

Our Guiding Principles for the development of an LCA RAP

In response to the endorsement (19th Convention of Synod) of the LCA RAP Proposal (Resolution 2018:0210) the following 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. These are now embedded into the RAP Project Plan.

- 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 a 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.

A RAP gives the LCA heightened opportunity of achieving Aboriginal and Torres Strait Islander engagement objectives and delivering broader outcomes including:

- Growing the understanding amongst non-Aboriginal peoples of what is important to Aboriginal peoples and to their communities
- Providing opportunity for more Aboriginal and Torres Strait Islander people to give leadership and contribute to decisions concerning ministry in the LCA
- Ensuring appropriate representation in Churchwide and local decision-making bodies such as the Conventions of Synod
- Growing the career ministry paths for Aboriginal and Torres Strait Islanders
- The opportunity to become an employer of choice for Aboriginal and Torres Strait Islander peoples
- A more dynamic, innovative and diverse workforce
- A more culturally safe and tolerant workplace and
- Enhanced service delivery to Aboriginal and Torres Strait Islander peoples and communities.