



Anglican Diocese of Grafton

Reflect Reconciliation Action Plan

February 2025 – February 2026





THE COVER

Artist: Frances Belle Parker

Title: Journey to Wellbeing

Description:

"Journey to Wellbeing" represents a powerful coming together, symbolising the individuals' journey through life and their connections to the sky, water, and the earth. It reflects how this journey, with its many paths and connections, helps us stay grounded. This artwork, designed by Yaegl artist Frances Belle Parker, was created in collaboration with Rev Canon Aunty Lenore Parker and youth participants from an art wellbeing program at Grafton Cathedral during NAIDOC Week 2024.

OUR BUSINESS

The Anglican Diocese of Grafton serves the Mid and North Coast regions through ministry units, including 25 Parishes and Transitional Ministry Districts, five Schools, one Preschool, Anglicare North Coast, a number of Chaplaincies, the Diocesan Registry Office and two religious orders.

The geographic reach of the Diocese of Grafton extends from Wauchope in the south to Tweed Heads in the north and reaches the Great Dividing Range in the west. The Diocesan Registry Office is located in Grafton, and the schools are located in Port Macquarie, Coffs Harbour, Grafton, Ballina, Terranora and a preschool in Lismore.

The Diocese of Grafton operates on the Aboriginal Nations and Country of the peoples of the Bundjalung, Arakwal, Yaegl, Githabul, Gumbaynggirr, Dunghutti, and Birpai peoples. The Diocese acknowledges the Traditional Custodians, pays respects to the Elders past and present, and recognises the ongoing connection to Country.

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STATEMENT FROM CEO OF RECONCILIATION AUSTRALIA

Reconciliation Australia welcomes the Anglican Diocese of Grafton to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

The Anglican Diocese of Grafton joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables the Anglican Diocese of Grafton to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations to the Anglican Diocese of Grafton, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

*Karen Mundine
Chief Executive Officer
Reconciliation Australia*



A MESSAGE FROM BISHOP MURRAY HARVEY

I acknowledge the Traditional Custodians of the lands on which the Diocese of Grafton worships and serves, and I pay my respects to their Elders, past and present.

The launch of this Reflect Reconciliation Action Plan is a significant step in the Diocese's ongoing journey with Reconciliation Australia and with Aboriginal and Torres Strait Islander peoples. It reflects a commitment to transforming lives through Jesus Christ by walking together in truth, justice, and love. This Plan invites us to listen deeply, learn humbly, and act courageously as we take meaningful steps toward healing and reconciliation.

I thank the members of the RAP Working Group for their dedication in shaping this vision. I pray that this Reflect RAP will guide and inspire us as we embrace the work of reconciliation and seek to live out the Gospel in ways that bring hope, unity, and transformation

*The Right Reverend Dr Murray Harvey,
Bishop of Grafton*



A MESSAGE FROM DEAN NAOMI COOKE

RAP Working Group Chair

I acknowledge and give thanks for the Traditional Custodians of the lands within our Diocese. I am grateful to our Creator for placing Aboriginal and Torres Strait Islander Peoples here, living in connection with the land, the waters, all living creatures, and the Great Creator Spirit. I give thanks for the thousands of generations of Aboriginal and Torres Strait Islander families who have lived on these lands, teaching their children the ways of living in relationship with country, with one another, and with the Creator.

I have been privileged to learn some of the language of the Gumbaynggirr people and hear their stories. I have heard the grief of those whose grandparents could not teach them their language because it was too dangerous and the joy of those who are now reclaiming it. I have also heard experiences of discrimination, injustice, and accounts of massacres. On the lands of our Diocese and across the more than 300 Aboriginal nations that make up this land now called Australia, I pray for the day when justice will roll down like water and righteousness like an ever-flowing stream.

When our Synod met in 2022, we resolved to begin the journey of developing a Reconciliation Action Plan (RAP) for the Diocese. People from across the Diocese were invited to join this effort, and the RAP Working Group was formed. We are currently in the earliest stage of the RAP process, the Reflect stage—a time for listening and learning. It is important to remember that a RAP is not a one-off document but a living process. This Reflect RAP has a time limit, after which a new one will be developed as we continue on this sacred journey of reconciliation.

May God guide us in this work and transform our lives and communities through Jesus Christ.

*The Very Reverend Naomi Cooke
Dean of Grafton*



OUR VISION

The vision of the Diocese is to transform lives through Jesus Christ. This vision guides all of our efforts and is deeply rooted in faith.

OUR MISSION

Our mission is sharing the good news of Jesus Christ, making disciples and growing faith communities.

OUR VALUES

- Christ-likeness** God's grace revealed in Jesus Christ shapes and moulds our lives.
- Discernment** We continually seek to discern God's revealing to be faithful in who we are and what we do.
- Openness** We are open to change and to the development of innovative and responsive models of mission and ministry for our contemporary Australian context.
- Collaboration** We work in collaborative partnerships with others to achieve our goals.
- Distinctiveness** We honour the rich diversity of our Anglican heritage and culture.
- Accountability** We practise responsible and transparent stewardship of all that is entrusted in our care.

Through the action of our vision, mission and values, we aim to build a stronger and more faithful community across the Mid and North Coast region and we aim to serve with compassion, faith, and a dedication to justice and peace.

The Diocese also embraces the Five Marks of Mission of the Anglican Communion, which provide a broader framework for its work. These include proclaiming the Good News of the Kingdom, teaching, baptising, and nurturing new believers, and responding to human need through loving service. The worldwide Anglican Communion is committed to transforming unjust structures in society, challenging violence in all its forms, and pursuing peace and Reconciliation. The mission of the Anglican Communion is also to safeguard the integrity of creation, working to sustain and renew the life of the earth.



Julie Perkins CEO of Gurehlgam, Bishop Murray Harvey and Dean Naomi Cooke at the NAIDOC 2024 Breakfast in Grafton.

ABORIGINAL TRADITIONAL COUNTRY AREAS WHERE WE LIVE AND WORK



The re-opening of the Chapel of St Francis and St Clare at Bishop Druitt College, featuring art by Yaegl Artist Frances Belle Parker, October 2023.



OUR PEOPLE

The Anglican Diocese of Grafton employs:

- 61 people in the Registry and Parish Centres
- 6 School chaplains

The Anglican Diocese of Grafton also acknowledges:

- 748 people employed across our schools and agencies including Anglicare North Coast
- Many volunteers across our region who embrace our vision, mission, values, and serve our communities.

The Diocese of Grafton does not currently have the data that identifies the number of Aboriginal and Torres Strait Islander staff. Those who are known to us and are employed include one clergy person. We also recognise Honorary Canon Reverend Aunty Lenore Parker, in the voluntary position of senior advisory Elder for the Diocese and acknowledge five Aboriginal Education Officers employed by the schools in the Diocese.



Rev Canon Aunty Lenore Parker with Aboriginal Christian Leader Brooke Prentis and Rev Brenda Yager at Cultural Awareness Training for Clergy, March 2024.

OUR RAP

The Anglican Diocese of Grafton is developing a Reconciliation Action Plan (RAP) as a comprehensive guide for all its ministry units to foster respectful relationships with Aboriginal and Torres Strait Islander peoples. This initiative is driven by a growing awareness and desire to support Reconciliation, aligned with our vision, mission, and values as a Diocese. In 2022, this commitment was further solidified when the Diocesan Synod passed Synod Resolution R16/22, which called for the creation of a RAP. The resolution also requested that the Bishop-in-Council invite interested persons and experts to contribute to a working group for the formulation of the RAP, with the goal of presenting the completed plan at the next session of Synod.

Our motivation for developing the RAP is deeply rooted in our Vision, Mission, and Values. Our Vision Statement, "Transforming lives through Jesus Christ," and our Mission Statement, "Sharing the good news of Jesus Christ, making disciples and growing faith communities," guide us in this RAP journey. These statements inspire us to take meaningful action towards Reconciliation, compelling us to acknowledge the shortcomings of our shared history and to strive to build communities grounded in justice and love.

The values of the Diocese are integral to shaping our RAP and guiding our journey towards Reconciliation. **Christ-likeness** calls us to embody the grace and love of Jesus Christ, leading us to seek justice, healing, and unity with Aboriginal and Torres Strait Islander peoples. **Discernment** encourages us to faithfully listen to God's calling, particularly in recognising the need to address past wrongs and support meaningful Reconciliation efforts. **Openness** compels us to embrace change and develop innovative approaches to mission and ministry, ensuring that our actions are relevant and responsive to the needs of Aboriginal and Torres Strait Islander peoples and communities. **Collaboration** drives our commitment to work alongside Aboriginal and Torres Strait Islander peoples, communities and organisations, fostering partnerships that help us achieve shared goals of Reconciliation and mutual respect. **Distinctiveness** honours the rich diversity within our Anglican heritage, encouraging us to celebrate and learn from the unique cultural contributions of Aboriginal and Torres Strait Islander peoples. **Accountability** ensures that we practise responsible and transparent

stewardship, holding ourselves accountable to the commitments we make through the RAP and ensuring that our efforts lead to real and lasting change.

The RAP Champion for the Anglican Diocese of Grafton is the Bishop of Grafton. As the RAP Champion, the Bishop is a senior leader responsible for driving and championing internal engagement and awareness of the RAP, ensuring that the RAP becomes a central and active part of the Diocese's mission.

Our RAP has been developed with a coordinated and inclusive process with many invited and given the opportunity to contribute. Our RAP will be implemented through being presented to Synod and then widely shared with all ministry units including parishes and organisations across the Diocese. All clergy will be encouraged to participate in discussions on how to effectively implement the RAP within their communities.

The RAP will be officially launched at a special Diocesan event, emphasising our collective commitment to Reconciliation. This approach ensures that the RAP is not just a document but a living guide for our actions, decisions, and mission, driving meaningful change across the Diocese.



Aboriginal Christian Leader Brooke Prentis, Rev Canon Grahame Yager, Cheryl Brown, Rev Canon Aunty Lenore Parker, Richie Williamson MP, Dean Naomi Cooke, Margaret Weatherby, October 2024. The Member for Clarence presented Rev Canon Aunty Lenore Parker with a record of her being acknowledged in NSW Parliament on the occasion of her installation as a Canon of Christ Church Cathedral, Grafton.

OUR RECONCILIATION JOURNEY

There have been many significant milestones in the Reconciliation journey of the Anglican Diocese of Grafton.

Aboriginal Affairs Advisor for Anglican Diocese of Grafton was established and operated in the late 1980s and early 1990s. Rev Robert Draffan was appointed as the first Aboriginal Affairs Advisor for our Diocese, initially to Bishop Bruce Schultz then Bishop Philip Huggins. This role built community contacts, Reconciliation groups and collaboration.

The Magpies Group formed in the early 1990s aiming to bring Aboriginal peoples and non-Indigenous peoples together for Reconciliation. The group held annual weekend gatherings across different parts of the Diocese, focusing on relevant and topical themes. The group expanded to include representatives from the Catholic and Uniting Churches.

National Aboriginal and Torres Strait Islander Anglican Council (NATSIAC) was established in 1991/92 and the Anglican Diocese of Grafton has actively engaged with NATSIAC since then. Notably, Aboriginal priests from the Diocese of Grafton have been a key part of NATSIAC with Rev Canon Aunty Lenore Parker having a pivotal role in its formation, Rev Daryl McCulloch serving as secretary in recent years, and Rev Brenda Yager currently the NATSIAC Diocesan Representative.

Kempsey Parish had The Sorry Book brought to Kempsey Parish and it was signed by clergy and many parishioners. This was part of an Australia-wide initiative following the Bringing Them Home Report in 1997. In the year 2000, parishioners participated in the Kempsey Bridge Walk for Reconciliation in solidarity with the Sydney Bridge Walk for Reconciliation. A Prayer Vigil with Aboriginal Catholic Ministries took place outside Kempsey Shire Offices to encourage an apology to the Dughutti people. Aboriginal Artwork developed in collaboration with the parish church at Kempsey was installed in the Chapel of the Mid North Coast Correctional Centre.

East Ballina Massacre Commemoration occurred in 2001 led by the Anglican Parish of Ballina in collaboration with local Aboriginal community members and the Catholic and Uniting Churches. In 1853 or 1854, a massacre of Aboriginal people occurred on Bundjalung Country at the places now called Black Head and Angels Beach in East Ballina. This massacre targeted a community of approximately 200 to 300 Bundjalung people who were sleeping at night. During the attack, 30 to 40 Bundjalung people were killed. Survivors were separated and placed in various missions, resulting in families being torn apart. For those who survived, the Bundjalung language was banned, leading to a significant disruption of culture and connection. The commemoration included a ceremony and the installation of plaques commemorating the loss of lives on the site of this dreadful historical event. The ceremony was led by Yaegl Woman Lenore Parker, at the time a lay leader in the Anglican Church (later ordained) who was one of the founders of the Diocesan Reconciliation Group, with Bishop Philip Huggins and a Supreme Court Judge also in attendance. The ceremony included dance by local Aboriginal Dancers and the use of oil from Uluru for anointing. Bishop Philip Huggins recognised the importance of this moment in the history of Grafton Diocese. This commemorative site continues to be held in high respect by both Aboriginal and non-Indigenous peoples. The commemoration came at a significant time nationally following the 1997 Bringing Them Home Report and the 2000 Sydney Harbour Bridge Walk, showing a growing desire for Reconciliation across the diocese. The Venerable Greg Ezzy, who was at that time the Rector of Ballina Parish, met with Elders from Cabbage Tree Island who shared stories of the painful history of poisonings, massacres, and killings of their people. Ballina Anglican Parish continue to prioritise Reconciliation with a Rainbow Spirit Altar Frontal, showing in a visual way their connections with the Bundjalung people.

Acknowledgements of Country are recommended for ministry units. Diocesan websites and publications include Acknowledgements of Country. Anglicare North Coast has provided all ministry units with posters for public display Acknowledging Country for our Diocese. Since 2011, the Cathedral has prominently displayed artwork by Frances Belle Parker commissioned to Acknowledge Country.

St Cuthbert's Parish at Tweed Heads often has a Welcome to Country led by an Aboriginal parishioner or invited local Aboriginal guests.

The "Called by God" podcast in 2023, celebrating the 30th anniversary of women's ordination, featured Aboriginal priests Rev Canon Aunty Lenore Parker and Rev Brenda Yager.

Advocacy and Support for the 2023 Voice Referendum and the Uluru Statement from the Heart was shown through Bishop Murray Harvey publishing letters advocating for a yes vote in the 2023 Referendum and supporting the Statement from the Heart. The Diocesan Registry Office displayed a banner encouraging a yes vote.

Installation of Aboriginal Honorary Canon and NAIDOC In 2024, during a NAIDOC service, the Reverend Canon Lenore Parker, a Yaegl Elder and Anglican Priest, was installed as an Honorary Canon of Grafton Cathedral by the Right Reverend Dr Murray Harvey—a position of honour to advise the Dean. The Cathedral Chapter has engaged in long-term collaboration with Rev Canon Aunty Lenore, supporting her in truth-telling endeavours and her development of River Theology. Her story has been shared in the Diocesan video for NAIDOC week and the Diocesan podcast "Called by God" celebrating the stories of women ordained in our diocese.

While progress has been made, there is still much work ahead. We acknowledge our historical ignorance and complicity regarding colonialism and dispossession which had and continues to have devastating consequences for Aboriginal and Torres Strait Islander peoples. The Diocese continues to mourn the treatment of children in the North Coast Children's home, acknowledging that many of the children impacted were Aboriginal and Torres Strait Islander children.

CURRENT PARTNERSHIPS AND ACTIVITIES

Grafton Diocese has fostered numerous partnerships, activities and initiatives across ministry units.

The following schools have Reconciliation Action Plans:

- Bishop Druitt College
- Lindisfarne Anglican Grammar School

The following schools are developing Reconciliation Action Plans:

- Clarence Valley Anglican College
- Emmanuel Anglican College
- St Columba Anglican School

Anglicare North Coast is developing a Reconciliation Action Plan.

The following schools have appointed Aboriginal teachers or teachers-aides in the role of Aboriginal Educator Officer or First Nations Cultural Engagement Coordinator or Indigenous Education Support Officer:

- Bishop Druitt College
- Clarence Valley Anglican College
- Emmanuel Anglican College
- Lindisfarne Anglican Grammar School
- St Columba Anglican School



Leaves from a Eucalyptus Tree that grows on the banks of the Clarence River were placed in the thurible by Rev Canon Lenore Parker at the Grafton Diocese NAIDOC Service 2024.



(L-R) Dean Naomi Cooke, Fr William Chatterton and Fr Jesse Poole attended the 100th Anniversary of the Kinchela Boys Home with members of Kempsey Parish.

The following schools offer scholarships for Aboriginal and Torres Strait Islander students:

- Bishop Druitt College
- Clarence Valley Anglican College
- Emmanuel Anglican College
- Lindisfarne Anglican Grammar School
- St Columba Anglican School

Gumbaynggirr language is being taught by local Aboriginal language teachers to Aboriginal and Torres Strait Islander students at Bishop Druitt College and Clarence Valley Anglican School. This then has led to key vocabulary (such as greetings and animal names) being taught to varying degrees to all students. Bishop Druitt College, has dual signage of Gumbaynggirr and English for key buildings and an Acknowledgement of Country artwork and words on display at the entrance to the school. A number of schools have developed yarning circles, bush tucker gardens, murals and art projects developed by or in collaboration with Aboriginal community leaders, Elders and artists. Lindisfarne Anglican Grammar School is developing an Anti-Racism Strategy to help staff and students understand the impacts of racism and how to respond effectively to it, and to become allies with marginalised members of our community.

Lindisfarne recently built a Reconciliation Outdoor Chapel. A number of schools participate in the Waratah Program (AISNSW Project) which supports building literacy, numeracy, pride and connection. Staff professional learning and community truth telling has taken place for school staff, including a presentation by Kinchela Aboriginal Boys Home Corporation (Uncle Roger Jarrett and Uncle Richard Campbell).

Sessions of the 2023 and 2024 Diocesan Synods were set aside for presentations on Reconciliation. Rev Canon Professor Uncle Glenn Loughrey presented at the Diocesan Synod in 2023 encouraging support for the Referendum. Rev Lenore Parker presented at the Diocesan Synod in 2024 on the progress of Reconciliation in the Diocese.

Partnerships have been developed between individual ministry units and the following:

- Bularri Muurlay Nyanggan Aboriginal Corporation
- Gumbaynggirr Giingana Freedom School
- Gurehlgam Corporation
- Mullumbimby and District Neighbourhood Centre
- Yarrawarra Cultural Centre
- The Gudjinburra Dance Group
- Association of Independent Schools Waratah Program
- Kulai Aboriginal Preschool
- Women for Reconciliation

Two of the current clergy of the diocese are Aboriginal Women and bring significant spiritual and cultural leadership in their ministry communities. One of whom, Elder Aunty Rev Lenore Parker, has been installed as a Canon of the Cathedral, a position of honour and respect. All stipended clergy of the Diocese attended Cultural Awareness Training by nationally recognised Aboriginal Christian Leader and Wakka Wakka woman Brooke Prentis in February 2024. Uncle Paul Paulson provided consultation as part of the RAP development.

Through a long-standing partnership with the Mullumbimby and District Neighbourhood Centre, one of the ministry units supports community events both through the provision of volunteers and financially and, in particular NAIDOC week activities. This has grown in recent years to include providing contemporary Aboriginal art and craft workshops and participating in Yarning Circle. In 2023 the parish expressed a desire for Aboriginal artwork for the Sanctuary of St Paul's Byron Bay.

Posters of the Uluru Statement from the Heart and a map of the Aboriginal nations across the diocese are displayed in most of our ministry units. The Anglican Board of Mission's publication "God's Own Country" has been the source for a bible study conducted in a number of ministry units. A number of ministry units display Aboriginal and Torres Strait Islander flags. Acknowledgements of Country take place regularly at services and meetings for some of the ministry units. Significant dates such as National NAIDOC Week, National Reconciliation Week and the Anniversary of the Apology to the Stolen Generations are acknowledged to varying degrees in some of the ministry units. Culturally sensitive resources are offered for ministry units for activities around 26 January. Bible studies are used that have been written by Aboriginal theologians.

Acknowledgements of Country are on the Diocesan website as well as those of many ministry units. Artwork Acknowledging Country is at the Cathedral and at the Diocesan Registry office and used as an altar frontal. Funeral services for Aboriginal and Torres Strait Islander peoples take place with cultural activities such as smoking ceremonies and use of music sticks supported by a number of parishes.

A music project at Lismore Anglican Parish incorporating local language with a bellringing performance has been developed.

Through these diverse initiatives and partnerships, our Diocese actively engages in Reconciliation efforts, aiming for deeper understanding, respect, and unity among all members of our community.





(L-R) Bishop Druiitt College Goori Group students Ellen and Jenna Haley, Rev Canon Hon Assoc Prof Uncle Glenn Loughrey, Rev Aunty Lenore Parker, The Venerable Canon Zoe Everingham at Synod Eucharist 2023.



Acknowledgement of Country by Rev Aunty Lenore Parker at Clergy Conference February 2023.



Kempsey Parish attendance at the 2024 Diocesan NAIDOC service including Dunghutti parishioners Leanne Lovegrove and Donna Farawell and Torres Strait Islander parishioner Claire Freeman.

Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders, organisations, peoples and Aboriginal and Torres Strait Islander Christian Leaders within our local area or sphere of influence.	March 2025	Diocesan Archdeacon and Ministry Development Officer
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders, organisations, peoples and Aboriginal and Torres Strait Islander Christian Leaders	April 2025	Archdeacon of the North Archdeacon of the South
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and Reconciliation materials to ministry units.	April 2025	The Bishop's Personal Assistant
	RAP Working Group members and Senior clergy team to participate in an external NRW event.	27 May to 3 June 2025	The Bishop
	Encourage and support staff, senior leaders, and clergy to participate in at least one external event to recognise and celebrate NRW.	27 May to 3 June 2025	The Bishop
3. Promote Reconciliation through our sphere of influence.	Communicate our commitment to Reconciliation to all staff including all clergy.	February 2025	The Bishop
	Identify external stakeholders, and community groups, local Aboriginal land councils that our organisation can engage with on our Reconciliation journey.	July 2025	Registrar and General Manager The Bishop
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our Reconciliation journey.	April 2025	The Bishop
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	September 2025	Registrar and General Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	October 2025	Registrar and General Manager

Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	October 2025	Diocesan Archdeacon and Ministry Development Officer
	Conduct a review of cultural learning needs within our organisation.	October 2025	Diocesan Archdeacon and Ministry Development Officer
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	April 2025	Archdeacon of the North and Archdeacon of the South
	Increase staff, clergy, and people within ministry units' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols, as well as Aboriginal and Torres Strait Islander spirituality.	March 2025	Diocesan Archdeacon and Ministry Development Officer Registrar and General Manager
	Develop an understanding and approach to enabling local churches in the diocese to hold truth-telling sessions, yarning circles, or similar, to hear the local stories of Aboriginal and Torres Strait Islander peoples and histories.	September 2025	Diocesan Archdeacon and Ministry Development Officer
	Develop an understanding of local dates of significance e.g. massacre commemorations, Kinchela Boys Home events, cultural events.	August 2025	Archdeacon of the North Archdeacon of the South
	Update the diocesan website's history section to include our Reconciliation journey, and about local Aboriginal history. Review annually for updates as parishes become aware of more local Aboriginal history.	March 2025	Registrar and General Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff, clergy and people within our ministry units about the meaning of NAIDOC Week.	June 2025	Diocesan Archdeacon and Ministry Development Officer The Bishop's Personal Assistant
	Introduce our staff, clergy and people within our ministry units to NAIDOC Week by promoting external events in our local area.	First week in July 2025	Archdeacon of the North and Archdeacon of the South
	RAP Working Group and Senior Clergy Team to participate in an external NAIDOC Week event.	First week in July 2025	The Bishop

Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	November 2025	Registrar and General Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	November 2025	Registrar and General Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	December 2025	Registrar and General Manager
	Investigate Supply Nation membership.	December 2025	Registrar and General Manager

Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	February 2025	Bishop in Council
	Draft a Terms of Reference for the RWG.	February 2025	Bishop in Council
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	February 2025	Chair of RAP Working Group
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	February 2025	The Bishop
	Engage senior leaders in the delivery of RAP commitments.	February 2025	The Bishop
	Appoint a senior leader to champion our RAP internally.	February 2025	The Bishop
	Define appropriate systems and capability to track, measure and report on RAP commitments.	February 2025	Registrar and General Manager
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	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	Registrar and General Manager
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Registrar and General Manager
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September annually	Registrar and General Manager
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	February 2026	Registrar and General Manager



NAIDOC 2024 activities at Mullumbimby and District Neighbourhood Centre supported by Byron Parish.



Kempsey Parish's "Coffee with the Saints" at Ya-panga-ya Cafe and Art Gallery on Dughutti Country with elders James Goori, Uncle Bob Mumbler, Leanne Lovegrove. This event featured conversations about bush medicine, tastings of food made with locally and traditionally sourced ingredients, and a talk by artist Jason Ridgeway.



Yaegl Musician Evette Clague plays in Grafton Cathedral, 2024.



(L-R) Julie Perkins, Aunty Jo Randall and Rev Canon Aunty Lenore Parker at the Grafton Diocese NAIDOC Service 2024 at Grafton Cathedral



Rev Canon Hon Assoc Prof Uncle Glenn Loughrey presentation to Grafton Synod 2023.



(L-R) Diocesan Archdeacon and Ministry Support Officer The Venerable Tiffany Sparks with Rev Brenda Yager, who is a proud Wiradjuri woman, at her commissioning as Associate Minister Families and Indigenous Partnerships in the Parish of Byron in February 2024.



The Baptistry of Grafton Cathedral displays Artwork acknowledging Country by Yaegl artist Frances Belle Parker.

Contact details for public enquiries about this RAP:

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Position: Dean of Grafton Cathedral

Phone: 02 6642 2844

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Artwork "Eternal Goodness" by Wiradjuri Artist Narelle Urquhart, was created for the Anglican Diocese of Grafton and is displayed in the Boardroom of the Bishop's Registry. It depicts God's goodness through his Son Jesus for the people and land of the Northern Rivers. It recognises First Nations people and their ancient care of Country, rivers and sea. It shows the beauty and abundance that continues to flourish from the blessings of the Father. The continued work of faith brings healing, reconciliation and much good eternal fruit. Narelle was the First Nations Cultural Engagement Coordinator for Lindisfarne Anglican Grammar School.



LINDISFARNE
Anglican Grammar School



BDC
BISHOP DRUIT COLLEGE
COFFS HARBOUR



EMMANUEL
ANGELICAN
COLLEGE
Learning - Living - Leading



St Columba
Anglican School



CVAS
Clarence Valley
ANGELICAN SCHOOL



Anglicare North Coast
hope in action