



ARCHDIOCESE OF BRISBANE

RECONCILIATION ACTION PLAN

NOVEMBER 2020
—
NOVEMBER 2022



RECONCILIATION
ACTION PLAN

INNOVATE



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.



ARCHDIOCESE OF BRISBANE

This artwork 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.

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Acknowledgements

Artwork:

Archdiocese RAP Artwork (Cover) Shara Delaney; *Tears of Hope in Traces of Drought; Pale Headed Rosellas and Possum* (p17) Rosie Bugden; *Kookarburra* (p25) Rosie Bugden and *Eastern Curlew* (p25) Rosie Bugden.

Photos:

Archbishop Mark Coleridge (p2) Archdiocese of Brisbane; *Karen Mundine* (p3) Reconciliation Australia; *Father Gerry* (p4) Cynthia Rowan; *David Miller* (p5) David Miller; *Gathering Mass at Goompi* (p6) Bernice Fischer; *Empire Stakes* (p7) Cynthia Rowan; *Map of Brisbane Catholic Archdiocese* (p8) Archdiocese of Brisbane; *Laurel Blow* (p10) Iris Jean Blow; *A Blessing Smoking Ceremony* (p13) Tony Robertson Photography; *Mabuyag Dancers* (p21) Tony Robertson Photography; *Aboriginal Sunday Mass Group Photo* (p22) Tony Robertson Photography; *Aunty Rose Borey* (p27) Jo-Anne Driessens; *Reconciliation Action Plan Group 2016 - 2020* (p28) The Catholic Leader - Joe Higgins and *Cynthia Rowan* (Back Cover) Archdiocese of Brisbane.

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.

ACKNOWLEDGEMENT OF COUNTRY

The Archdiocese of Brisbane acknowledges the occupation and care of the land, waterways and sea by Traditional Custodians and their continual cultural connection to Country as expressed through their history, music, language, songs, art and dancing. We acknowledge all Aboriginal and Torres Strait Islander peoples as having the oldest continuing cultures on the planet.

JINABARA, GUBBI GUBBI (KABI KABI), YAGARABUL PEOPLE,

TURRBAL, QUANDAMOOKA, YUGAMBEH MIBIN (PEOPLE),

WAKKA WAKKA, WULLI WULLI, BUTCHULLA, BAI LAI,

GURANG, GOORENG GOORENG AND TARIBELANG BUNDA.



THE ARCHBISHOP OF BRISBANE

A Message from the Archbishop of Brisbane

With some sense of urgency, I commend this Reconciliation Action Plan (RAP) to every parish, community and agency of the Archdiocese of Brisbane. The RAP will provide important opportunities to renew and deepen relations between Aboriginal and Torres Strait Island peoples and those of other heritages. This is a crucial part of our journey here in South-East Queensland.

Under the guidance of the Holy Spirit, the implementation of this plan will lead communities on a new path of trust and respect. My ardent hope and prayers is that Aboriginal and Torres Strait Islander peoples will be encouraged, empowered and supported in every way, so that the entire People of God will be enriched by the gifts which they alone can bring.

A handwritten signature in black ink, appearing to read "Mark Coleridge".

✠ Mark Coleridge
Archbishop of Brisbane

The Most Reverend Mark Coleridge
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MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia is delighted to welcome the Catholic Archdiocese of Brisbane Reconciliation Action Plan (RAP) program by formally endorsing its inaugural Innovate RAP.

As a member of the RAP community, the Catholic Archdiocese of Brisbane joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides the Catholic Archdiocese of Brisbane with the key steps to

establish its own unique approach to reconciliation. Through implementing an Innovate RAP, the Catholic Archdiocese of Brisbane will develop its approach to driving reconciliation through its parishes, business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish the Catholic Archdiocese of Brisbane well as it explores and establishes its own unique approach to reconciliation. We encourage the Archdiocese to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend the Catholic Archdiocese of Brisbane on its first RAP, and look forward to following its ongoing reconciliation journey.



Karen Mundine

Chief Executive Officer, Reconciliation Australia





Fr Gerry Hefferan, Celebrating Aboriginal Sunday Mass at St Stephen's Cathedral 2019.

ENDORSEMENT FROM ARCHDIOCESAN EXECUTIVE DIRECTORS

As the leadership of the agencies of the Archdiocese of Brisbane, we enthusiastically endorse this Reconciliation Action Plan (RAP) and look forward to overseeing its implementation in the coming years. 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 already begun the 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 implications for the way we go about our work each day. 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 cultural 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 doing our part in promoting reconciliation across South East Queensland.

Pam Betts, Executive Director
Archdiocese of Brisbane
Catholic Education

Peter Selwood, Executive Director
Centacare

Andrew Musial Executive Director
Archdiocesan Services

Gavin Byrnes, Executive Director
Legal, Governance and Risk

Peter Pellicaan, Executive Director
Evangelisation Brisbane

STATEMENT OF SUPPORT

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) 2020.

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 1990's under the stewardship of the then Council of Aboriginal Reconciliation (now Reconciliation Australia). It has become a grass roots 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 Nation's 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 for recognising and acknowledging the valuable contribution that we have made to the life of 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.

It has been a long journey from the initial establishment of the Reconciliation Action Working Group in 2016 to this final document. 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 our 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.

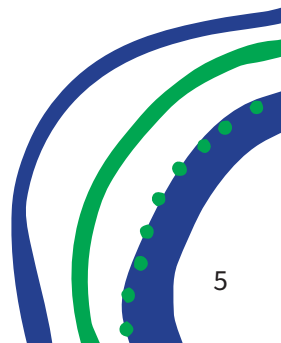

Uncle David Miller



David Miller, Elder

Co-chair Reconciliation Reference Group and Queensland Representative

National Aboriginal and Torres Strait Islander Catholic Council



OUR VISION FOR RECONCILIATION

Our vision for reconciliation is being 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 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 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 developing a community that promotes the rights of Aboriginal and Torres Strait Islander peoples as the First Peoples of our land.

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 essential to show special care 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.



National Aboriginal and Torres Strait Islander Catholic Council Gathering Mass at Goompi (Dunwich) on Minjerribah (North Stradbroke Island), 2017.

Left to Right : Bishop Columba Macbeth-Green, Wilcannia-Forbes Diocese, Bishop Joseph Oudeman, former Auxiliary Bishop Brisbane, Rev Deacon Ralph Madigan, Indigenous Connections Cairns Diocese.

OUR MISSION

The Archdiocese of Brisbane is on a journey of faith guided by the Spirit. Listening to the Spirit, we strive to:

Celebrate the sacred mysteries in a way that nourishes and strengthens the life in the Spirit of all who gather with us,

Spread the Good News simply and effectively,

Support, protect and advocate for the vulnerable within our communities,

Bring the healing power of the Spirit to those who have been subjected to Church-related sexual abuse,

Be inclusive and attentive to all in the community,

Develop and form current and future leaders,

Enhance governance structures and systems so they are responsive and innovative, and

Respect creation by sustainable and effective use of resources.

Citation for Mission Statement

Inspired by the Archdiocese of Brisbane Planning Framework 'To 2020 and Beyond'

EMPIRE STAKES Judy Watson, 2003

In 1852 Ironbark Posts were placed at intervals along the boundaries of the one square mile of the Brisbane town settlement. A curfew excluded undesirable or disorderly persons from the town after dark, a provision which included aboriginal people.

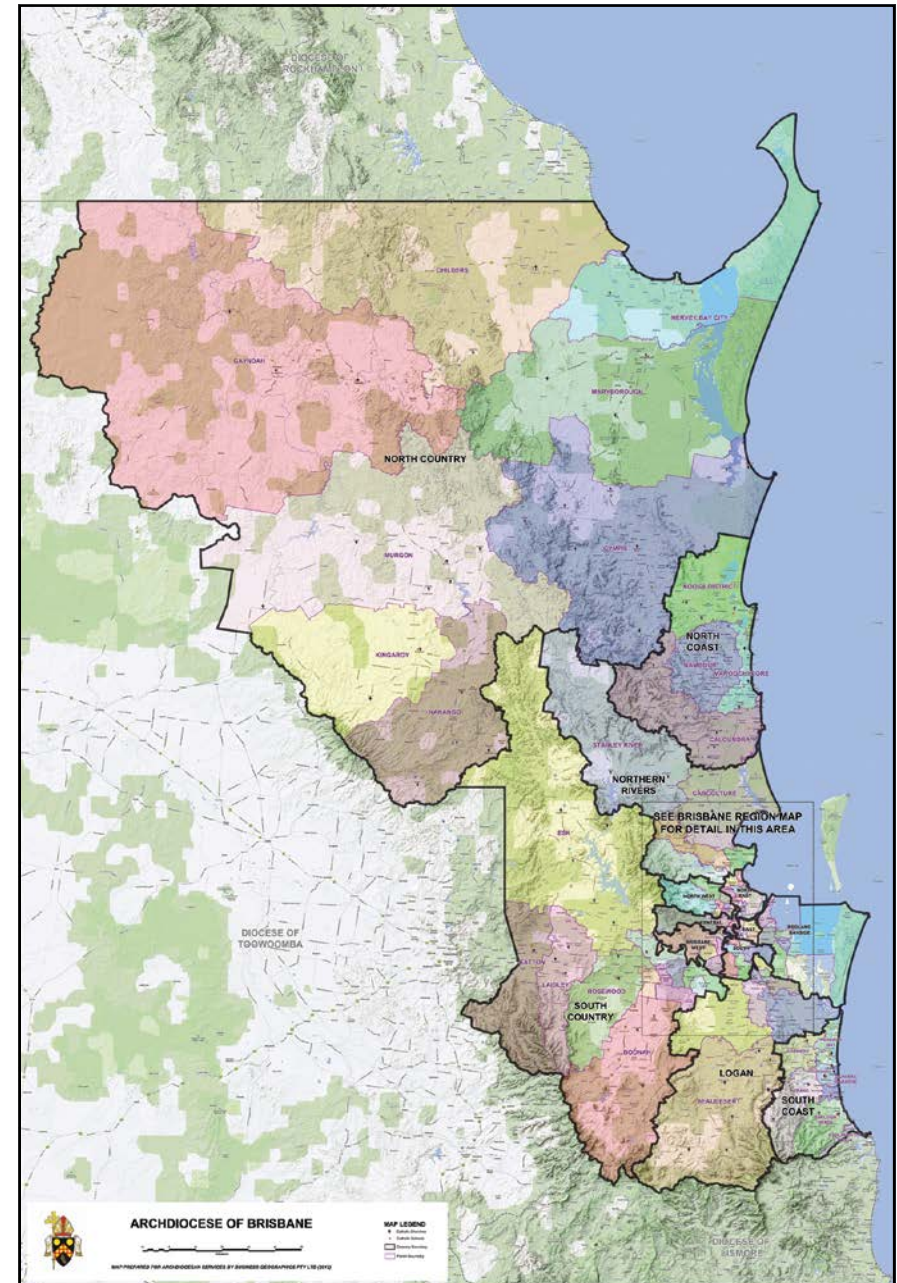
Aboriginal artist, Judy Watson, has taken this symbol of exclusion and, by grouping the posts together, shows that there is no exclusion zone and that this is a place of welcome, justice and respect for all.

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 Census statistics, there are over 700,000 Catholics living within the boundaries of the Archdiocese of Brisbane. Of those, over 15,000 identify as Aboriginal and/or Torres Strait Islander. The Archdiocese employs approximately 16,140 people. Of those, 75 identify as Aboriginal and/or Torres Strait Islander people, which account for 0.5% of the overall workforce. There are 98 parishes and 142 Brisbane Catholic Education schools in the Archdiocese with a combined student population of 74,749 in 2020 of which 2,070 are Aboriginal and Torres Strait Islander students.



Map of Brisbane Catholic Archdiocese.

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:

... Aborigines of the country – the first occupants of the lands over which your flocks and herds now roam – have a very strong claim upon you. Nor will the Lord hold you innocent if you have not used your best endeavours to promote their temporal and eternal well-being.

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.

The Church first reached out to Aboriginal people in the Brisbane area in 1843 when the Passionist Religious Order established a mission at Minjerribah (North Stradbroke Island) on Quandamooka Country which was the first Catholic Mission to Aboriginal peoples in Australia. Archbishop Polding came to the island to entrust the mission to the four Passionist priests who were to be part of this effort to minister to Aboriginal people. A number of Aboriginal people were baptised. That ministry ended in 1847.

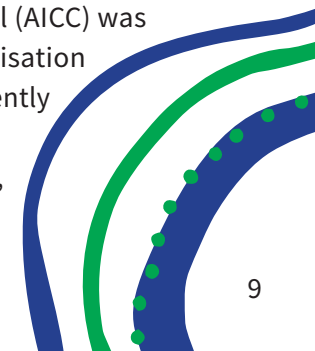
Between 1875 and 1880, Fr Duncan McNab, cousin of St Mary MacKillop, ministered to Aboriginal people in South East Queensland. During that time, he endeavoured to live with local Aboriginal people and learn their languages. He lobbied politicians and Catholic leaders about injustices experienced by Aboriginal people and, in particular, he sought to obtain land titles for Aboriginal people under existing colonial laws.

In 1972, the Aboriginal and Islander Catholic Council (AICC) was established nationally to provide Aboriginal and Torres Strait Islander people with opportunities to

- discuss their needs with the leaders of the Church,
- promote developments which enabled them to participate fully in the life of the Church, and
- find ways to include their culture and spirituality in the practice of their faith.

In early 1973, a priest was appointed to the Aboriginal Apostolate initially to work part time and it was eventually expanded to a full time position across the Archdiocese until 1990. Since then Murri Ministry continues to undertake pastoral and social justice work with support from the clergy and the religious.

In 1975, the Brisbane Aboriginal and Islander Catholic Council (AICC) was established and formally incorporated as an Aboriginal organisation under the State legislation. Local AICC branches were subsequently formed and drew membership from local Aboriginal and Torres Strait Islander people in Cherbourg, Stradbroke Island, Inala, Acacia Ridge and the Hervey Bay area.



FIRST ARCHDIOCESAN OFFICER FOR THE ABORIGINAL AND ISLANDER APOSTOLATE

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. Laurel started work in Brisbane Aboriginal and Islander Catholic Council (AICC) in the early 1980s at West End.

In the second half of the 1980s, Laurel was appointed to the position of Archdiocesan Officer for the Aboriginal and Islander Apostolate and was based at Holy Rosary at Windsor.

Her ministry of leadership and facilitation included, supporting the AICC groups around the Archdiocese in Cherbourg, Maryborough/Hervey Bay, Brisbane City, Stradbroke Island, Inala and Acacia Ridge. Where AICC branches did not exist, she liaised with Aboriginal and Torres Strait Islander community members on the Gold Coast and Woodridge.

Laurel established the Brisbane Archdiocesan AICC, which was made-up of representative from all branches. She coordinated the Archdiocesan AICC meetings on the months when there was a fifth weekend. Laurel was an active member of Queensland AICC that organised three day Annual State Conferences at different locations across the state. There were guest speakers and workshops during the day with Mass and cultural activities each night.

During this period, she negotiated with the Brisbane Sisters of Mercy to obtain ownership of the old Sisters of Mercy Convent at Yarraman. Laurel coordinated the use of these facilities for prayer retreats, meetings, language and cultural studies. Members of the Cherbourg AICC was responsible for the maintenance of the centre.

Laurel also worked with Centacare to increase the employment of Indigenous staff.

She also liaised with the Religious Congregations of Sisters and Brothers across the Archdiocese to promote social justice for Aboriginal and Torres Strait Islander people.

She was instrumental in forming a team to present a proposal to establish an Aboriginal and Torres Strait Island Educational Centre to Brisbane Catholic Education (BCE). Laurel was successful in securing funding from Caritas Australia and Religious Congregations to employ a team of three people to research and document the proposal to the Archbishop and to BCE. She negotiated the lease of land from Inala Parish to secure a site for the Aboriginal and Torres Strait Island Educational Centre. Her hard work eventually led to the opening of Ngutana Lui in 1989. She maintained her membership of the steering Committee of Brisbane Catholic Education (BCE) for Ngutana Lui and led the 20-year celebration of its opening as the keynote speaker in 2009.

As an administrator, she wrote a number of funding submissions for the different areas of work in the Archdiocese.

Laurel undertook visitations to parishes by invitation to build stronger relationships and she also engaged with St Vincent de Paul Society staff and Aboriginal volunteers.

She also coordinated NAIDOC activities in the Archdiocese.

Source: Provided by Father Gerry Hefferan with support of Laurel Blow's family.



Laurel Blow (1943 - 2018)

In 1985 parishes and schools sponsored travel and accommodation for a number of Aboriginal and Torres Strait Islander people from the Archdiocese to attend the meeting between Pope Paul II and Aboriginal and Torres Strait Islanders in 1986 in Alice Springs. The highlight for Traditional Custodians from Stradbroke Island was the presentation of the Lord's Prayer in their language to the Holy Father.

In 1989, one of the fruits of the work of the Brisbane AICC in collaboration with Brisbane Catholic Education was the opening of an Aboriginal and Torres Strait Islander Cultural Studies Centre named Ngutana-Lui. Since the opening of Ngutana-Lui by Archbishop Frances Rush, thousands of Catholic, State and Independent school students from the Archdiocese have participated in the learning and appreciation of the diversities of Aboriginal and Torres Strait Islander histories, cultures and societies.

In 1993, the Archdiocesan Aboriginal Catholic Ministry known as the Murri Ministry Team was established and it continues to provide pastoral care and strong support to Aboriginal and Torres Strait Islander people in their engagement with the Church to this day.

In 1993, the Archdiocese also played an important role in establishing the Churches Together Aboriginal Partnership, an ecumenical body within Queensland Churches Together. It was formed as a response to both the 1991 Royal Commission into Aboriginal Deaths in Custody and the 1992 High Court Mabo decision. That ministry changed its name to the Churches Together Indigenous Peoples Partnership after some years.

At various important moments in the history of Aboriginal and Torres Strait Islander peoples, the Archdiocese has supported them publicly and participated in action to address grave wrongs. Since the bringing down of the report of the Royal Commission into Aboriginal Deaths in Custody in 1991, the Archdiocesan Justice and Peace Commission


has worked with the Murri Ministry Team and other Aboriginal groups and individuals to campaign for the full implementation of the Commission's recommendations. The Church in Brisbane has publicly demonstrated with Aboriginal people at times when Aboriginal people died while in custody. 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.

On 8 March 2000, in the Year of Great Jubilee, Catholics participated in Ashes to Life, an Ecumenical service of repentance in Brisbane in which Christians sought forgiveness for the 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 on 4 June 2000.

Since 2009, the Archdiocesan Justice & Peace Commission and the Murri Ministry Team have held a ceremony to mark the anniversary of the Federal Parliament's apology to members of the Stolen Generations. These Archdiocesan organisations have worked together with many other groups on initiatives to address injustices faced by Aboriginal and Torres Strait Islander peoples.

For some decades, many parishes and schools within the Archdiocese have taken steps to participate in the reconciliation process. Some have acknowledged the Traditional Owners of the local area with plaques and other installations on their premises. Many parishes and schools have reached out to Aboriginal Elders and people in their own community and travelled to Cherbourg and Stradbroke Island to learn more from Traditional Custodians about their histories and cultures, and to forge stronger relationships. Brisbane Catholic Education has also developed and begun implementing its own Reconciliation Action Plan.



In 2013, the current Archbishop of Brisbane, Mark Coleridge, celebrated a Mass on Stradbroke Island to mark the 170th anniversary of the Passionist mission there. He spoke of the desire within the Church for a deep and lasting bond of communion between all peoples and, particularly, with the Aboriginal and Torres Strait Islander peoples of this country. He said:

... I say that here today at this altar, in the presence of God in the power of the Holy Spirit, with Jesus at our side, we rekindle the desire that drove the first mission, the first arrival here 170 years ago – we rekindle that desire in our own heart – the desire that has not died.

And we renew our commitment to honouring the dignity of Indigenous people, not just in words but in actions, that they will be empowered, allowed to shape their own future – the future that God has in mind for them.

We praise God for the journey that began 170 years ago, and we ask God here and now on the island this morning that God will empower all of us to journey together out of the wounds of the past, that we may find healing now, and in the future, the peace which the world cannot give, but the peace which is God's gift in Jesus Christ, the first-born from the dead.

We recognise that some 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 Catholic community. We continue to pray for all survivors of abuse and the courage to speak out against these acts.

OUR RECONCILIATION ACTION PLAN

Developing a RAP for the Archdiocese is the next big step in this journey, building on relationships that began with Traditional Custodians over 177 years ago.

Our journey of reconciliation begins with healing and trust in the openness to listen, hear what is said and to undertake action decisively with compassion and humility.

In 2016 the leadership of the Archdiocese, through the Curial Advisory Forum (CAF), approved a proposal for a RAP and appointed a Reconciliation Working Group (RWG) to assist it to draft a RAP for submission to Reconciliation Australia. Membership of the RWG consisted of twelve people of which six were Aboriginal and Torres Strait Islander people. The RWG also met with, and gained feedback and cultural guidance on RAP deliverables, from Aboriginal and Torres Strait Islander Elders groups and key stakeholders. The implementation of the RAP will primarily be the responsibility of Evangelisation Brisbane which is one of the five Archdiocesan Agencies and works closely with Catholic Parishes and Communities across the Archdiocese. The Reconciliation Action Plan Project Manager sits within the Inclusion team at Evangelisation Brisbane under the leadership of the Associate Director, Inclusion.

To recognise concrete progress in our commitment to reconciliation the Archdiocese is committed to ensuring the involvement of Aboriginal and Torres Strait Islander peoples outside the Archdiocese. As we progress toward the implementation of our RAP, a Reconciliation Reference Group (RRG) will be established. Aboriginal and Torres Strait Islander Elders and community organisations outside the Archdiocese will be invited to be members of the RRG.

Evangelisation Brisbane will direct and monitor the implementation, overall progress and reporting of the RAP with the support of Archdiocesan employees and with the advice of the RRG.

The crucial role of the Reconciliation Action Plan Project Manager for the Archdiocese will be to recruit advocates in each of the five agencies and each of the pilot parishes, with the support of Archbishop Mark and the Executive Directors, to promote its implementation.



ARCHBISHOP MARK COLERIDGE PARTICIPATING IN A BLESSING SMOKING CEREMONY

Left to Right: Isiah Landers, Marlon Riley, Yapanjarra Ellis, Archbishop Mark Coleridge and Didjeridoo player Eric Ellis.



RELATIONSHIPS

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, which promotes healing of divisions, justice and peace, and the dignity of every individual in society. Essential to the development of relationship is trust, and an understanding of the intergenerational impact of colonisation on Aboriginal and Torres Strait Islander peoples. Understanding and accepting many thousands of years of human occupation in which families lived, loved, and celebrated their existence through ceremonies, songs and dance – some of which are still practised today, builds on our identity as Australians when we claim this Country as our home and where we practise our faith. For the Catholic Archdiocese of Brisbane, building stronger relationships between Aboriginal and Torres Strait Islander peoples and other Australians is essential.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Executive Director, Evangelisation Brisbane, with the Associate Director, Inclusion, direct and monitor RAP development and implementation of actions, tracking of progress and reporting with support and advice from the RRG.	<ul style="list-style-type: none"> Develop, endorse and launch the RAP. 	Complete by December 2020	Archbishop, Vicar-General and Executive Director, Evangelisation Brisbane.
	<ul style="list-style-type: none"> Establish Terms of Reference for the RRG and ensure membership includes Aboriginal and Torres Strait Islander peoples. 	Complete by December 2020	Executive Director, Evangelisation Brisbane.
	<ul style="list-style-type: none"> Pilot a RAP implementation plan with six parishes, including a review process for recommendation to roll out across the Archdiocese. 	Commence November 2022	Reconciliation Action Plan Project Manager
	<ul style="list-style-type: none"> Employ a part-time worker for an initial period of 12 months from January 2020, with the possibility of continuing part-time employment for the remainder of the RAP period. 	Review March 2021	Executive Director, Evangelisation Brisbane.
	<ul style="list-style-type: none"> Identify RAP Advocates in each Agency and selected parishes. 	Complete by November 2020	Reconciliation Action Plan Project Manager

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.	<ul style="list-style-type: none"> Organise at least one internal NRW event each year and encourage parishes, schools and agency offices across the Archdiocese to arrange their own events. 	Commence 27 May – 3 June 2021 and 2022	Reconciliation Action Plan Project Manager
	<ul style="list-style-type: none"> Register our NRW event via Reconciliation Australia’s NRW website. 	Commence by 30 April 2021 and 2022	Reconciliation Action Plan Project Manager
	<ul style="list-style-type: none"> Support an external NRW event. 	Commence 27 May – 3 June 2021 and 2022	Reconciliation Action Plan Project Manager
	<ul style="list-style-type: none"> Encourage employees to participate in external events to recognise and celebrate NRW. 	Commence 27 May – 3 June 2021 and 2022	Executive Directors
	<ul style="list-style-type: none"> Promote Reconciliation Australia’s NRW resources to all employees. 	Commence April 2021 and 2022	Executive Directors
3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders including Link-Up Queensland, Quandamooka Yoolooburrabee Aboriginal Corporation Elders and Minjerribah Moorgumpin Elders in Council, Cherbourg Elders, Inala Aboriginal and Torres Strait Islander Elders, Brisbane Northside Elders Group and other Aboriginal and Torres Strait Islander groups across the Archdiocese. 	Complete November 2022	Reconciliation Action Plan Project Manager
	<ul style="list-style-type: none"> Review Aboriginal and Torres Strait Islander Stakeholder Engagement Plan. 	Complete May 2021	Associate Director, Inclusion.
	<ul style="list-style-type: none"> Meet with Aboriginal and Torres Strait Islander Stakeholders to develop guiding principles for future engagement. 	Complete July 2021	Reconciliation Action Plan Project Manager and Associate Director, Inclusion.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
4. Raise internal and external awareness of our RAP to promote reconciliation across our Archdiocese.	<ul style="list-style-type: none"> Develop, implement and review a strategy to communicate our RAP to all internal and external stakeholders. 	Commence November 2020	Executive Directors
	<ul style="list-style-type: none"> Implement strategies to ensure employees are engaged in reconciliation. 	Commence November 2020	Executive Directors
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly. 	Complete December 2020	Archbishop
	<ul style="list-style-type: none"> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. 	Commence December 2020	Reconciliation Action Plan Project Manager
	<ul style="list-style-type: none"> Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation. 	Commence December 2020	Associate Director, Inclusion.
5. Develop relationships with key reconciliation bodies.	<ul style="list-style-type: none"> Explore opportunities to support dialogue about the formal recognition of Aboriginal & Torres Strait Islander peoples. 	Complete July 2021	Vicar-General, Executive Director, Evangelisation Brisbane.
	<ul style="list-style-type: none"> Maintain relationship with Reconciliation Australia and Reconciliation Queensland Inc. 	Commence November 2020	Reconciliation Action Plan Project Manager
6. Encourage all parishes and agencies to develop relationships with local Aboriginal and Torres Strait Islander Elders and communities.	<ul style="list-style-type: none"> Develop a set of guidelines and resources to assist all parish, school and agencies to build relationships with local Aboriginal and Torres Strait Islander Elders and communities and place on a dedicated page on Archdiocesan web site. 	Commence November 2020 to July 2021	Executive Director, Evangelisation Brisbane
	<ul style="list-style-type: none"> Work intensively with a small group of parish, school and Centacare services to develop relationships with local Aboriginal and Torres Strait Islander Elders. 	Commence November 2020	Reconciliation Action Plan Project Manager
	<ul style="list-style-type: none"> Encourage designated parishes to share their experiences with other parishes in their deanery. 	Commence February 2021	Reconciliation Action Plan Project Manager & Archdiocesan Web Officer

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
7. Raise awareness with early learning services within our organisation's sphere of influence about Narragunnawali: Reconciliation in Schools and Early Learning.	<ul style="list-style-type: none"> Encourage early learning services to create a RAP through the Narragunnawali platform: Reconciliation in Schools and Early Learning online platform. 	Commence November 2020	Executive Director, Centacare Brisbane
	<ul style="list-style-type: none"> Invite early learning services to participate in reconciliation events. 	May 27 to June 3 2021 and 2022	Executive Director, Centacare Brisbane
8. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	Commence November 2020 to December 2022	Executive Directors
	<ul style="list-style-type: none"> Review and communicate an anti-discrimination policy for our organisation. 	Complete by March 2021	Executive Directors
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. 	Commence November 2020	Reconciliation Action Plan Project Manager
	<ul style="list-style-type: none"> Educate senior leaders and managers on the effects of racism. 	Complete March 2021	Reconciliation Action Plan Project Manager



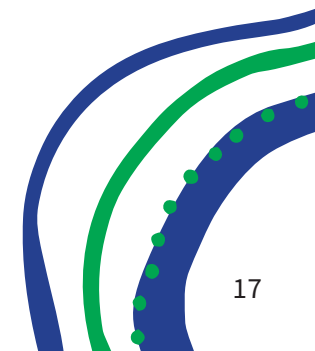
Tears of Hope in Traces of Drought (Red Backed Wren)



Pale Headed Rosellas



Possum



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 societies/nations is essential. Many contributions to schools and parishes from Aboriginal and Torres Strait Islander people have been freely given to share the rich heritage and continual cultural connection to Country by Aboriginal and Torres Strait Islander Elders, parents and students. The Brisbane Aboriginal and Islander Catholic Council engaged with the Archdiocese for support in establishing an Aboriginal and Torres Strait Islander Cultural Centre in the 1980s. Aboriginal Elders and members of the AICC saw this as an opportunity to educate the wider Catholic community in their understanding of the diversity of cultures amongst Aboriginal and Torres Strait Islander societies. Then in 1989 Ngutana-Lui, Aboriginal and Torres Strait Islander Cultural Studies Centre was established. It is an example of the contribution that Aboriginal and Torres Strait Islander people have made to 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 parish and community leaders, priests/clergy and religious, administrators and parishioners to access similar Aboriginal and Torres Strait Islander cultural learning experiences to build confidence to establish/continue respectful relationships with Aboriginal and Torres Strait Islander people.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
9. Engage employees and parishioners in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisations. 	Commence November 2020	Executive Directors
	<ul style="list-style-type: none"> Develop and implement a cultural awareness training strategy for employees and parishes in response to their cultural learning needs in all areas of our Archdiocese and considers various ways cultural learning can be provided (for example, online, face-to-face workshops, or cultural immersion). 	Complete December 2021	Executive Directors
	<ul style="list-style-type: none"> Promote Reconciliation Australia’s Share Our Pride online tool to all staff. 	Complete December 2020	Executive Directors

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
	<ul style="list-style-type: none"> Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning. 	Commence November 2020	Executive Directors
	<ul style="list-style-type: none"> Investigate opportunities to work with local Traditional Custodians and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training. 	Commence November 2020	Executive Directors
10. Engage parishioners and employees in parishes and agencies in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning.	<ul style="list-style-type: none"> Promote awareness and use of NATSICC guide on Welcome to Country and Acknowledgement of Country protocols. 	Commence November 2020	Executive Director, Evangelisation Brisbane, Reconciliation Action Plan Project Manager
	<ul style="list-style-type: none"> Encourage all parishes and agencies to install Acknowledgment plaques where appropriate in consultation with Traditional Owner groups. 	Complete November 2022	Vicar General, Executive Director, Evangelisation Brisbane.
	<ul style="list-style-type: none"> Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships. 	Complete November 2022	Reconciliation Action Plan Project Manager
	<ul style="list-style-type: none"> Encourage the inclusion of Welcome to Country or Acknowledgement of Country where appropriate at public events and major liturgies for the Archdiocese. 	Complete November 2022	Executive Directors
	<ul style="list-style-type: none"> Invite a Traditional Owner to provide a Welcome to Country for at least one significant event in each parish, school and agency office. 	Continue current practice	Vicar General, Executive Director, Evangelisation Brisbane, Parish Priests.
	<ul style="list-style-type: none"> Commence internal and external meetings for parish, school and agencies with Welcome to Country or Acknowledgment of Country and prayer where appropriate. 	Continue current practice	Vicar General, Executive Directors, Parish Priests.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
11. Provide opportunities for Aboriginal and Torres Strait Islander employees to engage with their culture and communities by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Review HR policies and procedures to ensure there are no unreasonable barriers to employees participating in NAIDOC Week. 	Complete by March 2021	Vicar General, Executive Directors.
	<ul style="list-style-type: none"> Provide opportunities for all Aboriginal and Torres Strait Islander employees to participate with their cultures and communities where possible during NAIDOC Week. 	Commence November 2020, July 2021 and 2022	Executive Directors
	<ul style="list-style-type: none"> Provide information on NAIDOC Week events across the Archdiocese and encourage parishioners and employees to participate in NAIDOC Week activities. 	Commence November 2020, April 2021 and 2022	Executive Directors
	<ul style="list-style-type: none"> Encourage agencies and parishes to hold an internal or external NAIDOC Week event. 	Commence November 2020, July 2021 and 2022	Executive Directors
	<ul style="list-style-type: none"> Encourage all parishes to celebrate Aboriginal and Torres Strait Islander Sunday on the first Sunday of NAIDOC Week. 	Commence July 2021 and 2022	Vicar General and Executive Director, Evangelisation Brisbane.
	<ul style="list-style-type: none"> Support an external NAIDOC Week community event and encourage participation in that event by members of Curial Advisory Forum (CAF) and RRG. 	Commence November 2020, July 2021 and 2022	Chair, Archdiocesan Commission on the Liturgy, Reconciliation Action Plan Project Manager
12. Provide opportunities for Aboriginal and Torres Strait Islander people to discuss ways in which their culture can be expressed within liturgies in the Archdiocese.	<ul style="list-style-type: none"> Establish dialogue between Aboriginal and Torres Strait Islander peoples and the Archdiocesan Commission on the Liturgy on possibilities for enculturation in liturgies. 	Commence February 2021	Chair, Archdiocesan Commission on the Liturgy, Reconciliation Action Plan Project Manager
	<ul style="list-style-type: none"> Explore ways in which Aboriginal and Torres Strait Islander artwork can be integrated into worship spaces and included in liturgy booklets. 	Commence March 2021	Vicar General, Archdiocesan Commission on the Liturgy, Reconciliation Action Plan Project Manager

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
13. Increase inclusiveness of Aboriginal and Torres Strait Islander culture in public access areas.	<ul style="list-style-type: none"> Promote an Aboriginal and Torres Strait Islander culturally inclusive welcoming space through the inclusion of Acknowledgement of Country plaques, Aboriginal and Torres Strait Islander artwork, symbols and flags where appropriate. 	Commence December 2020	Executive Directors
	<ul style="list-style-type: none"> Vision for Reconciliation to be developed and displayed on Archdiocesan websites and suitable public spaces in agencies and parishes. 	Commence December 2020	Executive Directors
	<ul style="list-style-type: none"> Review all brochures, pamphlets and posters promoting Archdiocesan Agency services to be inclusive of Aboriginal and Torres Strait Islander culture where possible. 	Commence July 2021	Executive Directors

Mabuyag Dancers

Left to Right: Matilda Bani, Brian Whap and Jovawn Bani.





Photo: From Back Left to Right:
Gregory Duncan (Wirri Wakka Dancer),
David Miller (Elder, Qld National Aboriginal
and Torres Strait Islander Catholic
Council Rep), Bishop Ken Howell,
Lenesha Duncan (Wirri Wakka Dancer)
and Marlon Riley (Member Murri Ministry).



OPPORTUNITIES

Our Archdiocesan agencies, parishes and schools have an opportunity to build on the participation rate of Aboriginal and Torres Strait Islander people in the workforce through paid employment and volunteerism. Currently only 58 people in a paid workforce of 14,500 people across the archdiocese identify as Aboriginal and/or Torres Strait Islander. This accounts for 0.05% of all employees. 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. By increasing the number of Aboriginal and Torres Strait Islander peoples in the workforce it 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, schools and parishes.

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

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
14. Explore ways to improve support for employees and volunteers in ministries working with Aboriginal and Torres Strait Islander peoples and for those with whom they work.	<ul style="list-style-type: none"> Conduct a review of pastoral care activities and strategies provided to Aboriginal and Torres Strait Islander peoples within the Archdiocese. This review is to identify the types of support being provided, to assess the workload and to identify opportunities to provide better support. 	Commence December 2020	Executive Directors
	<ul style="list-style-type: none"> Provide a report on the outcomes of this review ensuring that it identifies recommendations for improving support for employees in Archdiocesan pastoral care services and for Aboriginal and Torres Strait Islander peoples with whom they work. 	Completed by June 2021	Executive Directors

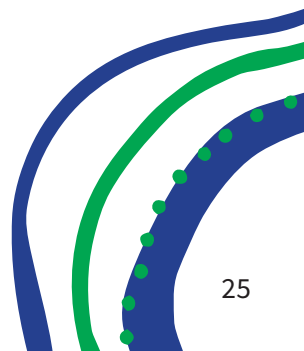
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
15. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within Archdiocesan workplaces.	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander employment and retention strategy. 	Complete by June 2021	Executive Directors
	<ul style="list-style-type: none"> Engage with existing Aboriginal and Torres Strait Islander employees to consult on employment strategies, including professional development. 	Commence November 2020	Executive Directors
	<ul style="list-style-type: none"> Advertise vacancies in Aboriginal and Torres Strait Islander media when advertising externally. 	Commence November 2020	Executive Directors
	<ul style="list-style-type: none"> Develop an employment profile of current Aboriginal and Torres Strait Islander employees to inform future employment opportunities. 	Complete by March 2021	Executive Directors
	<ul style="list-style-type: none"> 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 the Archdiocese. 	Complete by December 2020	Executive Directors
	<ul style="list-style-type: none"> Increase the percentage of Aboriginal and Torres Strait Islander staff employed across the Archdiocese and if possible an increase from 0.5% to 1.0%. 	Complete by November 2022	Executive Directors
	<ul style="list-style-type: none"> Provide Aboriginal and Torres Strait Islander employees with at least one opportunity each year to come together to discuss their cultural needs within their employment. 	Commence March 2021, and March 2022	Executive Directors



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
16. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within the Archdiocese.	<ul style="list-style-type: none"> Review procurement policies and procedures to identify barriers to Aboriginal and Torres Strait Islander businesses to supply goods and services to agencies in the Archdiocese. 	Commence September 2020	Executive Directors
	<ul style="list-style-type: none"> Develop and communicate to employees in agencies and parishes a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services. 	Complete by October 2020	Executive Directors
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander Procurement Strategy. 	Complete by November 2020	Executive Directors
	<ul style="list-style-type: none"> Investigate and apply opportunities to establish commercial relationships with Aboriginal and/or Torres Strait Islander owned businesses. 	Commence November 2020	Executive Directors
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	Complete by September 2020	Executive Directors



Kookaburra





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	DELIVERABLE	TIMELINE	RESPONSIBILITY
17. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	Complete by May 2020	Associate Director, Inclusion
	<ul style="list-style-type: none"> Engage senior leaders and other staff in the delivery of RAP commitments. 	Commence May 2021	Executive Director, Evangelisation Brisbane
	<ul style="list-style-type: none"> Define and maintain appropriate systems and capability to track, measure and report on RAP commitments. 	Commence June 2021	Executive Director, Evangelisation Brisbane
	<ul style="list-style-type: none"> Appoint and maintain an internal RAP Advocate from senior management in each Agency. 	Complete by May 2021	Executive Directors
18. Report RAP achievements, challenges and learnings to Reconciliation Australia.	<ul style="list-style-type: none"> Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually. 	30 September, 2021 and 2022	Reconciliation Action Plan Project Manager
	<ul style="list-style-type: none"> Investigate participating in the Workplace RAP Barometer. 	April 2021 and 2022	Executive Directors
19. Report RAP achievements, challenges and learnings internally and externally.	<ul style="list-style-type: none"> Publically report our RAP achievements, challenges and learning annually. 	Commence Sept 2021 and 2022	Executive Director, Evangelisation Brisbane.
	<ul style="list-style-type: none"> Provide quarterly RAP Implementation reports internally to CAF and RRG. 	Commence July, Sept, December 2021	Executive Director, Evangelisation Brisbane.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
20. Review, refresh and update RAP.	<ul style="list-style-type: none"> Review, refresh and update RAP based on learnings, challenges and achievements. 	Commence July 2021 and 2022	Vicar General, Executive Director, Evangelisation Brisbane.
	<ul style="list-style-type: none"> Send draft RAP to Reconciliation Australia for formal feedback and endorsement. 	July 2022	Executive Director, Evangelisation Brisbane, Reconciliation Action Plan Project Manager

STORY OF FAITH

“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 Rose Borey





RECONCILIATION ACTION PLAN WORKING GROUP 2016 - 2019

LEFT TO RIGHT

Ravina Waldren Coordinator – Murri Ministry (Centacare), **Peter Arndt** with Mack his dog Executive Officer - Archdiocesan Justice and Peace Commission (Evangelisation Brisbane), **Maree Rose** Chair (Archdiocesan Justice and Peace Commission), **David Miller** Member (Archdiocesan Justice and Peace Commission), **Mark Young** Policy Officer – Governance & Risk (Centacare), **Toni Janke** Manager, (Culture and Inclusion Centacare Family & Relationship Services), **Fr Michael Carroll** SM Chaplain – Royal Brisbane Women’s Hospital (Marist Fathers), **Christy Welldon** Manager – Human Resource Systems & Procedures (Archdiocesan Services).

ABSENT

Fr Gerard Hefferan Parish Priest (St Joseph & St Anthony Parish, Bracken Ridge), **Kevin Eastment** Education Officer – Aboriginal and Torres Strait Islander Engagement (South) (Brisbane Catholic Education), **Marlon Riley** Aboriginal Cultural Tutor - Ngutana-Lui, Aboriginal and Torres Strait Islander Cultural Studies Centre (Brisbane Catholic Education) and **Dionne Lloyd** Senior Education Officer - Inclusive Education (Brisbane Catholic Education).

NATIONAL RECONCILIATION PRAYER

Creator Spirit,

All creation once declared your glory,
Your laws were honoured and trusted,

Forgive us our neglect as our country approaches
the most critical moment in its history.

Listen to our prayer as we turn to you,
Hear the cry of our land and its people,

Just as you heard the cry of Jesus,
your Son, on the Cross.

Help us to replace our national shame
With true national pride by restoring the
dignity of our First People whose antiquity is unsurpassed.

May our faith and trust in you increase.

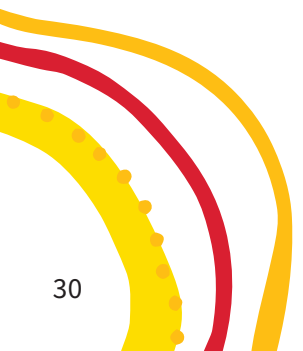
Only then will our nation grow strong and be
a worthy place for all who wish to make their home in our land.

Amen.

© Elizabeth Pike, September 1997
Aboriginal Catholic Ministry, Melbourne.



Eastern Curlew





ARCHDIOCESE OF BRISBANE



CONTACT DETAILS

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Reconciliation Action Plan
Project Manager

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