

**All Saints Parish**

**Albany Creek**

**RECONCILIATION**

**ACTION**

**PLAN**

**All Saints Catholic Parish acknowledges Traditional Owners of Country throughout Australia, and recognises the continuing connection to lands, waters and communities.**

**We pay our respects to Aboriginal and Torres Strait Islander cultures; and to Elders past, present and emerging.**

**Our Parish Vision**

Centred on Jesus and guided by the Holy Spirit, All Saints is a vibrant, inclusive and welcoming community of missionary disciples, embracing shared leadership, to serve God and others.

**A Short All Saints Parish History**

The suburb of Albany Creek was originally established on the intersection of two Aboriginal tracks. The main track formed the primary route north of Brisbane and is still known as Old Northern Road. The second track formed a route from Old Northern Road to Little Cabbage Tree Creek in Aspley and onto Downfall Creek in Chermside. Albany Creek Road and Gympie Road now follow this second route.

It was on 4 January 1986 that **ALL SAINTS** became a Parish in its own right. Previously the Parish was part of Our Lady and St Dympna’s Parish, Aspley and the Holy Spirit Parish, Pine Rivers. Some three or four years prior to its founding as a Parish, the Brisbane Archdiocese purchased our Parish land in Fahey’s Road, Albany Creek, with a view to establishing a church and school and other Parish buildings.

Originally, we had only an 8.00am Sunday Mass celebrated at the Community Centre in Albany Creek. Currently we celebrate three weekend Masses in the **All Saints Church**, as well as week day services of Mass, Rosary and Reconciliation, and Mass has been celebrated in the Convent located in DuKamp Street on Mondays for many years now.

The Parish School was our initial project and with the aid of a grant from the Commonwealth Schools Commission, building commenced in 1988.  **All Saints Parish School** opened in 1989 with Preschool and Years 1, 2 and 3. The commencement of the 1993 school year saw a full complement of primary classes to Year 7. In 2007, we welcomed the first intake of children into the Prep Year.

In 1996 **All Saints** became a full two stream school. It is now one of the largest primary schools in the Archdiocese.

The 26th April 1996 saw the culmination of a number of years of praying, planning, wishing and working, in the Blessing and Dedication of our new church.

Our church gives us a focal point to celebrate as a ‘God-centred community’. The opening of our new Parish Centre continues our dream to make **All Saints** a more vibrant, meaningful and inclusive Parish.

**All Saints & the Archdiocesan Reconciliation Action Plan**

In November 2020, Archbishop Mark Coleridge formally endorsed a *Reconciliation Action Plan*(RAP) for Brisbane Archdiocese. The RAP commits the Archdiocese to positive action in building higher trust, lower prejudice, and pride in Aboriginal and Torres Strait Islander (ATSI) cultures.

David Miller, the National Co-chair of the NATSIC Reconciliation Reference Group noted that the Archdiocese’s RAP is a time for healing, acceptance, storytelling and education about rich Aboriginal and Torres Strait Islander (ATSI) history and culture. It is a time to address past wrong-doings and injustices suffered by many First Nations people and a time to address racism and prejudice.

 The RAP document commits all Archdiocesan agencies, including parishes to positive action. Some specific actions are the inclusion of an Acknowledgement of Country at public events and major liturgies along with exploring ways to integrate indigenous artwork into worship spaces and liturgies.

All Saints Parish has been ‘ahead of the curve!’ We have been taking positive action for many months before the Archdiocese officially launched the RAP. An Acknowledgement of Country has been included before our major liturgies every weekend and we are in the enviable position of having a Catholic Indigenous artist in our parish who has been creating inspirational images and artifacts for our worship space and screens. As recommended in the Archdiocese’s RAP, we also ritually acknowledge past wrong-doing and injustices to First Nations people.

Many popes including Francis have spoken extensively about the dignity and the plight of First Nations peoples throughout the world, especially within the context of the Church. Pope St John Paul II specifically addressed our Australian context at Alice Springs in 1986 telling us that

 “*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*.”

All Saints Parish is committed to the Archdiocesan *Reconciliation Action Plan*as a small step towards making John Paul II’s vision a reality in our parish and in the Church in Australia.

The All Saints Reconciliation Action Plan is based on the Archdiocese of Brisbane Innovate Reconciliation Plan Implementation Plan 2023 – 2025. Parishes and Communities. The Actions and Deliverables detailed are those which have been identified by the Archdiocese as specific to parishes and communities.

**All Saints’ Reconciliation Action Plan**

In advancing All Saints’ Parish commitment to the Archdiocesan Reconciliation Plan, the parish community has formed a RAP team. Core to the work of this group is the development of an All Saints Parish Reconciliation Action Plan. The framework of this plan complements that of the Archdiocesan RAP, focusing on:

***RELATIONSHIPS RESPECT OPPORTUNTITIES GOVERNENCE, TRACKING AND PROGRESS REPORTING***

The RAP is intended to be a living document, continually evolving and developing.

**The Yarning Circle**

Important to the All Saints RAP is The Yarning Circle. This has become a regular feature in the Parish Newsletter.

The RAP Newsletter insert concept and the art explained briefly notes:

* *Circle/oval, no beginning, no end. Represents the eternity of God*
* *Spirals, breath of God, Spirit*
* *Stars of the Southern Cross, represents Jesus. Each star marks the blood shed on the cross.*

Of significance with Pope Benedict 16’s passing: *"The ancient heritage of Aborigines, who have been in Australia for some 40,000 years, formed an essential part of the cultural landscape of modern Australia.  Thanks to the Australian government's courageous decision to acknowledge the injustices committed against the indigenous peoples in the past, concrete steps are now being taken to achieve reconciliation based on mutual respect."* (World Youth Day Mass in 2008 from Pope Benedict 16)

**The Parish Website**

To support the All Saints RAP, the parish website hosts a RAP section. This too is continually evolving and developing as we continue our commitment to positive action in building higher trust, lower prejudice, and heighten pride in Aboriginal and Torres Strait Islander (ATSI) cultures.



As a serving, healing and inclusive Church, connecting with Aboriginal and Torres Strait Islander peoples and their organisations and building strong relationships with them ARE 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 All Saints Parish, within the Catholic Archdiocese of Brisbane, building stronger relationships between Aboriginal and Torres Strait Islander peoples and other Australians is essential.

**ACTION 1**

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

***Deliverable A***

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.

*Timeline* – Complete by December 2025

*Activity Plan*

* Attend Laurel Blow Speaker Series to listen to the voices of First Nations Peoples.
* Engage with external First Nations community stakeholders eg Ngutana-Lui ATSI Cultural Studies Centre.
* Invite guest speakers to events held at the Parish.
* Advertise through the parish newsletter any relevant Aboriginal and Torres Strait Islander displays and activities in the local area.
* Liaise with Moreton Regional Council re areas of support. Where appropriate, link the week’s readings with Indigenous spirituality. Include resources which discuss Aboriginal spirituality eg Evelyn Parkin’s book, Aboriginal Spirituality.
* Ensure that parishioners are aware of the Uluru Statement from the Heart.
* Ensure that parishioners have access to the Brisbane Archbishop’s understanding of and support for truth telling and reconciliation eg videos at masses.

**ACTION 2**

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

***Deliverable A***

Continue to promote Reconciliation Australia’s resources and reconciliation materials to parishioners.

*Timeline* – 2024 ongoing.

*Activity Plan*

* Promote Reconciliation prayers/resources at Masses.
* Include resources in the weekly Yarning circle.
* Promote local Reconciliation events in the Newsletter.
* Distribute information from the Australian Catholic Bishops Conference and the National Aboriginal Catholic Council about Reconciliation.
* Embed First Nations’ perspectives (including Welcome) in the liturgy where appropriate eg ANZAC Day, National Aboriginal and Torres Strait Islander Sunday (NATSI Sunday), Reconciliation Week. Consult the Archdiocese re prayers/resources.

***Deliverable D***

Organise at least one NRW event each year.

*Timeline* – Commence May 27 to June 03, 2025.

*Activity Plan*

* Include special prayers in intercessions for Reconciliation Week as well as other times during the year eg Apology anniversary.
* Hold a special mass during the week to celebrate National reconciliation Week.

**ACTION 3**

Celebrate and recognise Aboriginal and Torres Strait Islander dates of importance: Sorry Day, Close the Gap, Apology Day, Mabo Day.

***Deliverable A***

Organise events that celebrate or recognise Aboriginal and Torres Strait Islander peoples and culture each year.

*Timeline* – Continue from 2023

*Activity Plan*

* Continue highlighting special days in the Yarning Circle entries with recommended resources and explanations.
* Share information with parishioners, communities to participate in local planned events across the Archdiocese.
* Include prayers in Prayers of the Faithful.

***Deliverable B***

Continue to strengthen opportunities for truth telling to occur as identified by the parish RAP working group network.

*Timeline* – 2024 ongoing

*Activity Plan*

* Attend Laurel Blow speaker series.
* Establish a Library of Indigenous resources in the Parish.

**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.

*Timeline* – Webpage on Parish site by July 2024.

*Activity Plan*

* Establish the web page as part of the Parish website for Reconciliation and advertise it to parishioners.
* Contact Archdiocese RAP manager for suggestions and further support.



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. Across our Archdiocese, 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 All Saints Parish, 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 8**

Demonstrate respect to Aboriginal and Torres Strait 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 events.

*Timeline* – 2022 ongoing.

*Activity Plan*

* Place Acknowledgement on parish website.
* The acknowledgement of Country is said before each mass, meeting or event.
* Begin to welcome parishioners to mass using the Turrbal language for Welcome.
* Include an explanation of the meaning of Welcome to country in the newsletter.
* Recommend resources for adults and families about aspects of Aboriginal and Torres Strait Islander culture.
* Link relevant Yarning circle inserts to special events eg Sorry Day, Mothers Day.

**ACTION 9**

Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week, National Aboriginal and Torres Strait Islander Sunday (NATSI Sunday).

***Deliverable A***

RAP Working groups to participate in an external NAIDOC Week event.

*Timeline* – July 2025

*Activity Plan*

* Attend local NAIDOC community events.
* Celebrate NAIDOC Week liturgy.

***Deliverable C***

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

*Timeline* – July 2025

*Activity Plan*

* 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.
* Embrace liturgical elements as suggested by NATSIC.

***Deliverable D***

Encourage all parishes and communities to attend internal or external NAIDOC Week events.

*Timeline* – July 2025

*Activity Plan*

* Attend local NAIDOC Week events in the community.
* Hold a NAIDOC Mass – Include Aboriginal symbols, prayers, Acknowledgement of country or Welcome to country by First Nations person.
* Invite an elder to speak and share their story with parishioners/community members.
* Share in the parish newsletter events from nearby parishes eg Stafford which are relevant to Reconciliation and NAIDOC Week.

**ACTION 11**

***Deliverable B***

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

*Timeline* – already commenced

*Activity Plan*

* Display flags, artwork and acknowledgement of country plaques.
* Highlight the brilliant artwork in liturgies provided by a talented Indigenous parishioner.

***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.

*Timeline* – 2025

*Activity Plan*

* Display First Nations artwork.
* Continue Yarning Circle entries in the newsletter to demonstrate respect for culture and support for truth telling. Consult other parishes re physical environments.



Our All Saints Parish and school 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. The Archdiocese’s 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 our All Saints Parish (including our school) can contribute to socioeconomic development.

**ACTION 14**

Increase Aboriginal and 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.

*Timeline* – Ongoing

*Activity Plan*

* Investigate local Aboriginal and Torres Strait Islander businesses in the local area.
* Identify Aboriginal and Torres Strait Islander people in North Brisbane for ongoing liaison.
* Support indigenous shops and services, including online.

 **, TRACKING and PROGRESS REPORTING**

All Saint Parish, alongside 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.

**ACTION 15**

Maintain an effective Archdiocese of Brisbane Reconciliation Reference Group along with agency, parishes and community working groups.

***Deliverable A***

Maintain Aboriginal and Torres Strait Islander representation on Parish, Community RAP working groups.

*Timeline* – Ongoing

*Activity Plan*

* Where possible, encourage First Nations people to be represented on the parish RAP working group.
* Meet as needed during the year.
* Gain feedback and ideas from other parishioners.

**ACTION 17**

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

***Deliverable E***

Continue to share Parish RAP achievements, challenges and learnings.

*Timeline* – 2024 ongoing.

*Activity Plan*

* Write in a February newsletter, a report from the previous year’s activities and plans for the new year.