



# Reflect Reconciliation Action Plan *June 2020 – June 2021*

## **Implementation Plan – Areas of Responsibility**

Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> <li>• Identify First Nations stakeholders and organisations nationally, within each district and spheres of influence.               <ul style="list-style-type: none"> <li>○ <i>Research and create a data list of First Nations groups and organisations with whom the Church might connect in its various types of ministries</i></li> </ul> </li> </ul>	June 2021	Executive Officer - Local Mission
	<ul style="list-style-type: none"> <li>• Research best practice and principles that support partnerships with First Nations stakeholders and organisations.               <ul style="list-style-type: none"> <li>○ <i>Identify and research successful working partnerships (eg Canadian experience) within</i> <ul style="list-style-type: none"> <li>▪ <i>LCA, its agencies and affiliated groups</i></li> <li>▪ <i>other faith-based organisations</i></li> <li>▪ <i>non-faith based organisation</i></li> </ul> </li> <li>○ <i>Engage in direct networking as appropriate / internet searches</i></li> <li>○ <i>Compile and share information of practices and principles employed by others. Identify both the successful and the limiting circumstantial features</i></li> <li>○ <i>Share amongst leadership and decision making groups for their consideration and potential adoption to create sustainable partnerships</i></li> <li>○ <i>Challenge leadership including Including GCB, DCCs/DCBs and churchwide departments to</i> <ul style="list-style-type: none"> <li>▪ <i>Identify, based on their ministry brief, with whom (First Nations Stakeholders) they might develop partnerships</i></li> <li>▪ <i>consider the mutual benefits of developing strong partnerships with First Nations Stakeholders, relevant to their ministry brief</i></li> <li>▪ <i>share and communicate with others information relating to the partnership</i></li> <li>▪ <i>seek support (provide advice from whom/where this support can be accessed) in this process</i></li> </ul> </li> <li>○ <i>Monitor progress</i></li> </ul> </li> </ul>	August 2020	RAP Project Chair  RAP Project Officer

2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>• Circulate Reconciliation Australia's NRW resources and reconciliation materials across the organisation in each district, including (but not limited to) worship centres/congregations, agencies and affiliated bodies of the Lutheran Church of Australia, volunteers, employees, leaders and decision makers. <ul style="list-style-type: none"> <li>○ <i>Identify the NRW resources Nationally (<a href="#">Reconciliation Australia</a>) and within each state (State Reconciliation advisory Councils: <a href="#">SA</a>, <a href="#">Vic</a>, <a href="#">Tas</a>, <a href="#">NSW</a>, <a href="#">QLD</a>, <a href="#">WA</a>)</i></li> <li>○ <i>Provide details for inclusion in National communications media: Lutheran, Facebook, Churchwide &amp; District e-news</i></li> </ul> </li> </ul>	May 2021	Executive Officer of the Church
	<ul style="list-style-type: none"> <li>• RAP Working Group and Project Team members to participate in an external NRW event in their respective states across Australia, and share this experience through national communique. <ul style="list-style-type: none"> <li>○ <i>Consider advice and promote resources provided by Reconciliation Australia – both online and actual events</i></li> <li>○ <i>Explore those events promoted by State Reconciliation Councils eg via their website – both online and actual events</i></li> <li>○ <i>Register with different First Nations groups, eg TEAR Australia, Common Ground, to receive advice and resources they provide on NRW events</i></li> </ul> </li> </ul>	27 May-3 June, 2021	RAP Project Chair
	<ul style="list-style-type: none"> <li>• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. <ul style="list-style-type: none"> <li>○ <i>Consider advice and promote resources provided by Reconciliation Australia – both online and actual events</i></li> <li>○ <i>Explore those events promoted by State Reconciliation Councils eg via their website – both online and actual events</i></li> <li>○ <i>Register with different First Nations groups, eg TEAR Australia, Common Ground, to receive advice and resources they provide on NRW events</i></li> </ul> </li> </ul>	27 May-3 June, 2021	Manager Church Worker Support Department
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>• Communicate our commitment to reconciliation to members, volunteers, employees, leaders and decision makers within Lutheran Church of Australia Districts, worship centres/congregations, agencies and affiliated bodies. <ul style="list-style-type: none"> <li>○ <i>Negotiate with LCA Communications Network, e-news, RAP website, LCA facebook</i></li> </ul> </li> </ul>	July 2020	Manager Communications Department
	<ul style="list-style-type: none"> <li>• Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> </ul>	August 2020	RAP Project Officer

	<ul style="list-style-type: none"> <li>○ <i>Research and create a data list of external stakeholders including contact details, with whom the Church can engage</i></li> </ul>		
	<ul style="list-style-type: none"> <li>● Continue to engage with and actively seek advice from the LCA First Nations Advisory group. <ul style="list-style-type: none"> <li>○ <i>Arrange contact meetings, teleconference, face-to-face</i></li> <li>○ <i>Provide ongoing progress reports</i></li> </ul> </li> </ul>	June 2021	Office of the Bishop
	<ul style="list-style-type: none"> <li>● Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey, including agencies and affiliated bodies of the Lutheran Church of Australia that have existing, or are developing RAPs. <ul style="list-style-type: none"> <li>○ <i>Identify and research agencies and affiliated bodies of the LCA that have or are developing RAPs, eg schools/early learning centres, aged care facilities, social service agencies.</i></li> <li>○ <i>Identify and research other like-minded organisations that have or are developing RAPs eg: Other faith-based churches, ministries and organisations.</i></li> </ul> </li> </ul>	March 2021	RAP Project Officer
	<ul style="list-style-type: none"> <li>● Develop and implement a communication strategy that aims to raise awareness amongst Lutheran Church of Australia worship centres/congregations, districts, agencies, affiliated groups, ministry areas and community groups that the Lutheran Church works alongside, about our RAP commitments. <ul style="list-style-type: none"> <li>○ <i>A communication strategy is developed based on the following:</i> <ul style="list-style-type: none"> <li>▪ <i>Key stakeholders within the LCA</i></li> <li>▪ <i>The mode and medium for communication</i></li> <li>▪ <i>The frequency of information</i></li> <li>▪ <i>The level and depth of information to be communicated</i></li> <li>▪ <i>The means by which contact can be made</i></li> </ul> </li> </ul> </li> </ul>	June 2020	Manager Communications Department  RAP Project Chair
	<ul style="list-style-type: none"> <li>● Share the long history of engagement with First Nations people, highlighting the current ministries/relationships shared with congregations and communities across the Lutheran Church of Australia. <ul style="list-style-type: none"> <li>○ <i>Consult and liaise with groups, including both churchwide and District departments to establish the church's current ministries/relationships with First Nations Peoples</i></li> <li>○ <i>Consult and liaise with groups and communities</i></li> <li>○ <i>Provide a links to historical data an promote their availability for access by interested persons</i></li> </ul> </li> </ul>	April 2021	Manager Communication Department  Director of Lutheran Media Department

	<ul style="list-style-type: none"> <li>○ <i>Connect with departments who have links with First Nations peoples to access stories with First Nations peoples perspectives eg in communities, Archives, FRM, AbMinSA</i></li> <li>○ <i>Historical reflections of missionaries, etc</i></li> </ul>		
	<ul style="list-style-type: none"> <li>● Develop a database of key stakeholders who can support the reconciliation journey within the Lutheran Church of Australia eg Lutheran Education, Youth mission groups, Community Services, Disability Services, Aboriginal focussed agencies and groups. <ul style="list-style-type: none"> <li>○ <i>Identify and research those key groups within the LCA who can assist in championing reconciliation journey</i></li> <li>○ <i>Establish working relationships with key groups</i></li> <li>○ <i>Consider and support an implementation strategy with these groups to commence this journey together.</i></li> </ul> </li> </ul>	September 2020	RAP Project Officer
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>● Research best practice and policies in areas of race relations and anti-discrimination. <ul style="list-style-type: none"> <li>○ <i>Identify current LCA policies relating to race relations and anti-discrimination within the Church, its agencies and its affiliated bodies</i></li> <li>○ <i>Identify the policy and practices in the areas of race relations and anti-discrimination in</i> <ul style="list-style-type: none"> <li>▪ <i>other like-minded organisations</i></li> <li>▪ <i>key stakeholders</i></li> <li>▪ <i>legislation</i></li> </ul> </li> </ul> </li> </ul>	January 2021	Manager Professional Standards Department  Facilitator Cross Cultural Ministry
	<ul style="list-style-type: none"> <li>● Conduct a review of Lutheran Church of Australia HR policies and procedures to identify existing anti-discrimination provisions, and future needs. <ul style="list-style-type: none"> <li>○ <i>Identify Lutheran Church of Australia HR policies and procedures to identify existing anti-discrimination provisions.</i></li> <li>○ <i>Review such policies in line with best practice in race relations and anti-discrimination provisions</i></li> <li>○ <i>Provide a report with preliminary recommendations relating to race relations and anti-discrimination policy and practices</i></li> </ul> </li> </ul>	June 2021	Manager of Churchworker Support Department Lutheran Church of Australia Secretary

Respect			
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of First Nations cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> <li>Explore and document the contribution First Nations cultures, histories, knowledge and rights have had, and continue to make, in the Lutheran Church of Australia.               <ul style="list-style-type: none"> <li><i>Research historical writings of early Lutheran settlement records and missionary work and in the various communities across Australia. Where available research Aboriginal perspectives on this.</i></li> <li><i>Identify and share established referenced bibliographies currently accessible. (National Lutheran Archives, State Libraries, Finke River Mission, Aboriginal Ministry SA, Queensland Board of Mission, Australian Lutheran College)</i></li> <li><i>Consult and network with current and former support workers in First Nations Lutheran communities</i></li> </ul> </li> </ul>	June 2021	Lutheran Archives  RAP Project Officer
	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.               <ul style="list-style-type: none"> <li><i>Consult, seeking advice on how best to gather data and information that will inform and determine the cultural learning needs of our organisation.</i></li> <li><i>Apply appropriate methodology that will assist in appropriately identifying the cultural learning needs within our organisation</i></li> </ul> </li> </ul>	November 2020	Manager Church Worker Support Department (CM)
	<ul style="list-style-type: none"> <li>Communicate and encourage staff to use Reconciliation Australia's Share Our Pride online tool.               <ul style="list-style-type: none"> <li><i>Review and become familiar with Reconciliation Australia's Share Our Pride online tool</i></li> <li><i>Consider how to appropriately incorporate this online tool – eg professional learning</i></li> <li><i>Develop and apply a communication strategy to share this online tool with staff and volunteers in the Churchwide office</i></li> </ul> </li> </ul>	August 2020	Manager Church Worker Support Department  RAP Project Chair
6. Demonstrate respect to First Nations peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>Support Lutheran Church of Australia Districts, congregations, agencies and community groups to identify and develop an understanding of who are the local Traditional Owners or Custodians of the lands and waters within their local area.               <ul style="list-style-type: none"> <li><i>Research appropriate methodology for identifying traditional custodianship of various lands in which ministries of the Lutheran Church occur across Australia</i></li> <li><i>Identify and share educational materials to support the learning and understanding of the importance of respect for traditional lands to First Nations peoples</i></li> </ul> </li> </ul>	June 2021	Executive Officer Local Mission

	<ul style="list-style-type: none"> <li>• Increase understanding of the purpose and significance behind cultural protocols, including, but not limited to, Acknowledgement of Country and Welcome to Country protocols across the Lutheran Church of Australia. <ul style="list-style-type: none"> <li>○ <i>Seek advice on the identification of those cultural protocols that are of importance to First Nations peoples (that First Nations peoples would want other Australians to know)</i></li> <li>○ <i>Identify and source appropriate educational materials to support the understanding of the purpose of, and the significance for First Nations peoples</i></li> <li>○ <i>Develop a communication strategy, identifying recipients of the above information, the format, the communication medium, the responsibility for communication, and a timeline</i></li> </ul> </li> </ul>	August 2020	Office of the Bishop
7. Build respect for First Nations cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>• Raise awareness and share information amongst the Lutheran Church of Australia about the meaning of NAIDOC Week. <ul style="list-style-type: none"> <li>○ <i>Source and identify NAIDOC Week educational materials and resources Nationally (<a href="#">NAIDOC Council</a> and <a href="#">Reconciliation Australia</a>) and within each state (State Reconciliation advisory Councils: SA, Vic, Tas, NSW, QLD, WA)</i></li> <li>○ <i>Provide details for inclusion in National communications media: Lutheran, Facebook, Churchwide &amp; District e-news</i></li> </ul> </li> </ul>	July 2020	Executive Officer Ministry Support
	<ul style="list-style-type: none"> <li>• Engage Lutheran Church of Australia Districts to promote NAIDOC Week events in their local areas, including events outside the churches area of influence. <ul style="list-style-type: none"> <li>○ <i>Source and identify NAIDOC Week events and resources in local areas</i></li> <li>○ <i>Encourage and promote the celebration of NAIDOC Week within Lutheran Ministry spaces</i></li> </ul> </li> </ul>	July 2020	Executive Officer Ministry Support
	<ul style="list-style-type: none"> <li>• RAP Working Group and Project Team to participate in an external NAIDOC Week event.  <b>NOTE: The 2020 National NAIDOC Committee has decided to postpone NAIDOC Week 2020 (5 July - 12 July) until Nov 8 – 15 in the interest of safety for our communities.</b> <ul style="list-style-type: none"> <li>○ <i>Identify external events to be held in celebration of NAIDOC week (local councils, NAIDOC Council, Reconciliation Australia, District Reconciliation Advisory councils)</i></li> <li>○ <i>Provide opportunity for project team and RWG to engage in celebrations of NAIDOC week</i></li> </ul> </li> </ul>	First week in July, 2020	RAP Project Chair

8. Celebrate and acknowledge the role of the Church in reconciliation	<ul style="list-style-type: none"> <li>• Identify education material that acknowledges the origins of the national week of prayer and its journey to reconciliation.           <ul style="list-style-type: none"> <li>○ <i>Source and identify education materials available on the Reconciliation Australia.</i></li> <li>○ <i>Develop a communications strategy to provide access by the Church community of such materials</i></li> </ul> </li> </ul>	June 2021	RAP Project Officer
	<ul style="list-style-type: none"> <li>• Investigate and collate a calendar of significant dates both, for First Nations peoples, and those within the history of the Lutheran Church of Australia and their engagement with First Nations communities.           <ul style="list-style-type: none"> <li>○ <i>Source and identify a calendar of significant dates for First Nations people.</i></li> <li>○ <i>Negotiate the significant dates to be included annually in LCA national calendars: eg LCA Year Book, Lutheran Media, Lutheran Lay-people's League.</i></li> <li>○ <i>Source and identify a calendar of the significant dates of the LCA engagements with First Nations Communities</i></li> </ul> </li> </ul>	October 2020	Lutheran Archives  RAP Project Officer

Opportunities			
Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing the training, recruitment, retention and professional development of First Nations peoples.	<ul style="list-style-type: none"> <li>• Review the current Lutheran Church of Australia's practice for the recruitment, retention and professional development of First Nations peoples.               <ul style="list-style-type: none"> <li>○ <i>Identify LCA's policy/documentation/practice relating to</i> <ul style="list-style-type: none"> <li>▪ <i>Training</i></li> <li>▪ <i>Recruitment</i></li> <li>▪ <i>Retention</i></li> <li>▪ <i>Professional Development</i></li> </ul> </li> <li>○ <i>Review above policies/documentation/practices in light inclusivity and specific direction with regard to First Nations peoples</i></li> <li>○ <i>Consider opportunities improvement as relevant</i></li> </ul> </li> </ul>	February 2021	Manager Churchworker Support Department  Lutheran Church of Australia Secretary
	<ul style="list-style-type: none"> <li>• Build understanding of current First Nations staffing to inform future employment and staff development opportunities.               <ul style="list-style-type: none"> <li>○ <i>Examine current LCA/NZ HR records and data collection of individual background heritage</i></li> <li>○ <i>Reflect on how data collection can be more informative with respect to identification of heritage background to better inform staff development opportunities</i></li> </ul> </li> </ul>	February 2021	Manager Churchworker Support Department
	<ul style="list-style-type: none"> <li>• Explore current and potential future for First Nations pastoral and laity opportunities within the Lutheran church.               <ul style="list-style-type: none"> <li>○ <i>Explore, consulting expertise amongst</i> <ul style="list-style-type: none"> <li>▪ <i>College of Bishops</i></li> <li>▪ <i>Australian Lutheran College</i></li> <li>▪ <i>Finke River Mission Department</i></li> <li>▪ <i>Church Worker Support Department</i></li> <li>▪ <i>Local Mission Department (relevant groups within)</i></li> <li>▪ <i>Lutheran Education Australia</i></li> </ul> </li> </ul> </li> </ul>	March 2021	Office of Bishop  LCA Secretary
	<ul style="list-style-type: none"> <li>• Investigate opportunities for education, learning and training scholarships for First Nations peoples within the Lutheran church.               <ul style="list-style-type: none"> <li>○ <i>Identify existing opportunities for education, learning and training scholarships for First Nations peoples within the Lutheran church</i></li> <li>○ <i>Consult with the different churchwide departments with regard to various opportunities for education, learning and training to which a scholarship might be attached</i></li> </ul> </li> </ul>	January 2021	RAP Project Officer



10. Increase supplier diversity to support improved economic and social outcomes for First Nations peoples.	<ul style="list-style-type: none"> <li>Explore and develop procurement opportunities from First Nations owned businesses. <ul style="list-style-type: none"> <li><i>Identify current LCA churchwide (national office) supply needs</i></li> <li><i>Identify First Nations owned suppliers and cross reference against LCA churchwide supply needs</i></li> </ul> </li> </ul>	January 2021	Business Manager  RAP Project Chair & Project Officer
	<ul style="list-style-type: none"> <li>Investigate Supply Nation membership. <ul style="list-style-type: none"> <li><i>Research membership requirements for Supply Nation</i></li> <li><i><a href="https://supplynation.org.au/">https://supplynation.org.au/</a></i></li> </ul> </li> </ul>	August 2020	Business Manager  Lutheran Church of Australia Secretary
11. Identify Learning and Mentoring opportunities for our Church	<ul style="list-style-type: none"> <li>Bring together and resource a First Nations advisory group to provide guidance with a national perspective, to the Office of the Bishop, on matters impacting First Nations peoples. <ul style="list-style-type: none"> <li><i>Identify terms of reference for this First Nations advisory group</i></li> <li><i>Seek advice to identify candidates to be invited for this role</i></li> <li><i>Prepare a budget to resource the work of the advisory group</i></li> </ul> </li> </ul>	June 2020	Office of the Bishop  Secretary of the Church
12. Continue to create an awareness of and promote Narragunnawali: Reconciliation in Education to affiliated bodies within LCA sphere of influence	<ul style="list-style-type: none"> <li>Further promote the awareness of and encourage engagement in Reconciliation Australia's Narragunnawali: Reconciliation in Education program within LCA affiliated educational bodies. <ul style="list-style-type: none"> <li><i>Research and collect data from LCA affiliated educational bodies (early learning, and other educational institutions) that currently have or are in the process of engaging in Australia's Narragunnawali Reconciliation in Education Program</i></li> <li><i>Identify the value and commitment required to be involved in the Narragunnawali Reconciliation in Education Program</i></li> <li><i>Consider the means and opportunities by which the program can be promoted to grow awareness eg case studies, interviews, video blogs, forums at conferences, guest speakers, professional development</i></li> </ul> </li> </ul>	June 2021	Executive Director of Lutheran Education Australia

Governance			
Action	Deliverable	Timeline	Responsibility
13. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>• Form a RWG to govern RAP implementation.               <ul style="list-style-type: none"> <li>○ <i>In light of the vision for the Innovate RAP, outline the role and purpose of the RWG</i></li> <li>○ <i>Identify the desired number, composition and criteria of the RWG</i></li> <li>○ <i>Establish a procurement strategy Eg membership by identification and invitation, by application</i></li> </ul> </li> </ul>	October 2020	RAP Project Officer
	<ul style="list-style-type: none"> <li>• Draft Terms of Reference for the RWG.               <ul style="list-style-type: none"> <li>○ <i>Seek advice from Reconciliation Australia on matters pertaining to a set of culturally appropriate TOR</i></li> <li>○ <i>Research and explore examples of TOR from other RAP working groups</i></li> <li>○ <i>Identify key elements of the TOR that contribute to an achievable set of expectations and outcomes based on the identified vision for the RAP</i></li> <li>○ <i>In light of the RWG's role and purpose prepare a budget to resource the work of the RWG</i></li> <li>○ <i>Seek consultation with members of RWG group and their individual contribution to the TOR securing agreement from the re the final version of TOR</i></li> </ul> </li> </ul>	October 2020	RAP Project Officer
	<ul style="list-style-type: none"> <li>• Establish First Nations representation on the RWG.               <ul style="list-style-type: none"> <li>○ <i>Being mindful of group composition and numbers as well as the criteria and procurement strategy established above</i></li> </ul> </li> </ul>	October 2020	RAP Project Officer
14. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>• Define resource needs for RAP implementation.               <ul style="list-style-type: none"> <li>○ <i>Identify the resource needs for RAP implementation</i></li> <li>○ <i>Prepare a implementation and schedule strategy</i></li> <li>○ <i>Prepare and align a budget to enable the implementation of the RAP</i></li> </ul> </li> </ul>	June 2020	General Church Board
	<ul style="list-style-type: none"> <li>• Engage senior leaders (College of Bishops and General Church Board) in the delivery of RAP commitments.               <ul style="list-style-type: none"> <li>○ <i>Allocate responsibility of the various deliverables against a wide cross-section of the churchwide Leadership.</i></li> <li>○ <i>Develop a regular update and reporting mechanism to advise on progress.</i></li> </ul> </li> </ul>	June 2021	General Church Board

	<ul style="list-style-type: none"> <li>• Define appropriate systems and capability to track, measure and report on RAP commitments. <ul style="list-style-type: none"> <li>○ <i>Establish a Governance model to oversee this RAP project</i></li> <li>○ <i>Maintain a RAP project team to develop a schedule of key responsibilities and activities pertaining to each stage of the RAP development, including:</i> <ul style="list-style-type: none"> <li>▪ <i>Project management</i></li> <li>▪ <i>Development and management of the consultation program</i></li> <li>▪ <i>Curation of the RAP Working Group and First Nations Advisory Group</i></li> <li>▪ <i>Coordination and facilitation of Working Group activities</i></li> <li>▪ <i>Support in crafting and editing the RAP on behalf of the Working Group</i></li> <li>▪ <i>Liaison with Reconciliation Australia in the review of drafts</i></li> <li>▪ <i>Reporting to and Liaison with the LCA project owner (GCB)</i></li> <li>▪ <i>Budget management</i></li> </ul> </li> <li>○ <i>Engage a RAP Project Officer to focus on the daily administration of the project, including:</i> <ul style="list-style-type: none"> <li>▪ <i>Project manage the development of the LCA RAPs</i></li> <li>▪ <i>Manage RAP project communications</i></li> <li>▪ <i>Provide professional writing, facilitation and stakeholder engagement expertise to support the creation of RAP project deliverables</i></li> <li>▪ <i>Actively engaging with Aboriginal and Non-aboriginal people nationally.</i></li> <li>▪ <i>Project manage the rollout of Reconciliation Australia approved RAPs</i></li> </ul> </li> </ul> </li> </ul>	June 2020	General Church Board
15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. <ul style="list-style-type: none"> <li>○ <i>Receive submission from RAP Project Team of the draft report at the August 2020 meeting for approval</i></li> <li>○ <i>Authorise the submission of the RAP Impact Measurement Report no later than 30 September 2020</i></li> </ul> </li> </ul>	30 September, 2020	General Church Board
16. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>• Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP (Innovate). <ul style="list-style-type: none"> <li>○ <i>Authorise and approve the registration of the LCA's Innovate RAP</i></li> </ul> </li> </ul>	February 2020	General Church Board

**Contact details**

*Name:* **Marilyn Wall**

*Position:* **Lutheran Church of Australia RAP Project Officer**

*Phone:* **0437 190 474 (M) | (08) 8267 7352**

*Email:* [rap@lca.org.au](mailto:rap@lca.org.au) or [marilyn.wall@lca.org.au](mailto:marilyn.wall@lca.org.au)