEMENTS

The Archdiocese of Brisbane has had a continued commitment to reconciliation since its first RAP was endorsed and implemented in 2020. Some of our recent key achievements of the Innovate RAP 2020-2022 included:

- Establishment of a governance structure for the delivery of the RAP including the creation of the Archdiocese of Brisbane Reconciliation Reference Group, specific agency working groups and the development of pilot parish working groups to track, measure and deliver on commitments from the RAP 2020 -2022.
- Recruitment of full time RAP Manager to the Archdiocese of Brisbane 2022.
- Archbishop Mark Coleridge's endorsement of The Uluru Statement from the Heart in 2021. Archbishop Mark was the first Bishop of Australia to do so, and his support led to the Australian Bishop's endorsing The Uluru Statement from the Heart nationally. A special NAIDOC message reaffirming the Archbishop's support and endorsement for The Uluru Statement from the Heart and his support for the Constitutional recognition of First Nations Peoples was provided to parish newsletters, workplace media channels, and encouraged to be displayed at Mass throughout NAIDOC Week.
- Written, digital, and video guidelines were provided for Welcome to Country and/or Acknowledgement of Country. Acknowledgement of Country lanyards were provided to employees across agencies to continue to increase staff's



understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.

- Promoting Aboriginal and Torres Strait Islander culturally inclusive welcoming spaces in workplaces and parish offices and Churches through the inclusion of Acknowledgement of Country plaques, Aboriginal and Torres Strait Islander artwork, symbols, and flags where appropriate.
- Supporting and encouraging participation in important and significant Aboriginal and Torres Strait Islander dates and community events, including National Reconciliation Week, NAIDOC Week celebrations Sorry Day, Mabo Day, and Apology Day.
- 2021 finalist in the Queensland Government Reconciliation Awards in the Community category.
- The establishment of the annual Laurel Blow Speaker Series which has included First Nations guest speakers covering topics including Aboriginal Spirituality, (Land, Sea, and Culture), Truth Telling, impacts of colonisation, and the Voice to Parliament.
- Australian Blanket Exercise A Truth Telling immersion experience, where you physically walk in the footsteps of Australian First Nations Peoples. This experience was presented by First Nations Leader, Thelma Parker to Executive Leadership, senior clergy, agency employees, Parish Priests, and parishioners.
- A video discussion panel hosted by Archbishop Mark Coleridge with three First Nations Peoples from the Archdiocese of Brisbane. This interview explored January 26, and what this date means to each of them personally including the historical significance of this date to those within their local communities.
- NATSICC Cultural Competency in a Catholic Context online module was provided to all Church agency employees and RAP pilot parishes. The module promotes reconciliation through the development and delivery of educational programs that foster cultural understanding and respect for Aboriginal and Torres Strait Islander peoples.



Cultural knowledge immersion experiences held within the Archdiocese include:

- *Brisbane City Cultural Walk* with local Turrbal Traditional Custodian.
- *Ration Shed* immersion trip to Cherbourg with Turrbal Traditional Custodian, Wakka Wakka Traditional Custodian and members of the community.
- *Ngutana Lui, Aboriginal and Torres Strait Islander Catholic Education Centre.* Hidden Histories professional development workshop.
- *Black Card.* Group presentation and local history walk with Turrbal Traditional Custodian.
- Church agency attendance at TribalLink cultural programs on Sunshine Coast.
- Beenleigh Parish attendance at *Yugambah Museum Language & Heritage Research Centre*, Gold Coast.

- The Archdiocese First Nations Staff Forum is one of the key deliverables. It is to provide an opportunity for Aboriginal and Torres Strait Islander employees to come together twice a year to discuss their cultural needs.
- *Walking Together Initiative.* Building connections between Parish RAP Working Groups, Social Justice Groups and Care for Creation Groups in the Archdiocese, with an aim to share wisdom and tools that enable collaborative action within parishes.
- *Art Exhibition, Nginda, Ngayi, Ngali (You, Me, Us).* A Reconciliation Action Plan initiative developed in partnership between the Archdiocese of Brisbane and St Vincent's Care, celebrating Reconciliation together. The primary objectives were to showcase local First Nations Contemporary Artists.

The exhibition included an interactive art installation that encouraged sharing of stories between participants. This event was open to the public and accessed by participants from Saint Vincent's Care facilities.

- *Archdiocesan Summit 2023.* Launch of the seven (7) Apostolic Priorities for the Archdiocese of Brisbane including a special focus on 'Engaging Anew with First Nations Peoples'. Fr Frank Brennan spoke on the Voice to Parliament, which was followed by a First Nations Panel discussion with a focus on 'The Voice, The Church and the journey of Reconciliation.'
- *Easter to Pentecost Discussion Series.* A resource was provided to assist all parishes and faith communities to reflect on what the Uluru Statement from the Heart is asking of all Australians.





THE LAUREL BLOW SPEAKER SERIES

The Laurel Blow Speaker Series was created in 2021 out of a need for Aboriginal and Torres Strait Islander people to discuss issues and actions that impede or could enhance the reconciliation process. The series is in honour of the hard work, dedication and commitment of Laurel Blow to the Catholic Church and to promote social justice for Aboriginal and Torres Strait Islander people and building stronger relationships across parishes and agencies. Laurel is a descendant from the Butchulla Nation, Fraser Island, and was the first Aboriginal person to be employed as an Archdiocesan worker in the Brisbane Catholic Archdiocese.

The Speaker Series is held twice a year with Aboriginal and Torres Strait Islander speakers of Catholic faith. The topics are about issues affecting

First Nation peoples and communities. This initiative is for anyone wanting to grow in their understanding with Aboriginal and Torres Strait Islander Peoples and actively participate in the journey of reconciliation within the Archdiocese of Brisbane.

Laurel was influential across the Archdiocese in many areas. Some of these achievements include the instrumental role she held in negotiating the lease of land and the opening of Ngutana Lui, Aboriginal and Torres Strait Islander Educational Centre in Inala.

Laurel's ministry of leadership and facilitation led to the establishment of the Brisbane Aboriginal and Torres Strait Islander Catholic Council (AICC) which was made up of representatives from other AICC groups around the Archdiocese in

Cherbourg, Maryborough/Hervey Bay, Brisbane City, Stradbroke Island and Acacia Ridge.

Laurel was instrumental in forming a team to present a proposal to establish an Aboriginal and Torres Strait Islander Educational Centre to Brisbane Catholic Education (BCE). She was successful in securing funds to employ a team of three people to research and document a proposal to the Archbishop and Catholic Education (BCE) and negotiated the lease of land at Inala Parish. Laurel's hard work, dedication and commitment led to the opening of Ngutana Lui. Laurel was a member on the Steering Committee of Brisbane Catholic Education (BCE) for Ngutana Lui and led the 20 years celebration of its opening as the keynote speaker in 2009.





CONTINUING OUR JOURNEY

In pursuing the next phase of our journey, we are excited to continue to direct our focus on achieving the deliverables we did not deliver on during our first Innovate Reconciliation Action Plan. We remain committed to strengthening and embedding our new reconciliation commitments for the development of the 2023-

2025 RAP. The review process for the development of our new RAP 2023 – 2025 has provided us with an opportunity to understand our key learnings as to why some actions were successfully integrated and other actions were not achieved.

In developing our second Innovate Reconciliation

Action Plan 2023 -2025, we have learnt the necessity of consulting and listening to the voices of Aboriginal and Torres Strait Islander peoples and the importance of having Aboriginal and Torres Strait Islander staff, community Elders, external partners, and the wider community members at the table to consult and seek advice from.





RELATIONSHIPS

For the Catholic Archdiocese of Brisbane, building stronger relationships between Aboriginal and Torres Strait Islander peoples and other Australians is essential if we are to be true to our mission. As a serving, healing and inclusive Church, connecting with Aboriginal and Torres Strait Islander peoples and their organisations and building strong relationships with them is necessary if we are to give witness to the Gospel. This requires us to promote the healing of divisions, justice and peace, and the dignity of every individual in society. Relationships are built on trust and an understanding of the intergenerational impact of colonisation on Aboriginal and Torres Strait Islander peoples. Understanding and accepting 60,000 years of human occupation in which families lived, loved, and celebrated their existence through ceremonies, songs and dance – some of which are still practiced today - builds on our identity as Australians when we claim this Country as our home and where we practice our faith.





ACTION 1.

Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Deliverables	Timeline	Responsibility
a. Build on the relationships with local Aboriginal and Torres Strait Islander stakeholders and organisations and review the cultural protocol guide to assist with ongoing engagement.	September 2024	RAP Manager
b. Continue to host two Laurel Blow Speaker Series event annually presenting First Nations guest speakers covering topics including Reconciliation, Aboriginal Spirituality, Truth-Telling, impacts of colonisation and Closing the Gap.	June 2024, & 2025 September 2023, 2024, & 2025	RAP Manager
c. Explore and establish new opportunities for engagement between the Archdiocese of Brisbane and First Nations Peoples by consulting with and listening to the voices of First Nations Peoples within church agencies, parishes, communities, external stakeholder groups, and Elders.	September 2025	RAP Manager Agencies, Parishes, and Communities

ACTION 2.

Build relationships through celebrating and commemorating. National Reconciliation Week (NRW).

Deliverables	Timeline	Responsibility
a. Continue to promote Reconciliation Australia's NRW resources and reconciliation materials to all employees and Parishioners.	May 2024, 2025	Agencies, Parishes, and Communities
b. RAP Working Group members to participate in and attend at least two external NRW events.	May 2024, 2025	Executive Directors
c. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2024, May 2025	Executive Directors
d. Organise at least 1 NRW event each year.	May 2024, 2025	RAP Manager Agencies, Parishes, and Communities
e. Register all our NRW events on Reconciliation Australia's NRW website.	May 2024, May 2025	RAP Manager



ACTION 3.

Celebrate and recognise Aboriginal and Torres Strait Islander dates of Importance; Sorry Day, Close the Gap, Coming of the Light, Apology Day and Mabo Day.

Deliverables	Timeline	Responsibility
a. Organise at least (4) four events that celebrate or recognise Aboriginal and Torres Strait Islander peoples and culture each year and encourage agencies ,parishes and communities to continue to arrange their own events.	Annually 2024, 2025	RAP Manager Agencies, Parishes, and Communities
b. Continue to strengthen opportunities for truth telling to occur as identified by the parish RAP working group network.	Ongoing 2023,2024, 2025	RAP Manager Agencies, Parishes, and Communities

ACTION 4.

Promote reconciliation through our sphere of influence.

Deliverables	Timeline	Responsibility
a. Develop and implement an annual RAP Communication Plan that engages internal and external stakeholders using a range of channels including digital and traditional media.	September 2024, 2025	RAP Manager Agencies, Parishes, and Communities
b. Use the Workplace platform to provide information and to encourage participation in RAP related events, and activities within the Archdiocese of Brisbane.	Ongoing 2024, 2025	RAP Manager
c. Ensure that RAP implementation resources and protocol guides are easily accessible and prominently located on the Archdiocesan website for employees, parishes, communities, agencies and the wider public community.	September 2024	RAP Manager
d. Communicate our commitment to reconciliation to all employees, parishes, agencies via a twice annually RAP newsletter circulated across the Archdiocese, starting from our RAP commencement, highlighting a RAP activity of one program or area of the organisation per issue.	June 2024, 2025 November 2024, 2025	Associate Director Inclusion RAP Manager



<p>e. Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.</p>	<p>Ongoing 2024, 2025</p>	<p>Associate Director, Inclusion RAP Manager</p>
<p>f. Encourage early learning services to join the Narragunnawali program and access curriculum and professional learning resources and continue to participate in Reconciliation events across the community.</p>	<p>September 2024</p>	<p>Operations Manager (Childcare Services - Centacare)</p>

ACTION 5.

Promote positive race relations through anti-discrimination strategies.

Deliverables	Timeline	Responsibility
<p>a. Communicate our anti-discrimination policy with employees in agencies and parishes.</p>	<p>November 2024</p>	<p>Human Resources Director (People & Culture)</p>
<p>b. Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on the update of the anti-discrimination policy.</p>	<p>November 2024</p>	<p>Human Resources Director (People & Culture)</p>
<p>c. Educate senior leaders on the effects of racism.</p>	<p>September 2025</p>	<p>Human Resources Director (People & Culture)</p>

ACTION 6.

Establish and maintain an Aboriginal and Torres Strait Islander Archdiocese of Brisbane advisory body to the Archbishop and Bishops.

Deliverables	Timeline	Responsibility
<p>a. Meet with Elders and Aboriginal and Torres Strait Islander community members twice annually to communicate and advise the Bishops on current issues that affect and relate to Aboriginal and Torres Strait Islander peoples.</p>	<p>March 2024, 2025 September 2024, 2025</p>	<p>RAP Manager</p>
<p>b. Support the establishment of youth representatives on the Advisory Body.</p>	<p>September 2025</p>	<p>RAP Manager</p>



RESPECT

Respect and recognition of Aboriginal and Torres Strait Islander peoples through the sharing of cultural ways, language, sharing knowledge of the diversity of Aboriginal and Torres Strait Islander communities are but a small aspect of the contribution of Aboriginal and Torres Strait Islander people to the life of the Church. Most contributions to schools and parishes have been given to share the rich heritage and continual cultural connection to Country by Aboriginal and Torres Strait Islander Elders.

In 1989 Ngutana-Lui, Aboriginal and Torres Strait Islander Cultural Studies Centre was established. It is an example of the contribution of Aboriginal and Torres Strait Islander people to reconciliation and to Catholic Education for the ongoing commitment to education and reconciliation. The benefit for Catholic Education students, teachers, and administrators is to participate in a learning experience that creates understanding and appreciation of the richness of Aboriginal and Torres Strait Islander history, diversity and cultures. This process enables participants to engage with Aboriginal and Torres Strait Islander people with confidence and understanding.

Through this RAP, we plan to create opportunities for Clergy, Archdiocesan agencies, and parishioners to access similar Aboriginal and Torres Strait Islander cultural learning experiences to build confidence in establishing/continuing respectful relationships with Aboriginal and Torres Strait Islander peoples.



ACTION 7.

Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

Deliverables	Timeline	Responsibility
a. Consult local Traditional Custodians and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	Report on Progress September 2024	Human Resources Director (People & Culture)
b. Conduct a review of Aboriginal and Torres Strait Islander cultural learning needs within our organisation.	Report on progress November 2023	Human Resources Director (People & Culture)
c. Develop, implement, and communicate a cultural learning strategy document for our staff including provision of cultural awareness training for all agency employees, parishes, and communities (such as online training, face-to-face workshops, and cultural immersion experiences).	September 2025	Human Resources Director (People & Culture)
d. Provide opportunities for RAP Working Group members, managers and other key leadership staff to participate in formal and structured cultural learning.	Ongoing annually 2023 –2025	Executive Directors

ACTION 8.

Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Deliverables	Timeline	Responsibility
a. Continue to increase understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September 2025	RAP Manager
b. Review and update the cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	September 2025	RAP Manager
c. Continue to invite local Traditional Custodians to provide a Welcome to Country and local Elders for Acknowledgement of Country and appropriate cultural protocol at significant events each year.	Ongoing September 2025	RAP Manager
d. Continue to include an Acknowledgement of Country or other as appropriate protocols at the commencement of meetings, liturgies and events.	Ongoing September 2025	Agencies, Parishes, and Communities



ACTION 9.

Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

Deliverables	Timeline	Responsibility
a. RAP Working Group to participate in an external NAIDOC Week event.	July 2024 & July 2025	ADS/Centacare RAP working group, Evangelisation Brisbane RAP Working group
b. Review HR policies and procedures to include cultural leave for First Nation staff participating in significant Aboriginal and Torres Strait Islander Cultural events.	Report on progress July 2024. Completion November 2024	Human Resources Director (People & Culture)
c. Encourage all parishes and communities to celebrate Aboriginal Sunday on the first Sunday of NAIDOC Week.	July 2024 & July 2025	RAP Project Manager
d. Encourage agencies, parishes, and communities to hold or attend internal or external NAIDOC Week events.	July 2024 July 2025	RAP Project Manager

ACTION 10.

Provide opportunities for Aboriginal and Torres Strait Islander people to discuss ways in which their culture can be expressed within liturgies in the Archdiocese.

Deliverables	Timeline	Responsibility
a. Continue discussion between Aboriginal and Torres Strait Islander peoples and the Archdiocesan Commission on the Liturgy regarding possibilities for inculturation in liturgies.	Ongoing September 2025	Chair, Archdiocesan Commission on the Liturgy and RAP Manager
b. Continue to explore ways in which Aboriginal and Torres Strait Islander artwork and symbols, can be integrated into worship spaces and included in liturgy booklets.	September 2025	Chair, Archdiocesan Commission on the Liturgy and RAP Manager



ACTION 11.

Increase inclusiveness of Aboriginal and Torres Strait Islander culture in public access areas.

Deliverables	Timeline	Responsibility
<p>a. Gain feedback and suggestions from Aboriginal and Torres Strait Islander parishioners and Elders of the community on ways to develop culturally inclusive welcoming spaces in workplaces and parish offices.</p>	<p>September 2024</p>	<p>RAP Manager, Archdiocesan Agencies Parishes, and Communities</p>
<p>b. Install Acknowledgement of Country plaques, Aboriginal and Torres Strait Islander artwork, symbols and flags where appropriate.</p>	<p>Ongoing September 2025</p>	<p>Agencies, Parishes, and Communities</p>
<p>c. Host an Aboriginal and Torres Strait Islander Christian Art and Symbols Exhibition to showcase and celebrate local Aboriginal and Torres Strait Islander spirituality within the Archdiocese of Brisbane.</p>	<p>November 2024</p>	<p>RAP Manager</p>





OPPORTUNITIES

Our Archdiocesan agencies and parishes have an opportunity to build on the participation rate of Aboriginal and Torres Strait Islander people in the workforce through paid employment and volunteerism. Our commitment is to increase the number of Aboriginal and Torres Strait Islander employees through the development and implementation of an Archdiocesan Aboriginal and Torres Strait Islander recruitment and retention strategy. The development of this strategy will be through input from RRG, agencies and parishes to ensure that a partnership approach is undertaken to achieve this deliverable. Increasing the number of Aboriginal and Torres Strait Islander peoples in the workforce creates opportunities to build on respectful relationships, increases the diversity of the workforce and contributes to embedding Aboriginal and Torres Strait Islander cultural perspectives in the day-to-day activities in agencies and parishes.

Recognising and accessing Aboriginal and Torres Strait Islander businesses through the purchasing of supplies and services is another way in which agencies and parishes can contribute to socioeconomic development.





ACTION 12.

Explore ways to improve support of ongoing pastoral care and activities provided for employees and volunteers in ministries working with Aboriginal and Torres Strait Islander peoples.

Deliverables	Timeline	Responsibility
a. Conduct a review of pastoral care activities and services provided to Aboriginal and Torres Strait Islander peoples within the Archdiocese.	September 2024	Executive Director Centacare
b. Following review of pastoral care activities and services, identify and report on the types of support required to meet ongoing pastoral care needs and assess current workload and resourcing to provide better support to employees and for Aboriginal and Torres Strait Islander peoples with whom they work.	March 2025	Executive Director Centacare
c. Employ an Aboriginal and Torres Strait Islander Cultural Advisor within People and Culture to develop and implement a First Nations cultural learning strategy for staff, clergy via diverse methods of delivery, including online, face-to-face workshops and cultural immersion. across the Archdiocese.	November 2024	Human Resources Director (People and Culture)

ACTION 13.

Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.

Deliverables	Timeline	Responsibility
a. Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	September 2024	Human Resources Director (People and Culture)
b. Develop and implement a recruitment, retention and professional development plan and build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	November 2024	Human Resources Director (People and Culture)
c. Increase engagement and consultation with Aboriginal and Torres Strait Islander staff on our recruitment, retention and professional development strategies.	November 2024	Human Resources Director (People and Culture)



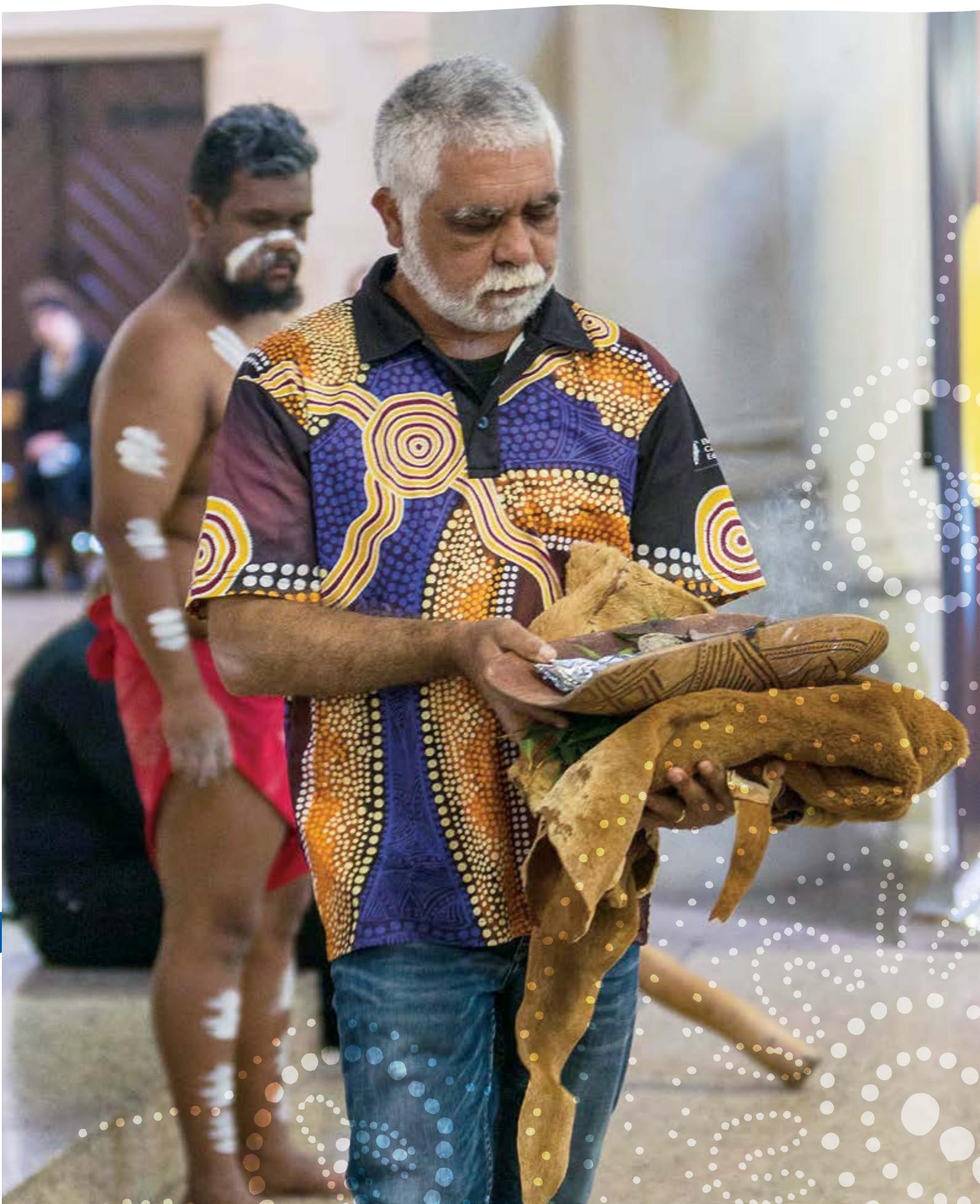
<p>d. Advertise job vacancies through targeted Indigenous channels and job board stakeholders to effectively reach Aboriginal and Torres Strait Islander prospective staff.</p>	<p>Ongoing September 2025</p>	<p>Human Resources Director (People and Culture)</p>
<p>e. Provide Aboriginal and Torres Strait Islander employees an opportunity each year to come together at the Archdiocesan First Nations Staff Forum. The aim is to provide Aboriginal and Torres Strait Islander employees an opportunity to debrief, yarn and feel supported in a safe and culturally appropriate meeting place.</p>	<p>October 2023 October 2024 October 2025</p>	<p>Executive Directors</p>

ACTION 14.

Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Deliverables	Timeline	Responsibility
<p>a. Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.</p>	<p>September 2024</p>	<p>Executive Director ADS</p>
<p>b. Invite participation of Indigenous Business stalls at Archdiocesan events, including at Reconciliation, NAIDOC and Laurel Blow Speaker Series events.</p>	<p>Ongoing May, July, September 2024, 2025</p>	<p>RAP Manager</p>
<p>c. In line with the procurement strategy, communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to agency staff and parishes.</p>	<p>Ongoing September 2025</p>	<p>RAP Manager</p>

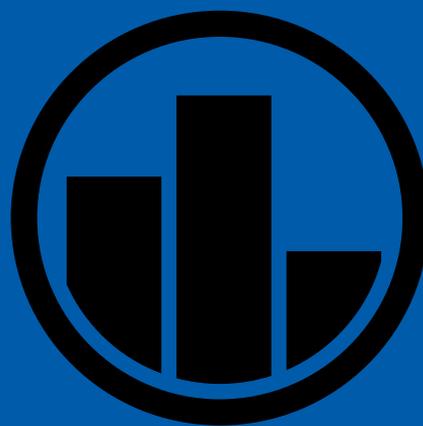






GOVERNANCE TRACKING AND PROGRESS REPORTING

The Catholic Archdiocese of Brisbane is committed to the implementation of the RAP through the allocation of resources, regular review and progress reports to engage mitigation strategies should the completion of deliverables be at risk. Secretariat support to the RRG to oversee the implementation of the RAP is one of the key commitments to ensure the Archdiocese is on track for the successful implementation of this RAP.





ACTION 15.

Maintain an effective Archdiocese of Brisbane Reconciliation Reference Group (RRG) along with agency RAP Working Groups (RWG).

Deliverables	Timeline	Responsibility
a. Maintain Aboriginal and Torres Strait Islander representation on the Evangelisation Brisbane RWG and Centacare/ADS RWG.	September 2023-September 2025	Executive Directors
b. Commitment from each RAP Working Group to meet quarterly to drive and monitor RAP implementation.	Feb, June, September, November 2023-2025	RAP Manager
c. Review and refresh the Archdiocese of Brisbane RRG Terms of Reference every two years.	July 2025	Associate Director Inclusion
d. Archdiocese of Brisbane RRG to meet at least four times per year to operate as an advisory body.	Feb, June, September, November 2023-2025	Associate Director Inclusion and RAP Manager
e. Each RAP Working Group to meet quarterly to drive and monitor RAP implementation. times per year to operate as an advisory body.	Feb, June, September, November 2023-2025	Agencies and Parishes

ACTION 16.

Provide appropriate support for effective implementation of RAP commitments.

Deliverables	Timeline	Responsibility
a. Define and measure resource needs for RAP implementation.	September 2023-September 2025	RAP Manager
b. Engage all agency leaders in the delivery of RAP commitments.	Ongoing September 2023 – September 2025	Executive Directors
c. Define and maintain appropriate systems to track, measure and report on RAP commitments.	September 2024, 2025	RAP Manager
d. Continue to maintain Archbishop as RAP Champion for the Archdiocese of Brisbane.	Ongoing 2023-2025	Archbishop



ACTION 17.

Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.

Deliverables	Timeline	Responsibility
a. Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June, annually	RAP Manager
b. Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	RAP Manager
c. Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	RAP Manager
d. Report RAP progress Executive Forum quarterly.	<p>March 2023, 2024 & 2025</p> <p>June – 2023, 2024 & 2025</p> <p>September 2023, 2024 & 2025</p> <p>December 2023, 2024 & 2025</p>	Executive Director Evangelisation Brisbane
e. Continue to publicly share our RAP achievements, challenges, and learnings, annually.	November 2023, 2024, 2025	Executive Directors
f. Continue participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2024	Human Resources Director (People & Culture)
g. Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP in 2025.	September 2025	RAP Manager

ACTION 18.

Continue our reconciliation journey by developing our next RAP.

Deliverables	Timeline	Responsibility
a. Register via Reconciliation Australia's website to begin developing our next RAP.	April 2025	RAP Manager



STORIES OF FAITH

AUNTY ROSE BOREY *(Pictured below centre)*

My Faith was passed down and kept strong through Aunty Bethel Murray. She was the person who kept the Faith going in the Community after the Benevolent

Asylum closed. We had no more Priests visiting the Island so she did the Catechism lessons with the children, coordinated all the Sacraments and cleaned

the Church as well as feed the Priests when Mass started back on the Island. No job was too hard for her when it came to keeping the Faith.

AUNTY EVELYN ENID PARKIN *(Pictured below left)*

Growing up in an Aboriginal community 'One Mile' on the outskirts of Dunwich/Goompee, leaves me with wonderful memories of going on walks and picnics in the bush with Mum. The bush was a place to connect to my surroundings, the familiar tracks we walked, the smell of the bush, the flowers in spring,

blossoms and trees and the many different sounds of birds.

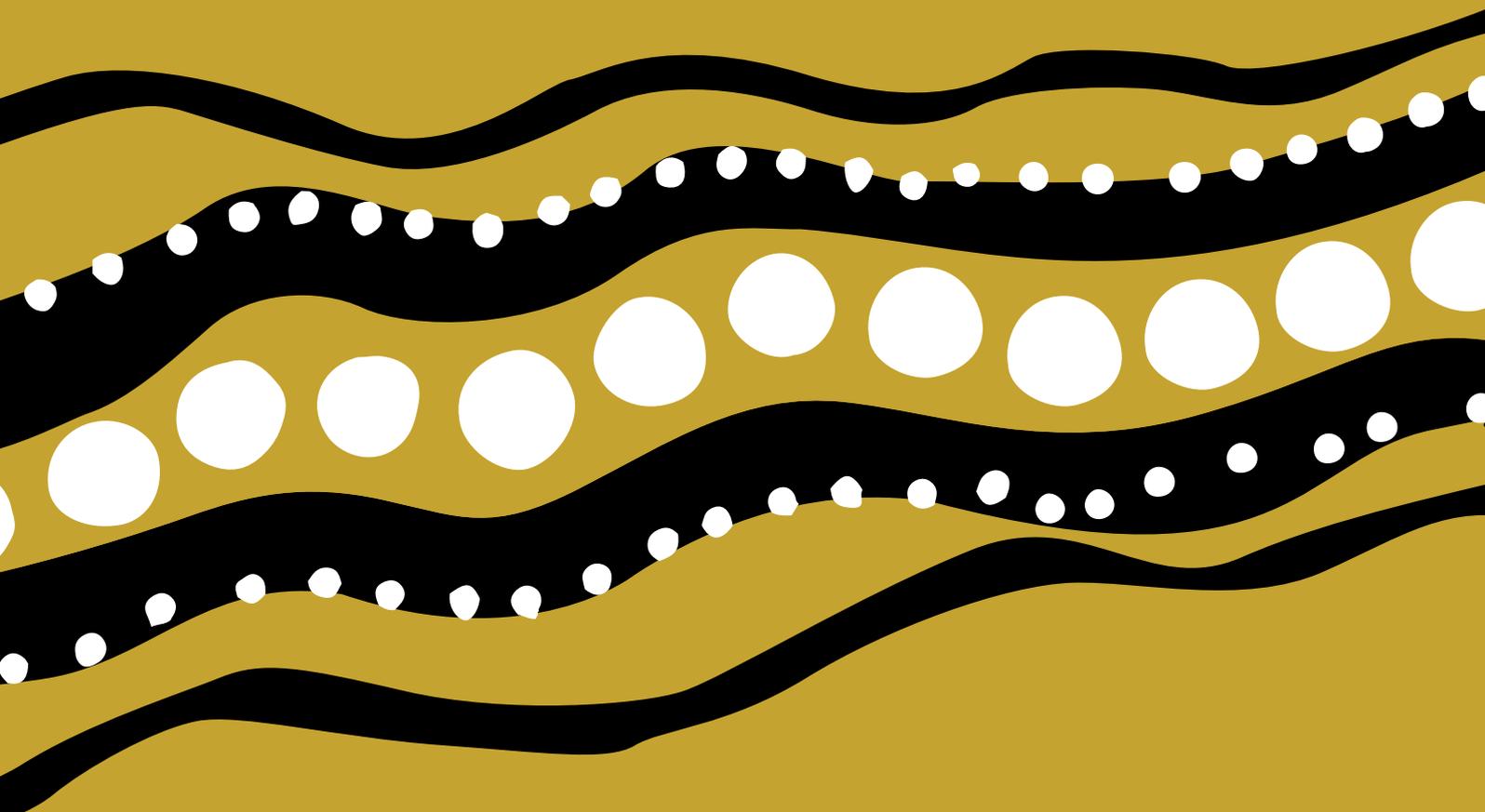
When the priest came to the Island, Mum took us to Mass and along with my Great Aunty Bethel, they both nurtured our faith throughout our childhood.

My faith has been the thread throughout my life that has

given me the foundation for marriage and my 4 children, 6 grandchildren, 2 great grandchildren and my future great grandchildren.

Today, I am an Elder of my Quandamooka community who holds a Master of Theology 2004-2006 and a lived life of contextualising my two faiths.





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ARCHDIOCESE OF BRISBANE