



LCA Reconciliation Action Plan (RAP) program Project Plan

Updated 30 June 2020

1. Background

50.500 is an initiative of the LCA Bishop to recognise the 50th anniversary of the LCA (2016) and the 500th anniversary of the Reformation (2017). The recognition and celebration of these two significant milestones have been identified as ideal catalysts for future focused mission and ministry projects of significance to the LCA. One such major focus of 50.500 is on “hearing the indigenous voice” both in the lead up to the 2018 Synod and beyond. As a result the development of an LCA RAP has been identified as a priority in 2017-20.

A RAP will provide a framework for LCA to realise its vision for hearing, recognising and supporting Aboriginal people. RAPs are practical plans of action built on relationships, respect and opportunities. RAPs create social change and economic opportunities for Aboriginal and Torres Strait Islander Australians.

Bishop John Henderson initiated the RAP project process in April 2016 and a start up project team was established. The project team developed a five phase Master Project Plan (refer Appendix 1) that was approved by General Church Council in December 2017 was developed as follows:

- Phase 1: connecting | listening | understanding Oct 17 – Sept. 18 *(Complete)*
- Phase 2: Share insights with Synod October 2018 *(Complete)*
- Phase 3: Draft RAP development Oct. 2018 – May 2019 *(Complete)*
- Phase 4: GCB & Reconciliation Australia endorsed RAP June - Dec 2019 *(Complete)*
- Phase 5: Public release Launch Feb 2020, *(Complete)* Synod 2021

Following completion of Phases 1 and 2 the following resolution was put to and endorsed by Synod in 2018:

IT WAS RESOLVED

That the General Convention of Synod requests General Church Council to develop and implement a Reconciliation Action Plan that will:

- *assist ongoing relationship building through listening to Aboriginal people in the LCA;*
- *support non-Aboriginal people in the LCA to gain insight into what is important to Aboriginal people;*
- *provide a culturally appropriate mechanism by which our Church together with (inclusive of) Aboriginal people and communities within the LCA can address questions of recognition and representation; and*
- *develop appropriate ways to encourage and enable Aboriginal people to serve and lead in all aspects of Church life in the LCA.*

The General Convention of Synod authorises General Church Council to commit resources to facilitate the work required to prepare and deliver the plan.

The General Convention of Synod requests General Church Council to provide a report on the implementation of the plan to the 2021 Convention of Synod.

As a result of this Synod endorsement, the RAP Project Team have been progressing the development and implementation of a Reconciliation Action Plan on behalf of that General Church Board.

As implementation has progressed consultation and listening continued throughout 2018, 2019 and continues as an integral component of the RAP work. To manage the RAP process, a RAP Project Officer was appointed in September 2019. In response to the insights gained the RAP Project Plan has evolved. In summary the primary changes are that:

- additional Phases 6 7 & 8 have been identified to enable the project to deliver both a *Reflect RAP* and an *Innovate RAP*¹
- *Guiding Principles* have been developed to ensure the project remains true to the good work previously undertaken by the LCA and to the spirit of the Synod endorsement
- the addition of an Aboriginal Advisory Group in the project governance structure to provide high level culturally competent leadership and advice to the project.
- a Reflect RAP has now been developed and has received approval from GCB and the endorsement of Reconciliation Australia

The report to Synod 2021 will outline the key outcomes to date.

2. Scope of Project Plan

The scope of this Project Plan is the completion of:

- PHASE 3: Draft Reflect RAP Development | October 2018 – December 2019
- PHASE 4: Finalise Reflect RAP/Implement Communication Strategy |
- PHASE 5: Launch Reflect RAP/Draft Innovate RAP | January - Dec 2020
- PHASE 6: Reflect RAP Accountability Report/Innovate RAP development | January – December 2021
Report to Synod - September 2021
- Proposed PHASE 7: Innovate RAP Launch/Innovate Accountability Report| January 2022 – December 2023

¹ Reconciliation Australia's RAP Framework provides organisations with a structured approach to advance reconciliation. There are four types of RAPs that an organisation can develop: Reflect, Innovate, Stretch, and Elevate. Each type of RAP is designed to suit an organisation at different stages of their reconciliation journey.

Reflect RAP – Scoping reconciliation:

A Reflect RAP clearly sets out the steps you should take to prepare your organisation for reconciliation initiatives in successive RAPs.

Innovate – Implementing reconciliation:

An Innovate RAP outlines actions that work towards achieving your organisation's unique vision for reconciliation. Commitments within this RAP allow your organisation to be aspirational and innovative in order to help your organisation to gain a deeper understanding of its sphere of influence, and establish the best approach to advance reconciliation.

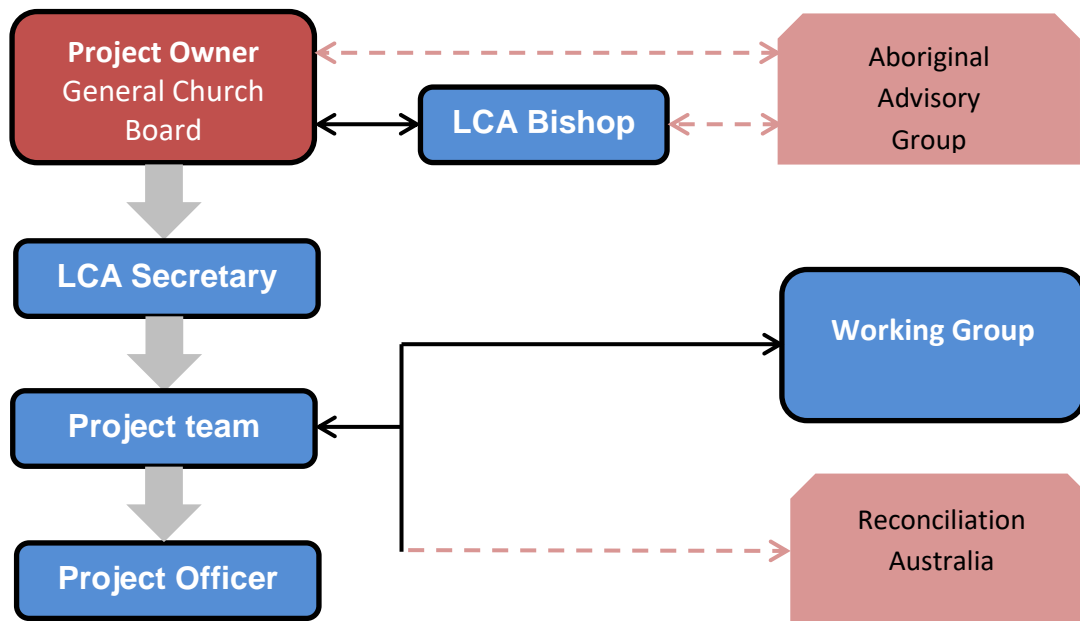
(Source: <https://www.reconciliation.org.au/reconciliation-action-plans/> 30 April 2019)

3. Guiding Principles for the development of an LCA RAP

Guiding Principles for the development of an LCA RAP have been developed to ensure the project remains true to the good work previously undertaken by the LCA and to the spirit of the Synod endorsement.

1. **Cultural competency:** that the Church makes every effort to be culturally respectful, uphold cultural integrity and ensure dignity is provided to Aboriginal people, organisations and communities in all forums.
2. **Lutheran Faith/Lutheran Principles:** that as we work towards the development of a RAP we will always do so from a Lutheran Christian perspective.
3. **Self-reflection capacity:** that as a Church we shall objectively assess our capacity to work together with all Aboriginal and non-Aboriginal people in the development of a national RAP for the organisation.
4. **Awareness:** that as a Church we will recognise the existing capacity and strengths of Aboriginal and non-Aboriginal people as we work together, ensuring we acknowledge, celebrate and utilise these strengths.
5. **Understanding:** that as a Church we shall thoroughly research existing historical and current efforts that embrace Reconciliation within the Church, enabling truth telling to build a framework for future agreements, relationships and activities for Reconciliation.
6. **Seek partnerships:** that as a Church we will seek partnerships with Aboriginal and non-Aboriginal persons/organisations that will assist in the growth and strengthening of Reconciliation within the Church.
7. **Develop Partnerships:** that as a Church we will develop partnerships that are based on building and strengthening, Aboriginal capacity, voice and decision making.
8. **Empowerment:** Partnerships will always consider the opportunity for empowerment. Empowerment comes as the result of the interaction between two building blocks: agency and opportunity structure. Agency is an person or group's ability to make purposeful choices.
9. **Working together:** that as a Church we commit to recognising that Aboriginal and Non-Aboriginal people have a key role in embracing, progressing and working towards Reconciliation. Agreement making will be an important consideration wherever appropriate
10. **Evaluation and accountability:** that the Church develops a robust accountability framework and evaluation process together with Aboriginal persons/organisations/communities.

4. Project Roles and Responsibilities



Project Management team	
Role	Who
<ul style="list-style-type: none"> Project management Develop and manage the consultation program Curation of Working Group and Executive Mentoring Group Coordination and facilitation of Working Group activities Support in crafting and editing the RAP on behalf of the Working Group Liaison with Reconciliation Australia in the review of drafts Reporting to and Liaison with the LCA project owner Budget management 	<p>Project Chair: Nigel Long, Secretary of the LCA/Bishop's RAP Representative</p> <p>Neville Otto, Senior Pastor, St Paul's Lutheran Church, Box Hill, Vic</p> <p>Shona Reid, Executive Officer Reconciliation South Australia, member of Aboriginal Lutheran Fellowship, Ferryden Park SA</p> <p>Tricia Davis, Lead Executive - Marketing and Communication, Lutheran Services, QLD</p> <p>Marilyn Wall, RAP Project Officer, LCA and member of Aboriginal Lutheran Fellowship, Ferryden Park SA</p> <p>Chelsea Bellamy: Assistant to the Secretary of the Church</p>
Executive Mentoring Group	
Role	Who
<ul style="list-style-type: none"> High level project guidance Culturally competent leadership and advice Share wisdoms, counsel and experience Provide feedback and input to enable the project to achieve its full potential 	<p>Bishop John Henderson</p> <p>Noel Pearson</p> <p>Jacki Huggins</p> <p>Shona Reid</p>

Project Officer	
Role	Who
<ul style="list-style-type: none"> • Project Manage the development of the LCA RAPs • Manage RAP project communications • Provide professional writing, facilitation and stakeholder engagement expertise to support the creation of RAP project deliverables • Actively engaging with Aboriginal and Non-aboriginal people nationally. • Project manage the rollout of Reconciliation Australia approved RAPs 	Marilyn Wall, RAP Project Officer, LCA and member of Aboriginal Lutheran Fellowship, Ferryden Park SA
Working Group	
Role	Who
<ul style="list-style-type: none"> • Responsible for content development of RAPs – supported by project team in the wordsmithing • Undertake consultation within their spheres of influence to enable a representative collection of all voices • Attend content development workshops 	<ul style="list-style-type: none"> • The Project Management team will curate the Working Group on behalf of General Church Board after seeking advice from and consulting with the executive Sponsors and key internal and external stakeholders and advisors. • The Project team will recommend the Working Group membership to the General Church Board for approval. • At least 50 per cent of the working group will identify as Aboriginal or Torres Strait Islander.
Reconciliation Australia	
Role	Who
<ul style="list-style-type: none"> • The LCA RAP will be developed under the stewardship of a Reconciliation Australia • The final internal draft of the RAP is sent to the Reconciliation Australia Program Officer for a thorough review • This review process will take between 2-3 weeks. There will be around 4-5 rounds of feedback provided before the RAP is endorsed by Reconciliation Australia • This process generally takes between 3-6 months. 	<ul style="list-style-type: none"> • Nominated advisor from Reconciliation Australia

5. Reconciliation Action Plan Vision Statement

Reconciliation is

Inspired by the gospel of reconciliation in Jesus Christ, the Lutheran Church of Australia's vision for reconciliation, empowered by the Holy Spirit is ...
"to bring to life an expression of our ministry that helps all peoples recognise, understand, value and respect the histories, cultures, lands and contributions of First Nations peoples, as we honour our common humanity and provide each other with equal opportunity to flourish, as together, we grow as God's people".

6. RAP - Key Messages

- a. God calls us to be reconciled with one another (2 Cor 5:18, 19)
 - Reconciliation is a gift from God!
- b. Reconciliation is intentionally working together towards a level 'playing field' for all.
- c. Reconciliation opens doors and shows us ways to grow, together as God's people.
 - Reconciliation is part of our tag line Where love comes to life!
 - Reconciliation is an expression in us of bringing love to life.
- d. Reconciliation paves the way for dignity and respect even when we aren't aware of the cultural backgrounds within our midst.
- e. Reconciliation ensures our ministry spaces are culturally safe and encouraging environments, wherever they are.
- f. True reconciliation enables us to acknowledge and celebrate our past through a lens of historical acceptance and integrity.
 - True reconciliation demands in truth telling.
 - True reconciliation means we intentionally commit to not contributing towards repeating the injustices of the past.
- g. Reconciliation is a journey not a destination. Let's be part of it.
 - Reconciliation is everyone's business ...
 - i. what can I do differently to build better relationships with First Nations peoples.
 - ii. what can I do differently to have and show greater respect for First Nations peoples?
 - iii. what can I do differently to create further opportunities for First Nations peoples to help build a stronger church?

7. Communication Strategy

The objective of this plan will be to keep key stake holder individuals and groups informed and engaged on the progress of the project.

LCA RAP Communication Strategy

Stakeholders	Objective	Methodology	Website	E-News	Face-book	Targeted cohorts	Formal Letter / Email (signature)	Face to face	Publications (print) (Specify)
		<i>Nature of information</i>	<i>Public access RAP Historical storage Background Key Messages</i>	<i>Activity based</i>	<i>Activity based Informal reporting mechanism</i>	<i>Customised emails Update of information to targeted parties</i>	<i>As required</i>	<i>Meetings Presentations to groups</i>	<i>News focus</i>
		<i>Frequency</i>	<i>Set up & Historical Announcements</i>	<i>Quarterly</i>	<i>Updated</i>	<i>As required</i>	<i>As required</i>	<i>As required</i>	<i>As required</i>
GCB	Progress Update	Ongoing Reports	Y	Y	Y		Y	Y	
Synod delegates 2018	Progress Update	Custom Communique		Y		Y			
Contacts from Phase 1 listening tours	Progress Update	Custom Communique Personalised contact				Y		Y	
District leadership: all Bishops DCCs DAs	Progress Update	May require formal communique developing of nature of information. Requires early release before congregations receive information		Y		Y			
Congregations church wide (Pastor and Chairs)	Progress Update	Link into existing channels	Y	Y	Y	Y			The Lutheran Christ In the Centre LCA Worship Resources Bulletin info
Exec Mentoring Group	Keep sufficiently informed (not inundated) what's been happening between the meetings	Personalised email					Y	Y	
RAP Working Group	Acknowledging the work of this group	Minutes and Reports of workshops				Y	Y	Y	

National Church Departments Local Mission Grow Ministries Lutheran Media Church Worker Support ALC Lutheran Aged Care LEA	To support the Churchwide distribution of Information to promote contextual understanding	On mailing lists Database of Directors and editors of publications	Y	Y	Y			Y	Y
Key Stakeholders who have expressed reservations about developing an LCA RAP.	Keep informed and engaged	Personalised contact and inclusion in standard communiques.		Y		Y			
Reconciliation Australia	Ongoing support and guidance	Launch ...					Y Also ongoing development of RAP		
Relevant Church Nat/Dis Departments eg FRM AbMinSA Aboriginal Community groups	Awareness	Awareness/Accessibility Google search Boost at launch	Y		Y	Y			Eg Koori Mail Reconciliation Australia
Respected Aboriginal Elders/Leaders Explore other Districts Eg Nelson Varcoe, Don Haywood, Victor Joseph, Bishop Chris Mcleod	Awareness	Awareness Boost at Launch	Y		Y				
All Reconciliation Councils SA/WA/QLD/Vic/NSW/Tas/ACT	Awareness	Awareness Boost at Launch				Y			
Heads of key faith based organisation eg Churches NCCA Govt Reps Minister	Awareness	Awareness Boost at Launch					Y	Y	
Public environment	Awareness	Awareness/Accessibility Google search Boost at launch	Y		Y				

8. Risk Management

Risk	Mitigation
Unable to curate a fit for purpose Working Group.	Focussed curation of Working Group including the development clear criteria.
Cannot get Aboriginal Advisory Group to have mutually agreeable meeting dates to meet.	Provide advance planning and communication and create alternative approaches such as one on one meeting with LCA Bishop and teleconferences.
Some stakeholder groups actively do not support the development of a RAP.	Inclusion in Communication Plan.
The travel costs put the budget at risk.	Advance planning, agile monitoring of budget, use of alternatives to travel such as teleconferences.
Failure to meet timeline plans.	Advance project planning and monitoring of progress. Agile review.
Reconciliation Australia is unable to respond to our timelines.	Regular liaison.
Global event eg COVID-19 Pandemic – Lockdown and close of borders.	Re-negotiate to online / face-time conversations and consultation