

Walking Together Action Plan 2024-2027

Email to synodmeeting@nswact.uca.org.au

That the Synod

Set out the action to be taken by the Synod, e.g. requests, encourages, directs, adopts the statement/report, appoints a committee/task group, records its appreciation, approves the guidelines, making reference to the body to whom it is directed.

That the Synod acknowledges and affirms:

- a) The positive impact of the first, whole of church, Walking Together Action Plan (WTAP) 2021-2023.
- b) The work of Nathan Tyson Director First Peoples Strategy and Engagement in developing, promoting, and enabling this action plan.
- c) The draft Walking Together Action Plan 2024-2027.

That the Synod endorse:

1. The finalisation of the draft Walking Together action plan for 2024-2027, in consultation with the newly elected Synod Standing Committee.
2. Roll-over of all outstanding actions, from WTAP 2021-2023 to WTAP 2024-2027.
3. An invitation to all councils of the church to seek to understand and act upon, their respective part to play, in enacting the new action plan.

The scope of a proposal

Be concise and clear e.g. what this consists of; what is and isn't part of this proposal. The more specific you can be, the better.

This proposal consists of acknowledging the outcomes of the inaugural Walking Together Action Plan 2021-2023, Synod approving in principle the draft Walking Together Action Plan 2024-2027, and endorsing the Synod Standing Committee to approve the final draft of the Walking Together Action Plan 2024-2027 in early 2024.

This proposal has significant implications across all dimensions of the Resourcing Framework, including but not limited to:

People

- Meeting a target of 3% of Synod employees being Aboriginal or Torres Strait Islander people.
- Creation and recruitment of traineeships and other employment opportunities.

Process/Programs

- Reviewing and updating all Synod policies and processes to ensure the inclusion of, where relevant and/or appropriate, First Peoples perspectives and considerations.
- Developing an appropriate Anti-Discrimination resource to help reduce discrimination towards and racial vilification of First Peoples in our workplaces, congregations, and communities.

Finance

- Consideration of the need for additional staff and other resources to support the work of the Synod under the First Peoples Future Directions Pillar and related Walking Together Action Plan 2024-2027.

Property

- Ensuring Property related policies, processes and decision-making reflect relevant decisions made by the Synod of NSW and the ACT, as well as other UCA commitments under the 1994 Covenant Statement, and similar commitments of the Uniting Church in Australia to First Peoples.
- Continuation of support for UAICC Ministry Centres.

Rationale

A rationale is a kind of sub-proposal within a proposal: it offers the reasons for proceeding to address a particular problem with a particular solution.

The Walking Together Action Plan 2021-2023 has achieved some significant outcomes, including the establishment of the First Nations Resources page on the Synod website, the development of the First Peoples Theological Study Scholarship, the implementation of an MOU between UAICC Ministry Centres, Macquarie Darling Presbytery and the Synod, the participation of Uniting Church members in Survival Day events, the implementation of First Peoples educational sessions for Ministry Candidates in Phase 2 and Phase 3, and the requirement for all Synod employees to complete online learning in the form of Aboriginal Cultural Capability modules.

A number of congregations have also actively engaged in First Peoples related activities, and with local Aboriginal communities, including Leichardt UC, Pitt St UC, Newtown Mission, Paddington UC, Engadine UC, Dubbo UC, Adamstown UC, Toronto UC, St Stephen's UC, and others.

While some great outcomes have been achieved, some goals in the inaugural plan were not achieved (due to resourcing or structural constraints), or are in progress. The updated Walking Together Action Plan 2024-2027 will reflect a review of the original goals and a roll-over of goals that are in progress or requiring additional focus. Some goals from the original plan, such as those that have been achieved but are ongoing, may be reframed (eg. to "monitor", "continue" or "oversight"). Some goals from the inaugural plan may not be included in the updated plan, for example where current resourcing requires a reconsidered approach.

Proposers

A proposer and the seconder must be attending the Synod in Session as members. If the proposal is from one of Synod's reporting bodies (committee, board, presbytery, task group), it should be submitted and signed by an authorised officer of that body.

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