



RECONCILIATION ACTION PLAN

MAY 2025 – APRIL 2027





Aboriginal and Torres Strait Islander peoples are advised this document may contain images or names of people who have since passed away.



Acknowledgement

Wesley Mission acknowledges Aboriginal and Torres Strait Islander peoples as Australia's First Peoples. We acknowledge Aboriginal and Torres Strait Islander peoples as the original and ongoing Traditional Custodians of the lands and waters on which we all live and work. We recognise the continuing sovereignty of Aboriginal and Torres Strait Islander peoples across the Australian states and territories where we have a presence, and their absolute right to self-determination. We pay our respects to all Elders – past, present and future generations – and to all Aboriginal and Torres Strait Islander peoples and communities.

About the artist

My name is Tamiera Marie Donnelly, and I am a proud Ngemba woman from Wailwan Nation of Brewarrina Far West New South Wales.

My Aboriginal heritage is deeply important to me, and my nan is my role model. Nan has always taken the time to teach me about my culture and the importance of where I come from, at every opportunity. Knowing where I come from keeps me grounded, and has made me the person I am today – a proud Aboriginal woman.

Part of what keeps me connected to my culture is sharing with others my passion for art, by painting stories on canvas.

Painting Aboriginal symbols is my way of how I tell stories to create a unique piece of art to be one of a kind.

Tamiera



Message from the CEO & Superintendent of Wesley Mission



Two years ago, Wesley Mission launched our first Reconciliation Action Plan (RAP). It was the culmination of a journey of learning and discovery, as across several yarning circles we listened to the wisdom of our Aboriginal and Torres Strait Islander staff, who shared their stories and hopes with us with grace, vulnerability and courage.

Walking the path laid out for us in our first RAP has been truly transformative for Wesley Mission, strengthening us as an organisation. We have been strengthened as more First Nations leaders have joined our teams, as hundreds of staff have participated in innovative Aboriginal Cultural Awareness training and as we have deepened our connections and partnerships in community.

We are a different, and indeed we are a better and more impactful organisation, because we have been walking the path laid out in our first RAP. Now it's time to look ahead to the next chapter in our journey towards reconciliation as we launch our second Innovate RAP.

Our second RAP commits us to building on the progress we have made. In this next chapter, our commitments include increasing the reach and impact of cultural awareness training, increasing our number and percentage of Aboriginal and Torres Strait Islander staff, partnering with more Aboriginal and Torres Strait Islander businesses and organisations and sharing what we are learning with others. All of this continued activity underpins and

reinforces our core commitments to truth-telling and working towards reconciliation.

The journey towards reconciliation, now more vital now than ever in our increasingly fractured world, is fundamental to Wesley Mission's Christian identity. Micah's words are a striking clarion call for us and all who would follow God: "What does the Lord require of you? To act justly and to love mercy and to walk humbly with your God," (Micah 6:8).

Our second RAP lays out a path shaped by the gracious and merciful wisdom of our First Nations sisters and brothers, and as we humbly walk that path together, the RAP will help shape us into a more just and equitable organisation.

**Rev Stu Cameron
CEO & Superintendent
Wesley Mission**

Reconciliation Australia

CEO Statement

Reconciliation Australia commends Wesley Mission on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With close to three million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Wesley Mission continues to be part of a strong network of more than 3,000 corporate, government and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Wesley Mission will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Wesley Mission using the lens of reconciliation to better understand its

core business, sphere of influence — and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Wesley Mission to strengthen these relationships, gain crucial experience — and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Wesley Mission will ensure shared and cooperative success in the long term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Wesley Mission's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Wesley Mission on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Our vision for reconciliation

Together we are committed to doing all the good we can for as long as we can. Encouraged by the example of Jesus, we are committed to truth (acknowledging our contribution to past injustices experienced by Aboriginal and Torres Strait Islander peoples) and to reconciliation (walking together and working to establish a just, equitable and healing culture where all may flourish).

Our business

Wesley Mission has its origins in the establishment of the Methodist Church in New South Wales in 1812, and the formation of the Methodist Central Mission in Sydney in 1884. Today, Wesley Mission is both a church with nine vibrant congregations, and a multidisciplinary human services organisation delivering community services programs across New South Wales and nationally through our Wesley LifeForce Suicide Prevention Networks.

Wesley Mission employs 2,000 staff and uses the services of more than 3,500 volunteers. In our anonymous 2024 Gallup staff survey, 79 staff across our programs, in both Identified and Non-identified roles, identified as Aboriginal and or Torres Strait Islander. We hope that as we focus on increasing cultural safety within Wesley Mission that more Aboriginal and Torres Strait Islander staff will be keen to identify.

We have offices and service locations in the Southern Tablelands, the Illawarra, across greater Sydney and the Blue Mountains, the Central Coast, the Hunter, the Mid North Coast and the Far North Coast regions of New South Wales. Wesley Mission also operates Wesley LifeForce Suicide Prevention Networks in 132 communities across Australia, including in a number of remote Aboriginal and Torres Strait Islander communities in Western Australia, South Australia, Queensland, Northern Territory, western New South Wales and the Torres Strait.

Wesley Mission's programs and services includes:

- Foster care and adoption services
- Supported disability accommodation
- Community housing
- Specialist homelessness services
- Retirement living
- Child, youth and family services
- Home care services
- Gambling counselling and financial counselling services
- Suicide prevention and mental health services
- Chaplaincy
- Employment and training
- Social enterprises and supported employment programs.

Wesley Mission's sphere of influence includes:

- Our congregations
- The Uniting Church NSW/ACT
- Communities where we work
- Staff
- Volunteers
- Procurement partners
- Funding bodies
- Government agencies
- Donors and supporters
- Trusts and foundations
- Networks and peak bodies.

Our RAP

The journey of our first Innovate RAP (2023–2025) has been meaningful and eye-opening for Wesley Mission as an organisation led by the example of Jesus. It has given us the opportunity to reflect on where we've made progress, but more importantly, where we still need to grow. Through the implementation of our Aboriginal Cultural Awareness Training, we've begun to see a real shift in attitudes, understanding, and recognition across our programs – and we're deeply encouraged by this.

One of the most significant steps we've taken has been the formation of Wesley Mission's Aboriginal and Torres Strait Islander Advisory Group. As part of our first RAP, this group created a valuable platform for our frontline staff to speak directly to senior leadership, helping us make more informed and respectful decisions. We've also introduced identified positions across our services, which has allowed us to start building a stronger, more culturally safe and inclusive environment for our Aboriginal and Torres Strait Islander staff.

We acknowledge there have been some challenges, particularly around recruitment and retention. These haven't gone unnoticed. These experiences have strengthened our resolve. There is a genuine and ongoing commitment across our organisation to listen, learn and take meaningful action so that Aboriginal and Torres Strait Islander peoples and communities can thrive – not just within Wesley Mission, but also beyond.

To ensure our accountability, our RAP Working Group meets every two months to review progress, identify any roadblocks and adjust timelines where needed. The group includes senior leaders and Aboriginal staff from a range of program areas across New South Wales, ensuring we're keeping reconciliation efforts active and grounded in the day-to-day work of our teams.

This is just the beginning. We know reconciliation is a continuous journey, and we remain committed to walking that path with humility, respect and determination.

RAP Working Group

Rev Stu Cameron

RAP Sponsor/Champion
CEO & Superintendent
Wesley Mission
(CEO)

Kathy Donnelly

Proud Uralaroi Woman from the Kamilaroi
Nation – Reconciliation Action Lead – RAP
Working Group Co-Chair
(RAL)

Jim Wackett

General Manager Advocacy & Government
Relations – RAP Working Group Co-Chair
(GM AGR)

Leilani Fakatava

Proud Kamilaroi Woman – Reconciliation
Action Officer – RAP Working Group
Administration
(RAO)

Allison Fakatava

Proud Kamilaroi Woman – Wesley Family
Preservation Case Manager, Nepean

Catherine Lynch

Proud Ngemba Woman – Wesley Dalmar
Out-of-Home Care Case Manager, Mid-
North Coast

Mahalia Murphy

Proud Kamilaroi Woman – Wesley Family
Preservation Cultural Consultant, WSNBM

Jamali Hanman

Proud Ngiyampaa and Wailman Man
– Wesley Dalmar Out-of-Home Care
Aboriginal Mentor, Nepean

Sherri Smith

Proud Wiradjuri Woman – Wesley Out-
of-School-Hours Care Senior Educator,
North Kellyville

Adam Leonard

Executive Manager People & Culture
(EM PC)

Andy Moore

General Manager
Health, Conferences & Education
(GM HCE)

David Allen

Executive Manager
Wesley Community & Family Care
(EM CFC)

Scott Shipman

Executive Manager Home Care
(EM HC)

Nigel Lindsay

General Manager and Principal Officer
Wesley Dalmar Child, Family & Disability
(GM DCF)

Yarning Circles

Wesley Mission's RAP Working Group members will be accountable for RAP commitments and will work collaboratively within their spheres of influence to ensure the implementation of the actions. The RAP Working Group reports directly to the RAP Champion, CEO & Superintendent Rev Stu Cameron.

Wesley Mission works alongside Aboriginal and Torres Strait Islander peoples across the breadth of our community services programs in New South Wales, and nationally through our Wesley LifeForce Suicide Prevention Networks. Wesley Mission's stakeholders include but aren't limited to Aboriginal and Torres Strait Islander employees (in both Identified and Non-identified roles), volunteers, clients and carers. Deeply conscious of the historical injustices and ongoing challenges faced by Aboriginal and Torres Strait Islander communities, Wesley Mission is committed to truth-telling, reconciliation and walking together, to ensure Aboriginal and Torres Strait Islander peoples are restored in dignity, respect, empowerment and opportunity. Wesley Mission's approach to developing our first RAP (2023–2025) commenced first and foremost with an intentional desire to listen directly to and learn deeply from our Aboriginal and Torres Strait Islander staff and to give this process all the time it requires, to build trust and to commence journeying together well. As we have successfully implemented this initial project and continue onto our second Innovate RAP (2025–2027), we are greatly humbled by the impact of our work thus far. Although the journey has had challenges, it remains our organisation's desire to continue embedding widely acknowledged and deeply felt actions throughout the communities we work within.

In 2022, two Yarning Circles were held over two days at Lake Macquarie on Awabakal Land and Diamond Beach on Biripi Land respectively, during which Aboriginal and Torres Strait Islander staff and senior leaders from across Wesley Mission gathered to share, listen and learn. Subsequent two day Yarning Circle events took place in April 2023, April 2024, November 2024 and March 2025. At these events, stories and hopes were shared, along with a wealth of inspiring ideas and thoughtful actions that give life and momentum to the initiatives outlined in this RAP.

Championed by Wesley Mission's CEO & Superintendent Rev Stu Cameron, Wesley Mission's RAP Working Group is co-chaired by Jim Wackett, General Manager Wesley Advocacy & Government Relations and Kathy Donnelly, Wesley Mission's Reconciliation Action Lead. The working group is made up of key leaders from across Wesley Mission and comprises at least 50% Aboriginal and Torres Strait Islander staff members. The RAP Working Group continues to build relationships over time with a group of external Aboriginal and Torres Strait Islander advisers drawn from across the communities we serve.

Symbols



People sitting around the table holding hands represents the two yarning circles where the journey began. It brings together Indigenous and non-Indigenous staff, so they can yarn about how to proceed forward with Wesley Mission's reconciliation journey.



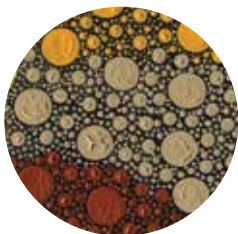
Dove with yarning circle represents Wesley Mission's Reconciliation Action Plan Working Group yarning about the reconciliation journey ahead.



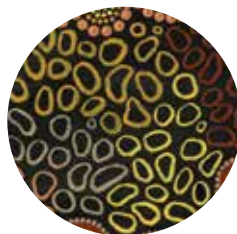
The steppingstones represent a step in the right direction for Wesley Mission through Jesus Christ, with and alongside Aboriginal and Torres Strait Islander peoples. The reconciliation journey will be a learning experience with hard conversations along the way. Together, we can walk alongside one another to do all the good we can, for as long as we can.



Brown long curved arch symbols represent Aboriginal Elders in our communities who are our knowledge advisors, and who pass on their cultural knowledge to the younger generations, to keep everyone connected through culture. Our Aboriginal Elders will also guide and support Wesley Mission staff on their journey, to connect and build healthy relationships with our communities.



Larger circles represent the adults and **the medium and smaller circles** represent the children in our communities. The different shades of colours represents that we are all different in our skin colour.



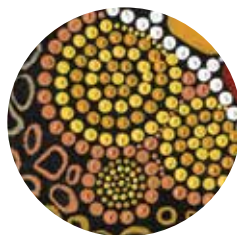
Empty circles represent the diversity of staff across Wesley Mission, who have committed to the process of learning from our Aboriginal Elders. Staff will continue the journey to be guided by Aboriginal Elders in building relationships and partnerships, and in collaboration with communities, to strengthen these relationships. Staff will also continue on the journey to understand the importance of culture, family kinship and connections.



Blue and green circles represent the land and water, which are an important part of connection for Aboriginal and Torres Strait Islander peoples and communities for their survival.



White connecting circles represent the many Aboriginal and Torres Strait Islander children and adults who are being supported by Wesley Mission's Out-of-Home Care and foster care programs or disability support services to remain connected to culture, families and their communities.



Intertwining circles represent Wesley Mission's support programs and services in communities.



Yellow long curved arch symbol represents the role of the Reconciliation Action Lead who will be maintaining healthy yarns to educate, guide and support staff on their reconciliation journey within Wesley Mission. They will also support the mentoring of Aboriginal and Torres Strait Islander staff to be proud of who they are, and to be a voice for their people and communities.

Relationships

Reconciliation requires the formation and maintenance of trusted, respectful relationships with Aboriginal and Torres Strait Islander peoples. Wesley Mission is committed to forging partnerships and working collaboratively with Aboriginal and Torres Strait Islander peoples, communities and organisations, to improve access to our services, input into our planning and service delivery and to improve our service quality and outcomes.

Action	Deliverable	Timeline	Responsibility*	
1	Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Review November 2025	GM AGR; GM HCE, GM DCF
		Review and measure the success of Wesley Mission’s engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	Review September 2025, 2026	GM AGR
2	Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff.	May 2025, 2026	RAO; EMM
		RAP Working Group members to participate in an external NRW event.	27 May – 3 June, 2025 and 2026	RAP Working Group (RWG) Co-Chairs with RWG members
		Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June, 2025 and 2026	RAL; RAO

Action	Deliverable	Timeline	Responsibility*
3 Promote reconciliation through our sphere of influence.	Organise at least one organisation-level NRW event each year. Wesley Mission programs and sites encouraged to organise local NRW events.	27 May – 3 June, 2025 and 2026	RAL; RAO
	Register all Wesley Mission NRW events on Reconciliation Australia's NRW website.	May 2025 and 2026	RAO
	Review and measure the effectiveness of Wesley Mission's staff engagement strategy to raise awareness of reconciliation across our workforce.	Review annually, July 2025 and 2026	GM AGR; RAL, RAO
	Communicate Wesley Mission's commitment to reconciliation publicly.	Review annually, May 2025 and 2026	RAL; RAO, EM M
	Explore opportunities to positively influence Wesley Mission's external stakeholders to drive reconciliation outcomes.	Review annually, September 2025 and 2026	RAL; RAO,
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	Review annually, June 2025 and 2026	CEO; GM AGR, RAL, RAO

*Refer to page 8 for acronym key | Primary responsibility; Support

Action	Deliverable	Timeline	Responsibility*	
4	Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	Review annually, July 2025 and 2026	GM P&C; GM AGR
		Raise awareness of Wesley Mission's anti-discrimination policy.	June 2025 and 2026	General Manager People & Culture (GM P&C)
		Continue to engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors prior to consulting on Wesley Mission's anti-discrimination policy.	Review annually, November 2025 and 2026	GM AGR; Quality, Risk & Compliance (QRC) Review Group
		Educate Wesley Mission's staff and leaders on the effects of racism.	Review annually, May 2025 and 2026	RAL; RAO
5	Adhere to the Aboriginal Placement Principles under the New South Wales Children and Young Persons (Care and Protection) Act in accordance with our contractual obligations with the NSW Department of Communities and Justice.	Continue to transition Aboriginal and Torres Strait Islander children and their carers to Aboriginal and Torres Strait Islander agencies.	Review annually, July 2025 and 2026	General Manager, Dalmar Child & Family (GM DCF)
		Review our programs and services to ensure that they are culturally safe for participants and their families.	Review September 2025 and 2026	GM DCF, Child Safety Improvement Group (CSIG)
		Review and asses our practices of consulting with Aboriginal and Torres Strait Islander families, extended family and Aboriginal and Torres Strait Islander community representatives in decision making about care arrangements for Aboriginal and Torres Strait Islander children and young people.	Review September 2025 and 2026	GM DCF; CSIG

Action	Deliverable	Timeline	Responsibility*	
	Consult with Aboriginal and Torres Strait Islander stakeholders about how Wesley Mission can support Aboriginal and Torres Strait Islander peoples to have increased and ongoing involvement and control in Aboriginal and Torres Strait Islander child and family welfare and child protection matters.	Review September 2025 and 2026	GM DCF; CSIG	
6	Strengthen relationships with Aboriginal and Torres Strait Islander peoples through Truth-telling initiatives.	Consult with traditional owners about how Wesley Mission might be able to support Truth-telling in our areas of operation.	November 2025 and 2026	RAL; RAO, RWG members
		Investigate the history of Wesley Mission's involvement in policies that mandated the removal of Aboriginal and Torres Strait Islander children from their families.	September 2025	RAO; DCF archivist
		Seek opportunities for RAP Working Group members to continue to be informed on the latest conversations surrounding Truth-telling.	Review September 2025 and 2026	GM AGR; RAL, RAO
		Explore the pathways available to share further stories around Truth-telling utilising the Wesley Mission produced film 'Truth' and other potential audio/visual media opportunities.	May 2026	GM AGR; RAL, RAO
		Increase cultural learning opportunities for Wesley Mission staff by holding scheduled Aboriginal Cultural Awareness training sessions available to all staff, volunteers and board members.	Sept 2025	GM AGR; RAL, RAO, L&D Manager

Action	Deliverable	Timeline	Responsibility*
	Commence discernment and dialogue around the ongoing use of the word 'Mission' in our organisational title and build awareness around the cultural sensitivities of that term amongst some communities.	May 2026	CEO; ELT, GM AGR, RAL, RAO
	Engage with Uniting Church schools (and other schools as appropriate) to conduct 'Truth-Telling Workshops'.	November 2025	RAL; RAO

*Refer to page 8 for acronym key | Primary responsibility; Support



Respect

Wesley Mission honours Aboriginal and Torres Strait Islander peoples as Australia’s First Peoples and celebrates the uniqueness and diversity of our country.

The foundation for Wesley Mission’s understanding of respect is acknowledging that all people are made in the image of God and therefore imbued with eternal dignity and worth. Respect is one of the values that drives Wesley Mission’s vision for reconciliation, as we seek to nurture a culture of walking together with a focus on social justice. We are committed to meaningful consultation, and a true understanding of Australia’s First Peoples, their cultures and histories, and their connection to the land and to each other, leading us together into authentic action across Wesley Mission’s core activities.

Action	Deliverable	Timeline	Responsibility*	
7	Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights, through cultural learning.	Conduct a review of cultural learning needs within Wesley Mission.	Review annually, May 2025 and 2026	GM AGR; RAL, RAO
		Consult local Traditional Owners and/ or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	Review annually, July 2025 and 2026	RAL; RAO, Wesley Aboriginal Advisory Group (WAAG)
		Review and document the effectiveness and success of a cultural learning strategy document for our staff.	Review annually, July 2025 and 2026	RAL, RAO
		Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	Review quarterly February, May, August, October, 2025, 2026 and 2027	GM AGR; RAL, RAO

*Refer to page 8 for acronym key | Primary responsibility; Support

Action	Deliverable	Timeline	Responsibility*	
8	Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Review quarterly, 2025, 2026 and 2027	RA; RAO
		Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	Review quarterly, 2025, 2026 and 2027	RAO
		Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Review September 2025 and 2026	General Managers
		Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Review September 2025 and 2026	RAL; RAO
		Develop and implement a policy to allow all Wesley Mission staff the opportunity to choose an alternate day off to 26 January.	Review annually, January 2026 and 2027	Executive Manager People & Culture (EM PC); RAL
9	Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2025 and 2026	RWG Co-Chairs; RWG members
		Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Review annually, June 2025 and 2026	EM PC; RAL, RAO

Action	Deliverable	Timeline	Responsibility*	
	Promote and encourage participation in external NAIDOC events to all staff.	First week in July 2025 and 2026	RAL; RAO	
10	Demonstrate signs of respect and appreciation for Aboriginal and Torres Strait Islander cultures and histories within our office space.	Display prominently, the Aboriginal and Torres Strait Islander flags alongside the Australian National Flag in our reception areas.	Review annually, September 2025 and 2026	General Managers; RAL
		Commission and display Aboriginal artwork relevant to country in our service sites and offices, along with a region/country-specific Acknowledgement of Country.	Review annually, September 2025 and 2026	General Managers; RAL, RAO
		Develop guidelines for uniforms for Aboriginal and Torres Strait Islander staff, which appropriately incorporate Aboriginal and Torres Strait Islander designs and motifs relevant to the program and/or country or for specific days/events (e.g. NAIDOC Week).	Review annually, October 2025 and 2026	RAL; RAO, EM M
		Develop language guidelines to appropriately refer to Aboriginal and Torres Strait Islander peoples and communities.	Review annually, October 2025 and 2026	RAO; EM, M

Opportunities

In keeping with our vision for reconciliation, Wesley Mission seeks to develop and strengthen its relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations, so that mutual opportunities can be identified and explored in responding to circumstances and challenges. Through the development and delivery of a First Nations employment strategy, we commit to being a welcoming, safe and inclusive workplace for Aboriginal and Torres Strait Islander employees and volunteers, where Aboriginal and Torres Strait Islander peoples can develop and flourish in applying their gifts and talents in the communities we are called to serve. Through the enhancement of our procurement strategy, we will be an organisation that seeks to ensure that Aboriginal and Torres Strait Islander-owned and run businesses, are actively represented in our procurement processes and policies.

Action	Deliverable	Timeline	Responsibility*	
11	Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Review annually, May 2025 and 2026	EM P&C; GM HCE, Manager Strategic Relationships
		Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	June and December 2025 and 2026	EM P&C; GM HCE, Manager Strategic Relationships, RAL, RAO
		Review and measure the effectiveness and relevance of an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	July and December 2025 and 2026	EM P&C; GM HCE, Manager Strategic Relationships, RAL, RAO
		Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Review September 2025 and 2026	EM P&C; GM HCE, Manager Strategic Relationships

Action	Deliverable	Timeline	Responsibility*
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Review annually, May 2025 and 2026	EM P&C; GM HCE, Manager Strategic Relationships
	Monitor and review leave related policies that reflect the unique needs of Aboriginal and Torres Strait Islander staff, to account for Sorry Business and the importance of connecting to Country.	Review annually, June 2025 and 2026	Wesley Aboriginal and Torres Strait Islander Advisory Group; QRC, RAL, GMs, EM P&C
	Aim to increase Aboriginal and Torres Strait Islander business representation in Wesley Mission's procurement database by 100%, taking this to at least 30 businesses.	May 2027	Procurement Manager; RAL, RAO
	Increase current percentage of Aboriginal and Torres Strait Islander staff at Wesley Mission from 3.8% to 6% (from approximately 79 staff to 129 staff).	May 2027	EM PC; GM HCE, GM DCF, EM CFC, EM HC
	Develop a voluntary and secure database of Aboriginal and Torres Strait Islander staff, containing only the information they choose to share with FPIC. This database will support Wesley Mission in tracking progress towards our recruitment, retention and professional development goals, while upholding cultural safety, privacy and individual autonomy.	May 2026	EM PC

*Refer to page 8 for acronym key | Primary responsibility; Support

Action	Deliverable	Timeline	Responsibility*
12 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Measure and review the effectiveness of Wesley Mission's Aboriginal and Torres Strait Islander procurement strategy.	September 2025 and May 2026	Procurement Manager; RAL, RAO
	Renew Supply Nation membership and identify room for growth with existing Aboriginal and Torres Strait Islander suppliers.	Review annually, August 2025 and 2026	Procurement Manager; RAL, RAO
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Review annually, May 2025 and 2026	Procurement Manager; RAL, RAO
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Review annually, August 2025 and 2026	Procurement Manager; RAL, RAO
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Review quarterly, February, May, August, October 2025, 2026 and 2027	Procurement Manager; RAL, RAO, General Managers
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Review quarterly, February, May, August, October 2025, 2026 and 2027	Procurement Manager; RAL; General Managers for program areas

Action	Deliverable	Timeline	Responsibility*	
13	Recognise Aboriginal and Torres Strait Islander intellectual and cultural property.	Develop and implement policies to ensure that Aboriginal and Torres Strait Islander artists and craftspeople are fairly and appropriately remunerated for the work we commission or purchase from them, and that all artwork or craft is appropriately licensed for payment for subsequent usage (e.g. in publications or for uniform designs etc.).	Review annually, November 2025 and 2026	GM AGR; RAL, RAO, EM M
		Ensure all purchased or commissioned artwork or craft appropriately and visibly acknowledges the intellectual or cultural property owner.	Review annually, November 2025 and 2026	GM AGR; RAL, RAO, EM M
		Encourage each program location to commission and display local Aboriginal artwork that is relevant to their service's geographical area.	Review annually, November 2025 and 2026	General Managers
14	Provide a formal means by which the voice of Aboriginal and Torres Strait Islander staff can be heard by the Wesley Mission Board and Senior Management.	Ensure Wesley Mission's Aboriginal Advisory Group develops and maintains satisfactory lines of communication to the RAP Leadership Group and ELT.	Review annually, May 2025 and 2026	CEO; Support: RWG, WM AAG
		Conduct and document at least one yarning circle for Aboriginal and Torres Strait Islander staff each year to maintain the authenticity of our approach to the RAP.	Review annually, May 2025 and 2026	CEO; RWG

Governance

Action	Deliverable	Timeline	Responsibility*	
15	Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain at least 50 per cent Aboriginal and Torres Strait Islander representation on the RWG.	Review May 2025 and 2026	RWG Co-Chairs
		Review and asses the Terms of Reference for the RWG.	Review annually, May 2025 and 2026	RWG Co-Chairs
		Meet at least four times per year to drive and monitor RAP implementation.	April 2025 June 2025 August 2025 October 2025 December 2025 February 2026 April 2026 June 2026 August 2026 October 2026 December 2026 February 2027	RWG Co-Chairs; RAO
16	Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Review annually: Budget period – April annually	General Managers
		Engage our senior leaders and other staff in the delivery of RAP commitments.	Report quarterly in line with Senior Leadership Meetings, 2025, 2026 and 2027	CM AGR; RAL, RAO
		Define and maintain appropriate systems to track, measure and report on RAP commitments.	Review August 2025 and 2026	GM AGR; RAL, RAO

Action	Deliverable	Timeline	Responsibility*	
	Maintain a Senior Leader as Reconciliation Action Lead (RAL) which reports directly to a General Manager or equivalent.	Review annually, June 2025 and 2026	GM AGR	
17	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	RAL; RAO
		Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August, annually	RAL
		Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	GM AGR; RAL, RAO
		Report RAP progress to all staff and senior leaders quarterly.	Senior Staff Meetings, Board Meetings Annually December 2025 and 2026	CEO; GM AGR, RAL, RAO
		Publicly report our RAP achievements, challenges and learnings, annually.	Review annually, October 2025 and 2026	GM AGR; EM M
		Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2026	GM AGR; RAL, RAO
		Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	April 2027	GM AGR; RAL, RAO
18	Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	November 2026	GM AGR; RAL, RAO

**Deeply listening to the
knowledge and wisdom
of our Aboriginal and
Torres Strait Islander staff,
clients and communities.**



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**wesley
mission**



driven to do more good

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Wesley Mission is a part of the Uniting Church in Australia.