



ANGLICAN DIOCESE OF MELBOURNE

Innovate
Reconciliation
Action Plan
2015 - 2017

The Anglican Diocese of Melbourne
acknowledges the traditional custodians of the lands
on which the diocese stands and pays tribute
to the Elders past and present.



ANGLICAN DIOCESE OF MELBOURNE

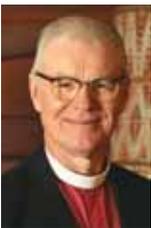
INTRODUCTION

I am pleased to bring you the Anglican Diocese of Melbourne's inaugural Reconciliation Action Plan.

The arrival of European settlers in 1788 led directly to consequences which still exist. The loss of traditional lands, the decimation of the Aboriginal population through war and imported disease, the dispossession, the stolen generation and the disruption to culture mean that today there remains a significant gap between Aboriginal and Torres Strait Islander Australians and non Indigenous Australians. The gap exists in health, life expectancy, education, access to employment and more.

Reconciliation for Christians is essential to our faith, being reconciled to God and seeking reconciliation with others. Social justice demands that we love one another and that we implement policies and practices which seek to effect reconciled relationships. The details of the RAP highlight actions we will take to raise cultural awareness and bring about reconciled relationships between Aboriginal and Torres Strait Islander Australians and non Indigenous Australians.

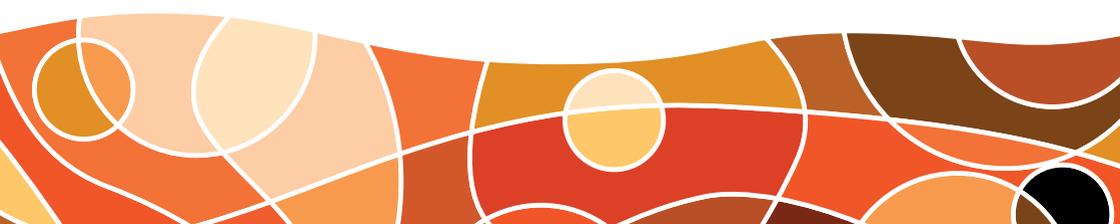
I warmly commend the Reconciliation Action Plan to you and encourage you to join in the journey of reconciliation.



A handwritten signature in black ink that reads "Philip Melbourne".

The Most Reverend Dr Philip Freier
Archbishop of Melbourne

30 July 2015



VISION



The Vision of the Anglican Diocese of Melbourne is

To Make the Word of God fully known

Colossians 1.25

In the 2014-2016 Vision and Directions the vision is expressed through strategic directions, one of which is **Reconciliation**.

RECONCILIATION

is a key strand of the

diocesan Vision and Directions

adopted by the

October 2013 Synod.

ABOUT THE ANGLICAN DIOCESE OF MELBOURNE

The Anglican Diocese of Melbourne was founded in 1847 under Bishop Charles Perry, having been created out of the then Diocese of Australia by Letters Patent from the Crown. At that time it comprised the whole of the District of Port Phillip, now the State of Victoria, and included the Aboriginal missions of Lake Condah and Lake Tyers. The original area was later subdivided through the creation of the Dioceses of Ballarat, Bendigo, Gippsland and Wangaratta. The Diocese of Melbourne now stretches from the Geelong region to Kinglake, to Pakenham, to Sorrento, encompassing over four million people. It includes more than 200 parishes with 240 churches, and around 20,000 people worship in these churches every week, with many more on special occasions such as for Christmas, Easter, weddings and funerals. Melbourne Diocese has around 650 licensed clergy and over 200 lay ministers, as well as thousands of Anglican members who offer a great variety of volunteer services within the church and in the community. In addition there are more than 50 clergy and authorised lay people in specialised chaplaincy roles, in hospitals, prisons, industrial placements, sporting clubs and tertiary institutions. The Anglican Church ministers to tens of thousands of people in different ways. It is not known how many of these are Aboriginal or Torres Strait Islanders.

The Diocese is led by Archbishop Dr Philip Freier and his Assistant Bishops, The Right Reverend Genieve Blackwell, The Right Reverend Philip Huggins and The Right Reverend Paul White, together

with the Registrar/General Manager (Business Services) Mr Ken Spackman and a team of around 70 staff who are employed in the Diocesan Offices.

The central purpose of the Anglican Diocese of Melbourne is to bring glory to God and to proclaim our faith in Jesus Christ in word and deed and to provide opportunities for the expression of our Anglican faith throughout the Diocese of Melbourne.

The Diocese of Melbourne is committed to its role in the community. Within the Diocese of Melbourne there are 24 Anglican Schools served by over 40 Chaplains. There are 2 Anglican theological schools and 2 residential university colleges. The Anglican Church contributes to the community in several ways including through its welfare agencies of Anglicare Victoria, the Brotherhood of St Laurence, LifeWorks, The Mission to Seafarers, Echo Youth & Family Services and St Laurence Community Services. It includes the mission agencies of the Anglican Board of Mission, Bush Church Aid Society, the Church Missionary Society and MU Australia, formerly Mothers' Union.

The Anglican Diocese of Melbourne is committed to the Christian principles of reconciliation, social justice, promoting the common good, reducing poverty, welcoming everyone including refugees, affirming economic progress for all while sharing the benefits of progress by lifting up the most disadvantaged.

COMMENCING THE RAP

The Anglican Diocese of Melbourne has a long history of seeking to bring about reconciliation between first Australians and those who have arrived in this country since 1788. A number of reports have been prepared for the Diocesan website documenting the Church's involvement with the Aborigines of Victoria since 1850.

An Indigenous Ministries Survey was undertaken in 2008/9 and the findings were presented to the Synod in 2009. As a consequence an Indigenous Policy Steering Committee was established and its report was presented to the Archbishop in 2011. In October 2012 the Archbishop of Melbourne established a Reconciliation Action Plan Working Group with the aim of producing a Reconciliation Action Plan (RAP) for the Diocese of Melbourne. The commencement of the RAP was launched in National Reconciliation Week on 29 May 2013 in St Paul's Cathedral. The RAP process is a contemporary way for the Diocese and its parishes and sector ministries to work towards changing our culture.

The Anglican Diocese of Melbourne has formally expressed its sorrow for any ways by which we have contributed to ongoing disadvantage of Aboriginal and Torres Strait Islander people. We recognise that our past has had highs and lows. We humbly acknowledge our failures and seek to move forward bravely and boldly in seeking true reconciliation and a full and fair future for all Australians.

A Statement of Commitment by the Anglican Diocese of Melbourne and signed by the Archbishop was registered with Reconciliation Australia in June 2013.

When the RAP Working Group commenced its work in 2012, the recommendation from Reconciliation Australia was to have one RAP for each organisation. Subsequently Reconciliation Australia recommended a choice of four Reconciliation Action Plans:

The **REFLECT RAP**
– listening and learning

The **INNOVATE RAP**
– developing programs and initiatives to pilot

The **STRETCH RAP**
– setting of targets

The **ELEVATE RAP**
– driving social or cultural change

The Working Group resolved to complete the Reflect RAP first, as preparation for the important reconciliation action plan for the Diocese, namely the Innovate RAP.

The Reflect RAP was completed and presented to the Synod of the Diocese in October 2014.

MEANING OF RECONCILIATION

For Christians in the Anglican tradition, reconciliation is part of being Christian. We are encouraged to 'love one another' and all people, which leads also to the strong social justice arm of the Church where we seek to be reconciled to others and in particular the people of the first nations. Our desire is that all should have fullness of life.

St Paul wrote about the 'big picture' of creation in Colossians Chapter 1.

*God made the world through his beloved Son, who was the image of the invisible God: **'all things have been created through him and for him. He is before all things, and in him all things hold together'**. (Col 1.16-17 NIV)*

This is central to our faith and life: We live in a world that is made by God through Christ, that is made for Christ, and that holds together in Christ. Firstly, finally and inescapably, all of us belong to him, and everything belongs to him. We are only custodians of what he gives us, and are always responsible to God and to Christ for all that we are, all that we have, and all that we do.

And yet we see so clearly that our present state is not the best of all possible worlds; it is constantly marred and spoilt by humans in many different ways. Our great dignity and responsibility as humans, made in God's image, means that we can do great damage, as well as great good. It means that we can do damage unintentionally as well as intentionally, and we can get caught up in great human movements that cause damage beyond our imagining.

What is reconciliation? There is much in human life that separates us from God; this gap needs to be bridged, or reconciled. This was achieved in the events of Easter when the death of Jesus, God's Son, achieved reconciliation between God and humanity. St Paul puts it this way;

*"... God was reconciling the world to himself in Christ, not counting people's sins against them"
[Romans 5:10]*

Reconciliation is an essential part of being a Christian. Most basic is being reconciled to the Creator God. A natural and necessary consequence of this is seeking reconciliation with other people.

For Australians, reconciliation must focus on relations between the original peoples and the people who arrived in the last few centuries. The Diocese is committed to working towards reconciliation at this level through the actions of its personnel, institutions and affiliates. It recognises the traditional custodians of this land and the many dire consequences of European settlement. It is committed to working towards justice at all levels.

Reconciliation is not seen as an optional extra, but at the very core of our obligations as Christians in Australia.

*Based on a talk given by Canon Dr Peter Adam OAM at St Jude's Church Carlton in 2013. Relevant passages from the Bible include: Matthew 25:31-46; Luke 19:8; Romans Chs 5 & 12; 2 Corinthians 5:19; Ephesians 2:14; *Colossians Ch 1; Hebrews 7:26-27; 1 John 4:11.*

DEVELOPING THE RAP

The RAP journey began at the end of 2012. The Working Group, with varied membership over this time, met on numerous occasions to prepare the basis of a Reconciliation Action Plan. It debated the issues of consultation, of taking time to form relationships vs the wish to complete a RAP, and of how to build cultural awareness. From early on the Working Group formed the view that knowledge and cultural awareness were critical pieces in building relationships with and respect for Aboriginal and Torres Strait Islander peoples. Moreover, the goal would be to reach all members of the Anglican Church and engage them in the journey of reconciliation. The Group understood its charge of fostering reconciliation throughout such a dispersed structure. Communicating remotely to all the parishes and advocating reconciliation to thousands of people who never meet as one are more than usually difficult challenges.

The focus of reconciliation planning has been people, with the goal of building relationships and building respect. A primary step was understanding that there are a large number of Aboriginal and Torres Strait Islander people in Melbourne as well as throughout Australia both in the cities, towns and more remote communities.

From the start the RAP Working Group ensured that its composition drew on useful skills and experience. The group has included 2 people who each helped to coordinate a RAP in other organisations. The RAP Working Group has had the benefit of expertise from

Anglicans involved in earlier work for the Diocese and other Dioceses, through an earlier Aboriginal Working Group, and it has had at least two Aboriginal members throughout, as well as working with Aboriginal people in their professions.

Members of the RAP Working Group and those who have made contributions to its work include: The Reverend Helen Dwyer, Associate Professor Jane Freemantle, The Most Reverend Dr Philip Freier, The Reverend Jason Hobba, Ms Noelene Horton AM, The Venerable Barry Martin AM, The Reverend Dr Joy Sandefur, Dr Murray Seiffert, Mr Greg Thompson OAM, The Reverend Graeme Vines and Mr Duku Wolikare; with input from Ms Melinda Cilento, The Venerable Richard Condie, Ms Barbara Deutschmann, Mr Chris Durie, Mrs Deborah Eban, Mrs Susan Foley, The Reverend Dave Fuller, Mrs Margaret Kendall, Mr Tim Kendall, The Reverend Glenn Loughrey, Ms Jen Lumsden, The Reverend Denise Nicholls, The Reverend Daniel Nyieth and The Reverend Shannon Smith.

The Champion of the RAP is also the leader of the Anglican Diocese of Melbourne, Archbishop Dr Philip Freier, who spent some years of ministry in remote Indigenous communities and who subsequently as Bishop of the Northern Territory continued his involvement with Aboriginal and Torres Strait Islander Australians. There are other RAP champions in the diocese in Lighthouse parishes and RAP champions are emerging from the diocesan staff.

INNOVATE RAP

From the launch of the INNOVATE RAP in mid 2015 through to 2017, through advocacy and promotion and by providing practical advice and liturgical resources for parish and other ministry events and encouraging attendance at community events, our organisation commits to:

RELATIONSHIPS

RELATIONSHIPS	Action	Responsibility	Timeline	Target
	RAP Working Group including Aboriginal and Torres Strait Islander staff and stakeholders will continue to meet	Coordinator	2012 -	Meet at least quarterly each year Continue to add to the membership with key stake holders
	Develop external relationships	RAP Working Group	2014 –	We will seek to compile a list of local Aboriginal and Torres Strait Islander groups and engage with them to listen, learn and develop relationships
	Koorie Heritage Trust	Aboriginal Liaison Officer	2015 -	The RAP Working Group will maintain and develop the relationship with the Koorie Heritage Trust.
	Reconciliation Victoria	RAP Working Group		We will invite Aboriginal and Torres Strait Islander groups to the launch of the RAP.
	Cultural Experiences	Aboriginal Liaison Officer	2015 -	We will continue to offer to parishes and staff cultural experiences including guided walks, led by Aboriginal elders, of significant areas in the Diocese including areas close to the Diocesan Offices
	Cultural Tours	Archbishop and others	2013 -	We will continue to offer clergy tours to the Northern Territory and other areas to engage with Aboriginal and Torres Strait Islanders
	Advocacy	Archbishop and Anglican Media Melbourne	2014 -	We will seek opportunities to advocate for reconciliation: <ul style="list-style-type: none"> • to the internal community of parishes, sector ministries and diocesan staff: • within the external community using all forms of communication and media

RESPECT

RESPECT	Action	Responsibility	Timeline	Target
	Raise awareness of the RAP	RAP Working Group Episcopate	2013 -	Synod presentations have taken place in 2009, 2013, 2014. The 2015 Synod will receive the Innovate RAP We will provide access to historical material via the ADOM website All relevant areas of the diocese will be encouraged to have an understanding of how their area can contribute to reconciliation.
	Annual Recognition <ul style="list-style-type: none"> • Close the Gap • Sorry Day • National Reconciliation Week • NAIDOC Week 	RAP Working Group	2013 -	The Diocese annually will mark significant celebrations of reconciliation in Cathedral services or other events. We will encourage participation in community celebrations. We will publicise events and promote the ADOM website resources and prayers for reconciliation.
	We will foster Lighthouse Parishes	Aboriginal Liaison Officer Episcopate	2014 -	More Lighthouse parishes will be fostered, to be an example of good practice to others
	Welcome to Country Acknowledgment of Country	Aboriginal Liaison Officer	2015 -	A protocol will be prepared for the diocese regarding Welcome to Country and its use encouraged. A protocol for acknowledgment of Country will be prepared and its use encouraged. The protocol will be used at diocesan events. Acknowledgment will include written and spoken words as well as a permanent reminder as shown in a plaque. A protocol for the design and placement of plaques will be developed.

OPPORTUNITIES

OPPORTUNITIES	Action	Responsibility	Timeline	Target
	Consider Aboriginal and Torres Strait Islander employment	Episcopate and Business Services	2014 -	We will look for ways to encourage the employment of Aboriginal and Torres Strait Islanders
	Aboriginal Liaison Officer	Archbishop	2015 -	An Aboriginal Liaison Officer was employed in 2015 to work with parishes and engage with the community.
	Parishes and Clergy	Episcopate	2015 -	<p>We will encourage all parishes and clergy to be mindful of Aboriginal and Torres Strait Islanders in the area of the Melbourne Diocese.</p> <p>From time to time we will survey parishes to ascertain the level of implementation of reconciliation action.</p>
	Diocesan Events	Episcopate RAP Working Group	2015 -	Reconciliation will be promoted at key Diocesan events such as clergy conferences.
	Other opportunities	Archbishop, RAP Working Group	2015 -	We will continue to support NATSIAC, Nungalinga College and other ATSI projects.





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