

# St James Parish RAP Implementation Plan 2024 – 2025

The purpose of the Reconciliation Action Plan (RAP) is to progress the journey of reconciliation with Aboriginal and Torres Strait Islander peoples with an aim to better understand our shared history and the importance of working together for justice, peace and reconciliation. St James Parish is commencing on this journey in 2024-2025 with the launch of our Implementation Plan of the Archdiocesan RAP.

The Archdiocesan RAP can be found here: <https://archdiocesanministries.org.au/wp-content/uploads/2024/11/RAP-booklet-2023-e.pdf>

This document is the St James implementation plan of the Archdiocesan Reconciliation Action Plan, and it outlines the reconciliation activities that St James Parish are planning to undertake for the year. The numbering of the Actions and Deliverables below aligns with the Archdiocesan RAP, but as a parish we only ‘implement’ the Actions and Deliverables that are relevant to parishes, hence you will see gaps in the numbering.

## Relationships

Action 1: Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

DELIVERABLE 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.

Activity Plan	St James Plan	Action Taken
<ul style="list-style-type: none"> <li>Attend Laurel Blow Speaker Series to listen to the voices of First Nations Peoples</li> <li>Engage with external First Nations community stakeholders</li> <li>Parish/community to invite Elders/guest speakers to events held at Parish/ community events</li> </ul>	Promote in Bulletin and attend events promoting Reconciliation <ul style="list-style-type: none"> <li>- Annual Reconciliation Dinner (Sep-24)</li> <li>- RAP Networking workshops – Truth telling, Where to from now</li> <li>- RAP around the Ridges</li> </ul>	

Action 2: Build relationships through celebrating and commemorating. National Reconciliation Week (NRW).

DELIVERABLE A: Continue to promote Reconciliation Australia’s NRW resources and reconciliation materials to all employees.

Activity Plan	St James Plan	Action Taken
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<ul style="list-style-type: none"> <li>• Promote Reconciliation prayers/resources and reconciliation materials at Mass</li> <li>• Host a Reconciliation Prayer event or gathering</li> <li>• Promote local Reconciliation Week events and share information regarding NRW to parishioners and community member</li> </ul>	<ul style="list-style-type: none"> <li>- Advertise in Bulletin (education)</li> <li>- Prayers of the Faithful</li> </ul>	
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DELIVERABLE D: Organise at least 1 NRW event each year.

Activity Plan	St James Plan	Action Taken
Parish/community Working group to plan an event for 2024, 2025. <a href="https://www.reconciliation.org.au/nationalreconciliation-week/">https://www.reconciliation.org.au/nationalreconciliation-week/</a> <ul style="list-style-type: none"> <li>• Hold a special Mass during the week to celebrate National Reconciliation Week.</li> <li>• Invite an Aboriginal or Torres Strait Islander person as guest for a morning tea or lunch. Invite them to share their story, life experiences or their culture.</li> <li>• Contact Murri Ministry for ideas and suggestions, NRW events etc.</li> <li>• Contact RAP Manager for suggestions or other parishes, agencies to network and sharing ideas</li> </ul>	<ul style="list-style-type: none"> <li>- Movie Night + discussion (eg. Rabbit Proof Fence, Satellite Boy) 27-May-2025</li> <li>- 'Elders day' in the parish (all elders), invite indigenous elders to yarnning circle/morning tea</li> </ul>	

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.

DELIVERABLE A: Organise at least (4) four events that celebrate or recognise Aboriginal and Torres Strait Islander peoples and culture each year and encourage parishes, agencies, and communities to arrange their own events.

Activity Plan	St James Plan	Action Taken
<ul style="list-style-type: none"> <li>• Celebrate and recognise within parish/community the significant Aboriginal and Torres Islander dates of</li> </ul>	Promotion of significant dates <ul style="list-style-type: none"> <li>- in Bulletin</li> </ul>	

<p>importance by sharing information in newsletters, including Prayer for First Nation Peoples in Prayers of the Faithful</p> <ul style="list-style-type: none"> <li>• Work with another parish to host events and share ideas and any associated cost.</li> <li>• Share information with parishioners, communities to participate in local planned events across the Archdiocese</li> </ul>	<p>- Prayers of the Faithful</p> <p>Attend Ngutana-Lui ("To Teach") program - Aboriginal and Torres Strait Islander Cultural Studies Centre, Inala</p> <p>Organise Cultural immersion day in Cherbourg (Ration Shed)</p>	
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DELIVERABLE B: Continue to strengthen opportunities for truth telling to occur as identified by the parish RAP working group network.

Activity Plan	St James Plan	Action Taken
<ul style="list-style-type: none"> <li>• Attend Laurel Blow Speaker Series.</li> </ul>	Run 'Statement of the Heart' discussion series (4 weekly sessions) – see Joni.	

Action 4: Promote Reconciliation through our sphere of influence

DELIVERABLE A: Develop and implement annual RAP Communication Plan that engages internal and external stakeholders using a range of channels including digital and traditional media.

Activity Plan	St James Plan	Action Taken
<ul style="list-style-type: none"> <li>• Contact RAP Manager for suggestions and further support</li> </ul>	RAP Launch and unveiling event for plaques (9-Feb-2025)	

## Respect

Action 8: Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

DELIVERABLE D: Continue to include an Acknowledgement of Country or other as appropriate protocols at the commencement of meetings, liturgies, and event

Activity Plan	St James Plan	Action Taken
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<ul style="list-style-type: none"> <li>• Place Acknowledgment on parish website</li> <li>• Acknowledgement of Country said before Mass commences and Parish Council meetings and other events.</li> <li>• Invite a Traditional Custodian to provide Welcome to Country at significant events in the parish or community.</li> <li>• Acknowledgement of Country included in newsletters, before commencing parish meetings.</li> <li>• To assist parish/community in understanding significance of Acknowledgement/Welcome to Country share EB video covering this topic</li> </ul>	<p>Acknowledgement of Country to be placed on following</p> <ul style="list-style-type: none"> <li>- In bulletin</li> <li>- Footer on Parish emails</li> <li>- On parish social media</li> <li>- On parish website</li> <li>- On PPT slides for weekend Masses</li> </ul> <p>Acknowledgement of Country to be read</p> <ul style="list-style-type: none"> <li>- before each weekend Mass by Lector</li> <li>- before all Parish Meetings</li> <li>- other significant events</li> </ul> <p>Play EB video 'why acknowledge'</p>	
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Action 9: Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

DELIVERABLE A: RAP Working Groups to participate in an external NAIDOC Week Event.

Activity Plan	St James Plan	Action Taken
<ul style="list-style-type: none"> <li>• Attend local NAIDOC community events.</li> </ul>	<p>Promote events in Bulletin</p> <ul style="list-style-type: none"> <li>- Musgrave Park family fun day – 12-Jul-2024</li> </ul>	

DELIVERABLE C: Encourage all parishes and communities to celebrate Aboriginal Sunday on the first Sunday of NAIDOC Week.

Activity Plan	St James Plan	Action Taken
<ul style="list-style-type: none"> <li>• Attend Aboriginal Sunday Mass at St Stephens Cathedral or host Aboriginal Sunday Mass at your Parish or Community.</li> <li>• Invite a First Nations Parishioner or community member to do acknowledgement of Country or Welcome to Country if they are a Traditional Custodian of the country where you are gathering.</li> </ul>	<ul style="list-style-type: none"> <li>- Advertise Aboriginal Sunday in Bulletin</li> </ul>	

<ul style="list-style-type: none"> <li>Use NATSICC Aboriginal Sunday Guide and seek support and assistance from RAP Manager and Murri Ministry</li> </ul>		
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DELIVERABLE D: Encourage all parishes and communities to hold or attend internal or external NAIDOC Week events.

Activity Plan	St James Plan	Action Taken
<ul style="list-style-type: none"> <li>Attend local NAIDOC Events in the community.</li> <li>Hold a NAIDOC Mass – Include Aboriginal Symbols, prayers, Acknowledgement or Welcome to Country by First Nations Person.</li> <li>Invite an Elder to speak and share their story with parishioners/community members</li> </ul>	NAIDOC Mass at St James – 13-Jul-2025	

Action 11: Increase inclusiveness of Aboriginal and Torres Strait Islander culture in public access areas

DELIVERABLE B: Install Acknowledgement of Country plaques, Aboriginal and Torres Strait Islander artwork, symbols and flags where appropriate.

Activity Plan	St James Plan	Action Taken
<ul style="list-style-type: none"> <li>Flags</li> <li>Artwork</li> <li>Acknowledgement of Country plaques</li> </ul>	<ul style="list-style-type: none"> <li>NATSIC acknowledgment plaques purchased and installed – Church, Priory, Hall, Meeting Room/s.</li> <li>RAP Launch and unveiling event for plaques 9-Feb-2025</li> <li>Acquire and install artwork, apology to stolen generation, Uluru Statement from the Heart</li> </ul>	

DELIVERABLE C: Gain feedback and suggestions from Aboriginal and Torres Strait Islander parishioners and Elders of the community on ways to develop culturally inclusive welcoming spaces and parish offices.

Activity Plan	St James Plan	Action Taken
<ul style="list-style-type: none"> <li>First Nation artwork displayed.</li> <li>Acknowledgement of Country at Welcome of Mass</li> <li>Yarning circle</li> </ul>	Future possible initiatives/ideas <ul style="list-style-type: none"> <li>Native garden with plaque explaining local history (eg. St Marks, Inala)</li> </ul>	

	<ul style="list-style-type: none"> <li>Reconciliation mural/painting along wall on Old Cleveland Rd</li> </ul>	
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## Opportunities

Action 14.: Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

DELIVERABLE 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.

Activity Plan	St James Plan	Action Taken
<ul style="list-style-type: none"> <li>Parish Reconciliation Working Groups to investigate local Aboriginal and Torres Strait Islander businesses in their area.</li> <li>Supply Nation provides Australia's leading database of verified Indigenous businesses. <a href="https://supplynation.org.au/">https://supplynation.org.au/</a></li> </ul>	Promotion in Bulletin	

## GOVERNANCE TRACKING AND PROGRESS REPORTING

Action 15: Maintain an effective Archdiocese of Brisbane Reconciliation Reference Group (RRG) along with agency, parishes and community working groups.

DELIVERABLE A: Maintain Aboriginal and Torres Strait Islander representation on Parish, Community RAP Working Groups

Activity Plan	St James Plan	Action Taken
<ul style="list-style-type: none"> <li>First Nation representation on RAP Parish, Community Working Groups</li> </ul>	Invite indigenous community members Invite St James primary school and Villanova College Invite Evangelisation Brisbane RAP Manager Invite Murri Ministry	

DELIVERABLE E: Each RAP Working Group to meet quarterly to drive and monitor RAP implementation plan to operate as an advisory body.

Activity Plan	St James Plan	Action Taken
<ul style="list-style-type: none"> <li>New Parish Working Groups to meet fortnightly when commencing.</li> <li>Moving forward - Working groups to meet once a month or quarterly to drive and monitor RAP implementation.</li> </ul>	RAP WG monthly meetings initially then quarterly	

Action 17: Build accountability and transparency through reporting RAP achievements, challenges and learnings.

DELIVERABLE E: Continue to share Parish, community RAP achievements, challenges and learnings.

Activity Plan	St James Plan	Action Taken
<ul style="list-style-type: none"> <li>Share via parish and community communication platforms, such as parish newsletter, Facebook page.</li> </ul>	Advertise in Bulletin	