

Nambour Community Centre Reflect Reconciliation Action Plan

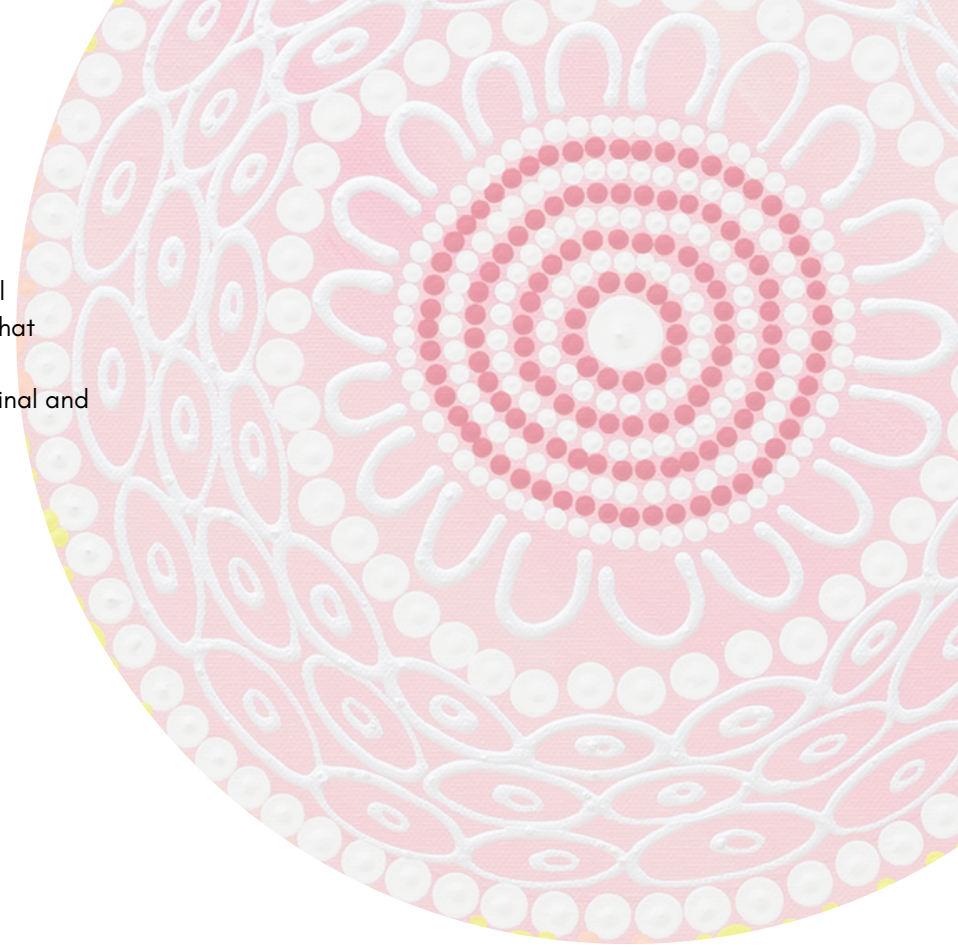
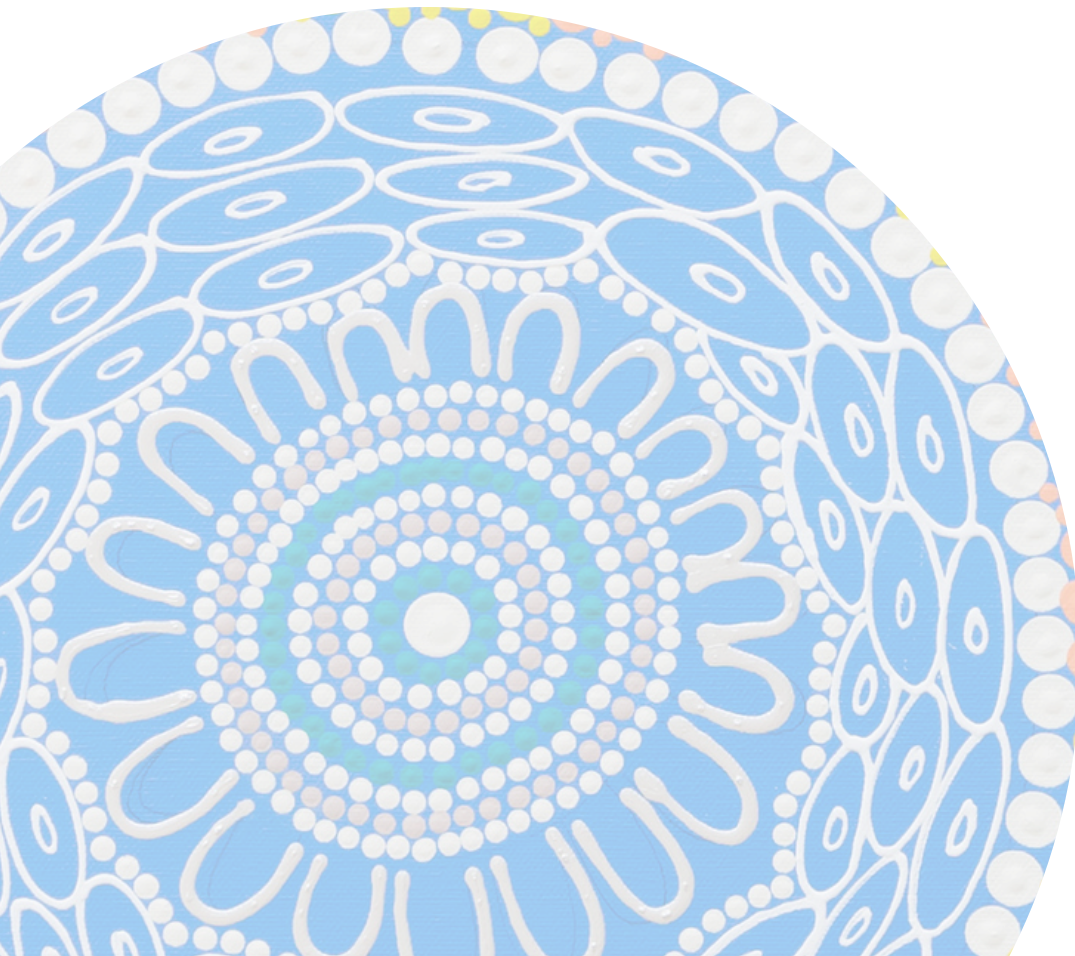
January 2025 - December 2025



Acknowledgement of Country

Nambour Community Centre acknowledges the Gubbi Gubbi / Kabi Kabi peoples as the Traditional Owners and Custodians of the Country on which we work, live, play and dream. We acknowledge that sovereignty has never been ceded. We recognise the continued connection to lands and waters of Aboriginal and Torres Strait Islander peoples. As a community centre, we acknowledge that Aboriginal and Torres Strait Islander communities were the first communities of this land, and we acknowledge the connection, resilience and strength of these communities.

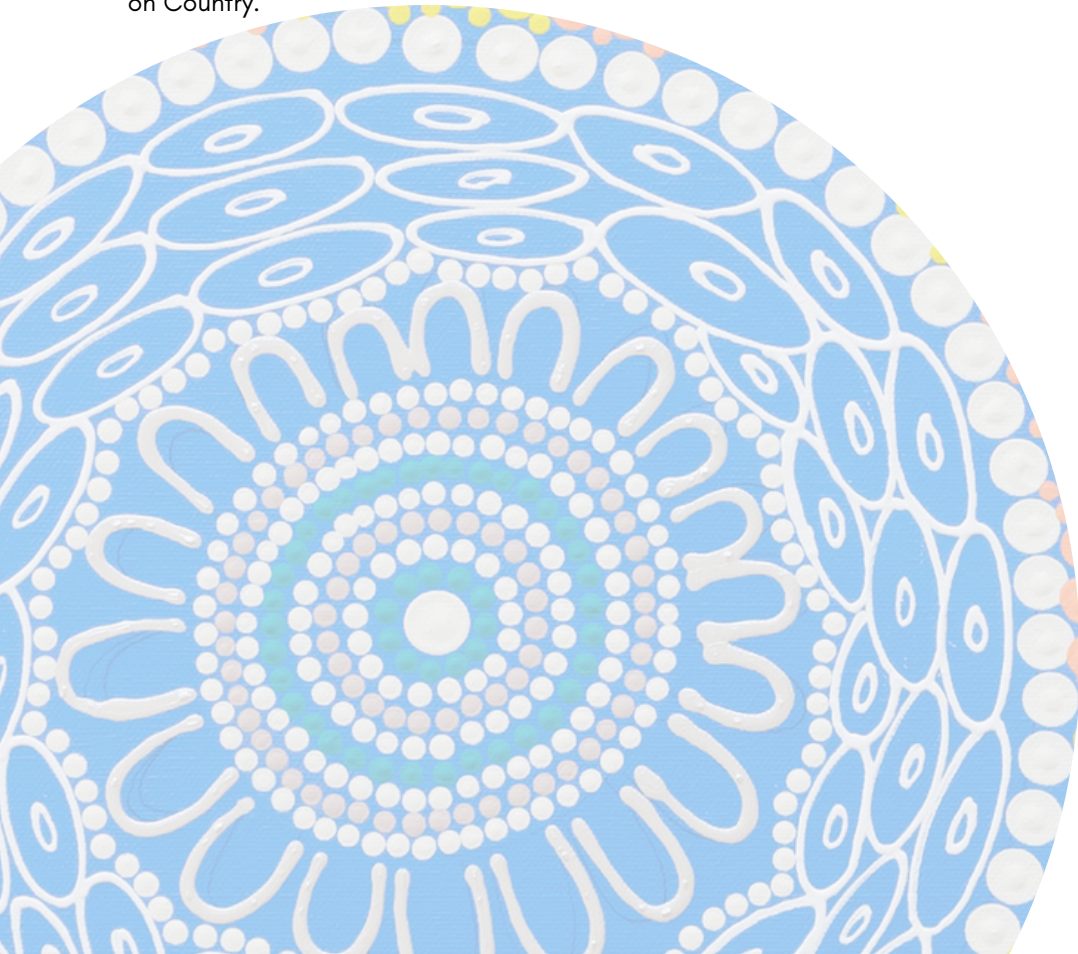
We pay our respect to Aboriginal and Torres Strait Islander cultures and to Elders past, present and emerging.



About the Artist

Zartisha Davis is a proud Kabi Kabi woman born and raised in Nambour coming from the Mooloolaba Chilly family who are the Moolooah and Meridian Plains people and are the Red Belly Black Snake clan, Mooloolaba meaning place of the Red Belly Black Snake. Zartisha's songlines also belong to the Cobble Cobble People of the Barunggam Nation (also known as the caretakers of Bonyi - Bunya Mountains) and on her father's side belonging to the Butchulla people from K'Gari.

Zartisha is passionate about her culture, dance and artwork and she will often depict Shell Middens, stories from her family, Saltwater tribe and country in her artwork. Zartisha is also a part of the Jinibara and Bonyi Gari dance troupes. Zartisha comes from a long line of song men and women who are the artists that inspired and taught her culture, art, song and dance growing up on Country.



“NAMBA”

By Zartisha Davis (Kabi Kabi)

This artwork created especially for Nambour Community Centre depicts ‘Namba’ the town and the Red Flowering Melaleuca tree seen as a highlight of the artwork. This is a significant tree and is not only a source of food for animals and birds but was used traditionally for teas and medicines.

In the centre of flowers is a meeting/gathering place depicted also with the artists signature Shell Midden mark making. This is to represent the community centre as a place of gathering, a yarnning circle, a healing place, eating place, a place of safety, learning, guidance and support. The other smaller dots circles represent the people who come to the Community Centre all coming from their own journeys, near and far and from different backgrounds but all seeking that community and unity. We see some more Shell Midden Motif in the top corners to convey that message also.

We look down and see the creek water flowing through the middle. Growing up in Nambour I loved the creeks and felt like everywhere my siblings and cousins would walk we always were near the creek and would always see turtles and the beautiful platypus in the creek swimming around. Water represents that life force and cleansing.

Below the water we see the kangaroo symbol, significant to my family as one of our Totems. We see more Shell Midden and community symbols to further convey the meaning of unity, gathering and support that the Community Centre represents. The Shell Middens also tie the story to Sea Country and all the people that come from other areas, other seas even, and come to Nambour to the Community Centre for services.

Shell Middens are ancient deposits of shells left by our ancestors along coastal areas after gatherings and abundant feasts of sea food and shellfish. Middens even contained bones and were piled some up to six meters high and to me they represent Caring for Country and one another, teamwork, unity, growth, respect and stewardship and to me painting the middens keeps these stories alive and serves as a reminder to instil these qualities in our lives and organisations.

Lastly we see the Ancestor symbols down the bottom but certainly above and watching over all of us that live, work and play on Kabi Kabi Country. The dots on the background show the vibrations of the land, the rich history and now in the present as we all work together and strive for unity in community.



Statement from CEO of Reconciliation Australia

Reconciliation Australia welcomes Nambour Community Centre to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Nambour Community Centre joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance. It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Nambour Community Centre to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Nambour Community Centre, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Our business

Nambour Community Centre (NCC) was established in 1980 sustaining a commitment to action and weaving a 'thread of care' through all its community and program work. Our vision is a community committed to social justice and collective wellbeing, with our purpose being to empower people to flourish by working together to foster a healthy, connected and inclusive community. We actively work to reduce structural disadvantage that limits wellbeing, and to provide a way up and a way forward for the most socially, culturally and economically disadvantaged and discriminated groups in our community. Based in Nambour on the beautiful Sunshine Coast, Queensland on the Traditional Lands of the Gubbi Gubbi/Kabi Kabi people, NCC's current programs include Community Development, Multicultural Connections Sunshine Coast, and Thriving Families, all of which support more than 20,000 people every year. NCC receives funding from Federal, State and local government and community organisations to support our programs. Some of these programs operate throughout the Sunshine Coast whilst some are specific to the Nambour area. Our work has been recognised state-wide through our receipt of a QCOSS Queensland Community Impact Award.

NCC has a current staff level of 15 including 1 First Nations staff member in office administration.

NCC's core values include Social Justice, Empowerment, Respect, Inclusion and Connection. We work hard to enact these values when we support our community including those who are homeless or risk of homelessness, older peoples, families, immigrants and new arrivals to Australia, and anyone who would like to drop in for a coffee and a yarn.

Our RAP

NCC is committed to a Reconciliation Action Plan to enhance equity for First Nations people in our organisation and community, and fostering more reciprocal connections with the First Nations Community that are mutually beneficial. Our RAP will commit us to always engage in continuous improvement by always trying to do/be better, leading by example and sharing our reconciliation journey with others. We hope to encourage organisations to begin their journey and create educational opportunities to increase knowledge of First Nations histories, cultures, and practices for ourselves and our community. These commitments have influenced our RAP values which are equity, acknowledgement of history and truth telling, respectful curiosity, being innovative/flexible/fresh/fun, being culturally competent. Our RAP will be implemented through ongoing consultation with staff and volunteers. RAP commitments and progress will be discussed at monthly staff meetings, regular volunteer meetings and will be monitored by our RAP Working Group and RAP Champion, Peter Hogg - Community Development Coordinator.

Our partnerships/current activities

NCC is currently committed to actively supporting the First Nations community by actively networking with the Sunshine Coast First Nations Partnership community meeting, Sunshine Coast First Nations Networking Group, and the Sunshine Coast's First Nations Business Accords. We also work to ensure our space is welcoming to the First Nations Community by hanging the Aboriginal and Torres Strait Islander flags alongside the Australian flag in our open space, performing an Acknowledgement of Country at the daily centre check-in, as well as at the commencement of any events or workshops. The centre also engages paid Welcome to Countries from local First Nations Elders at major events and meetings. NCC has established relationships with Tribal Link a family owned and operated Aboriginal Sunshine Coast business that specialises in Aboriginal and Torres Strait Islander Education and cultural awareness training. NCC staff have attended cultural awareness training and also facilitated community member attendance at their activity centre for workshops. NCC has been working collaboratively with Murriss on the Move Driving School since 2015. The founding director and principal instructor is an Aboriginal/ First Nations woman.

NCC has also been actively engaged with supporting the local First Nations community to hold the local Nambour NAIDOC event in 2018 and 2020 and assisted them when they merged with the Wan'diny Sunshine Coast NAIDOC committee by becoming the committee's auspicing service. We also work collaboratively with First Nations artists in the community to create artworks on the site to ensure that First Nations culture is visually represented and celebrated to create a welcoming space for the First Nations Community.



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"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	January, 2025	Community Development Co-ordinator
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	January, 2025	Student Co-ordinator
2.) Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May, 2025	Manager
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May - 3 June, 2025	RAP working group Co-chairs
	<ul style="list-style-type: none"> 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	Manager

Relationships continued

Action	Deliverable	Timeline	Responsibility
3.) Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	January, 2025	Manager
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	March, 2025	Community Development Co-ordinator
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	March, 2025	Community Development Co-ordinator
4.) Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	March, 2025	Student Co-ordinator
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	March, 2025	Manager



Respect

Action	Deliverable	Timeline	Responsibility
5.) Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	April, 2025	Community Development Co-ordinator
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	July, 2025	Community Development Co-ordinator
6.) Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	March, 2025	Community Development Co-ordinator
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	June, 2025	Manager

Respect continued

Action	Deliverable	Timeline	Responsibility
7.) Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	June, 2025	Community Development Co-ordinator
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	June, 2025	Community Development Co-ordinator
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July 2025	Manager, Community Development Co-ordinator,
8.) Ensure appropriate representation of First Nations people and culture amongst program materials.	<ul style="list-style-type: none"> Conduct annual review of toys and books in Thriving Families program to ensure First Nations peoples and cultures are represented, with a minimum of 10% of items representing First Nations peoples and cultures. 	December, 2025	Thriving Families Co-ordinator Thriving Families Co-ordinator
	<ul style="list-style-type: none"> If required to maintain 10% representation, purchase toys and books which represent Aboriginal and Torres Strait Islander peoples and cultures. 	January, 2025	Thriving Families Co-ordinator



Opportunities

Action	Deliverable	Timeline	Responsibility
9.) Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none">• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	March, 2025	Manager/Community Development Co-ordinator
	<ul style="list-style-type: none">• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June, 2025	Community Development Co-ordinator
10.) Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none">• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	June, 2025	Administration Officer
	<ul style="list-style-type: none">• Investigate Supply Nation membership.	June, 2025	Administration Officer



Governance

Action	Deliverable	Timeline	Responsibility
11.) Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain a RWG to govern RAP implementation. 	January, 2025	Manager
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	January, 2025	Community Development Co-ordinator
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	June, 2025	Manager
12.) Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	January, 2025	Community Development Co-ordinator
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	January, 2025	Manager
	<ul style="list-style-type: none"> Maintain a senior leader to champion our RAP internally. 	January, 2025	Community Development Co-ordinator
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	January, 2025	Community Development Co-ordinator



Governance continued

Action	Deliverable	Timeline	Responsibility
13.) Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> 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	Administration Officer
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey. 	1 August annually	Administration Officer
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Survey to Reconciliation Australia. 	30 September, annually	Community Development Co-ordinator
14.) Continue our reconciliation journey by developing our next RAP	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	March 2025	Community Development Co-ordinator



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