



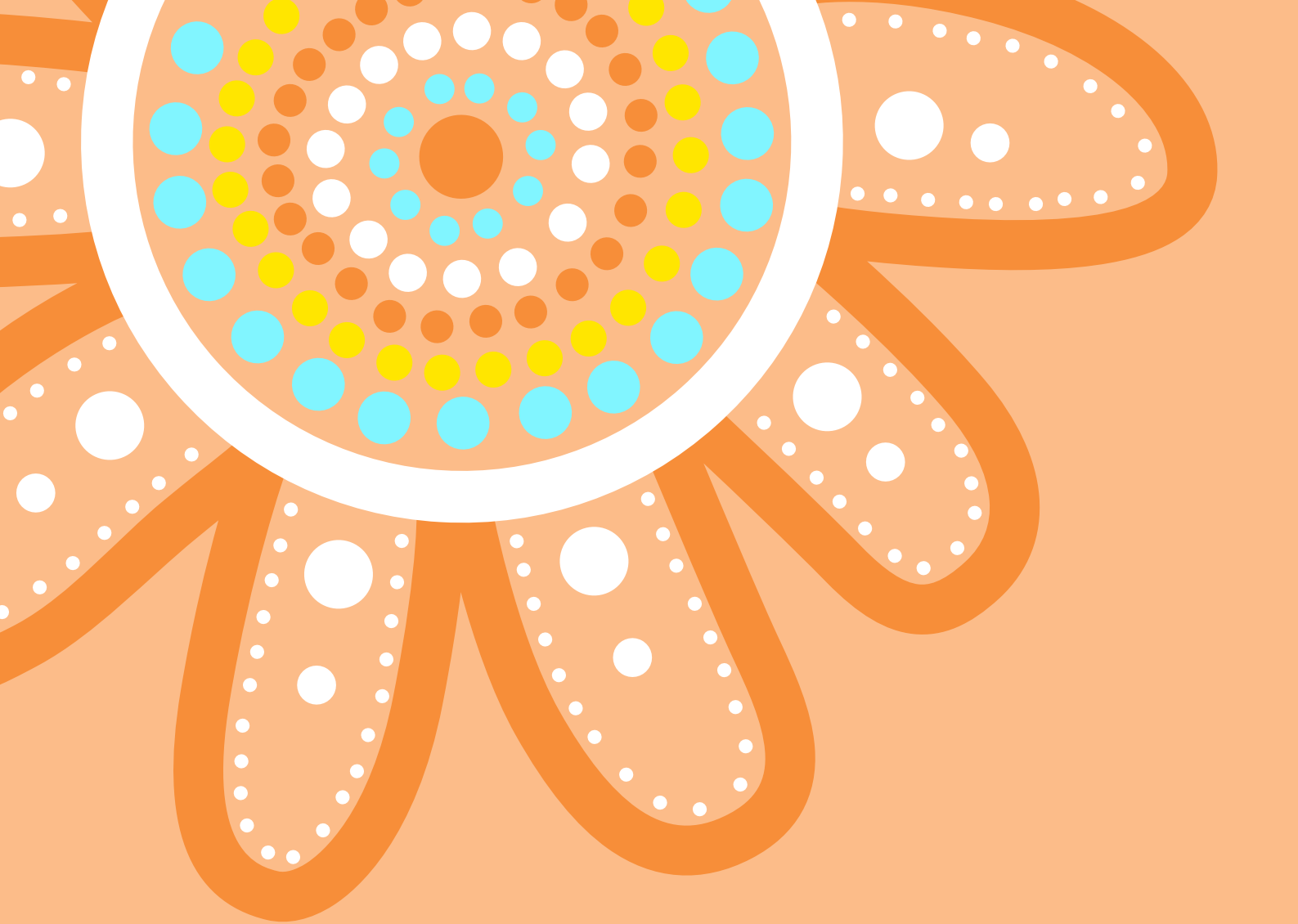
Reconciliation Action Plan

May 2025 - May 2026



RECONCILIATION
ACTION PLAN

REFLECT



Acknowledgement of Country

Southern Cross Kids' Camps respects and honours Aboriginal and Torres Strait Islander Elders past, present and future. We acknowledge and appreciate the stories, traditions and living cultures of Aboriginal and Torres Strait Islander peoples on this land and commit to building a brighter future together.

Reconciliation Prayer

Lord bring us together as one. You are the God of grace and mercy. Bring healing to our land and to all people.

We acknowledge wrongs of the past and present and pray for a better future together.

Give us ears to hear, eyes to see and hearts to understand how we can contribute to a way forward in healing and the journey of reconciliation. In Jesus' name, Amen.

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Story behind the Artwork

Meikle Bennett is a long standing director of Southern Cross Kids' Camp – South Sydney and also a proud Aboriginal woman. In 2021, Meikle designed our Indigenous logo based around the existing Southern Cross Kids' Camp logo.

Our Indigenous logo holds great significance within our organisation. The adoption of an Indigenous logo provides a tangible symbol of our commitment to reconciliation and support for Aboriginal and Torres Strait Islander communities. It was designed to be child-friendly, ensuring that even our youngest campers can connect with and recognise it as a celebration of Aboriginal and Torres Strait Islander culture within Southern Cross Kids' Camp.

The inclusion of the starfish was maintained from our original Southern Cross Kids' Camps logo. The starfish is significant in the Southern Cross Kids' Camp story and represents the difference camp makes to the lives of each child who attends our camps.

Embedded into the traditional SCKC logo the following story is told:

- The white lines depict running water. In our context it is representing the living water of Christ. The Spirit is flowing into both circles on the left and right of the logo.
- God is moving His children, represented on the left hand side circle of the logo. Flowing into the lives of our kids from 3 directions. The internal coloured wavy circular lines demonstrate the messiness and trauma of the lives and homes of the kids God brings into our camps.
- Flowing out of this circle the spirit draws our kids towards the 3 small circles embedded at the centre of the starfish.
- These 3 circles signify a resting place/meeting place.... Our Camps. The centrality of our movement is camp, where a week of happy memories are made in the name of Jesus.
- The large circle on the right signifies our faith communities. Our church families, where people gather together, learn and grow in Christ and are sent out into God's mission. The Spirit of God draws His chosen people to camp in love to deliver Hope to our kids at camp. Again by His Spirit connecting His Church to the 3 circles within the starfish (camp).
- The two sets of feet represent the coming together of the one on one buddy system. Pivotal, unique and uncompromised in our movement. The significance of which is immeasurably profound.



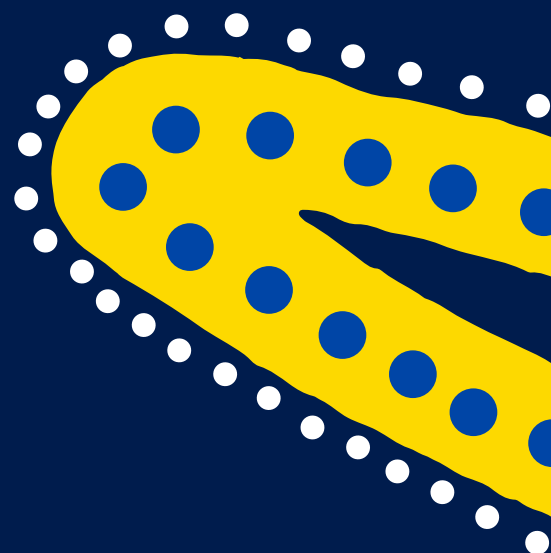
About Southern Cross Kids' Camps

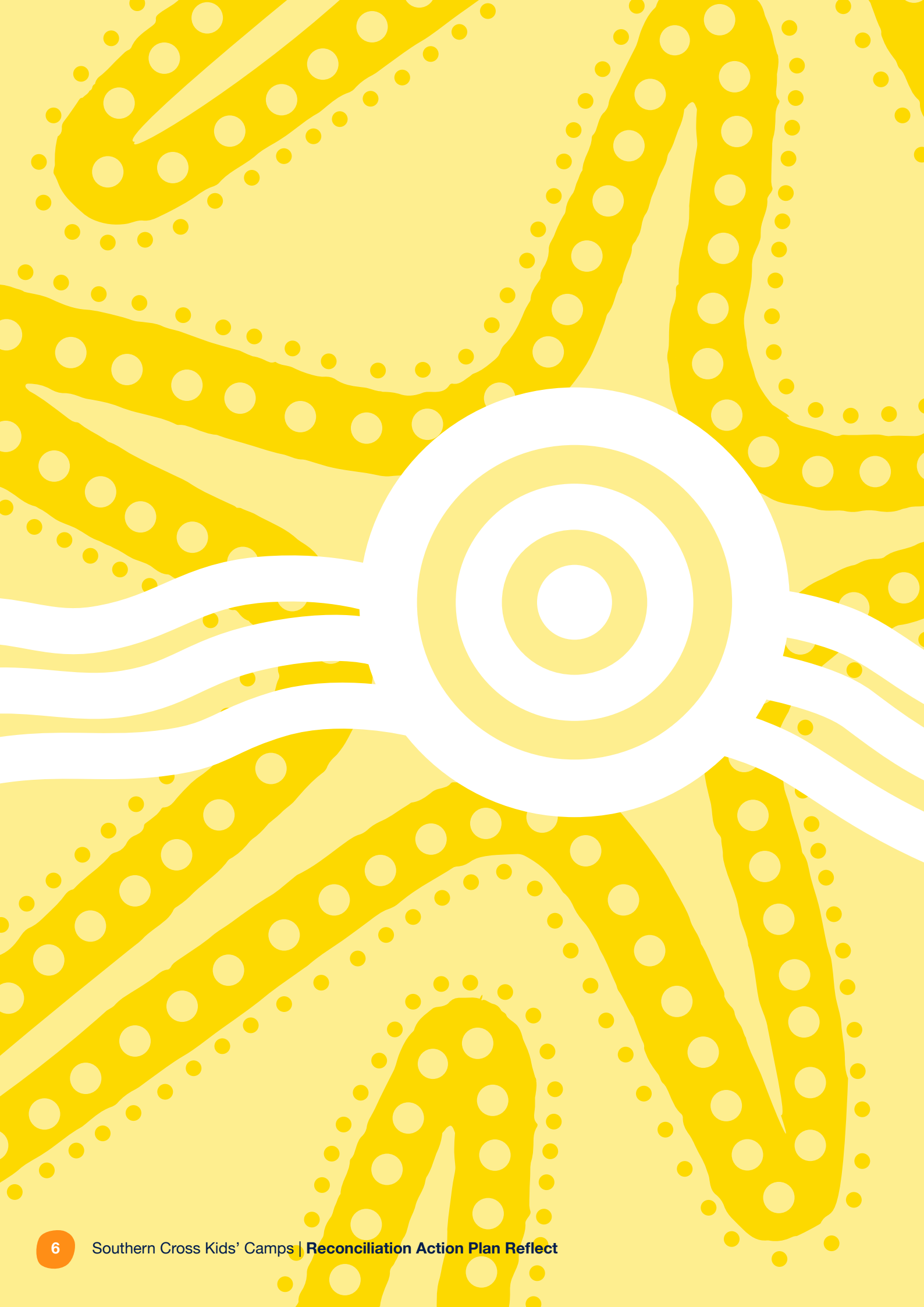
Southern Cross Kids' Camps (SCKC) aims to interrupt the cycle of abuse and neglect in children. Our goal is for kids who have not received a fair start in life to experience the best week of their year when they attend one of our camps. With one leader per child on camp and a multitude of self esteem and success focused activities, SCKC delivers life transforming results. These kids deserve our best. We are entrusted with children from all backgrounds.

Southern Cross Kids' Camps national office is located in Mount Evelyn, Victoria. At present SCKC conducts 20 camps per year in various locations across New South Wales, Northern Territory, Queensland, South Australia and Victoria, reaching 450 children annually. As an organisation, there are 8 (3.5EFT) employees and approximately 890 volunteers. SCKC currently has no employees and 11 volunteers who identify as Aboriginal and/

or Torres Strait Islander. SCKC is having an impact on each child that attends our camps and our hope is that they are helping change the Nation.

Southern Cross Kids' Camps mission is to create inclusive environments for life change for children who have experienced trauma. While we see great benefits all children gain from attending our camps, we recognise that there is more we can do to ensure that our camps are culturally sensitive and welcoming places for Aboriginal and Torres Strait Islander children and families. We aim to provide meaningful opportunities for Aboriginal and Torres Strait Islander campers to achieve their full potential.





Statement from CEO of Reconciliation Australia

Reconciliation Australia welcomes Southern Cross Kids' Camps to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Southern Cross Kids' Camps joins a network of more than 2,500 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 Southern Cross Kids' Camps 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 Southern Cross Kids' Camps, 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 Reconciliation Action Plan

Southern Cross Kids' Camps recognise the importance of reconciliation and supports the empowerment of Aboriginal and Torres Strait Islander peoples across our nation. Supporting reconciliation aligns with our mission to bring hope and empowerment to children who have experienced disadvantage and/or trauma. We acknowledge our responsibility to listen, learn, ask questions and to increase our understanding of Aboriginal and Torres Strait Islander cultures. Through these actions we aim to celebrate culture and break down stereotypes and biases, fostering a more inclusive environment for all children and volunteers within our organisation.

Southern Cross Kids' Camps aims to interrupt the cycle of abuse and neglect within our communities. Physical, psychological, and cultural safety are paramount at our camps. Reconciliation efforts help ensure that Aboriginal and Torres Strait Islander children, staff, and volunteers feel safe and respected, allowing them to fully engage and benefit from the entire camp experience. By doing so, we create an environment where

everyone, regardless of their background, feels seen, heard and valued. Southern Cross Kids' Camps are focused on building meaningful and lasting relationships within the local communities we serve.

As a national organisation operating predominantly at a local camp level, we acknowledge the need to engage our local camps in our journey towards reconciliation. We have created a 'RAP Connector' role to link local camps with our national RAP Working Group. The RAP Connector is a role available to each of our camp leadership teams to create a community for sharing resources/ideas across the organisation. The RAP Connector liaises with the RAP Working Group to create sustainable change at a camp level.

We intend to implement our RAP by equipping our leaders to listen, learn, ask questions and share as they build relationships as we continue our reconciliation journey.

RAP Leadership Team:

RAP Workgroup Chair

Craig Clifton

RAP Champion

Sarah Melville

RAP Connectors

nominated by each camp

Chief Executive Officer (CEO)

Belinda McInnes

Camp Development Officer (CDO)

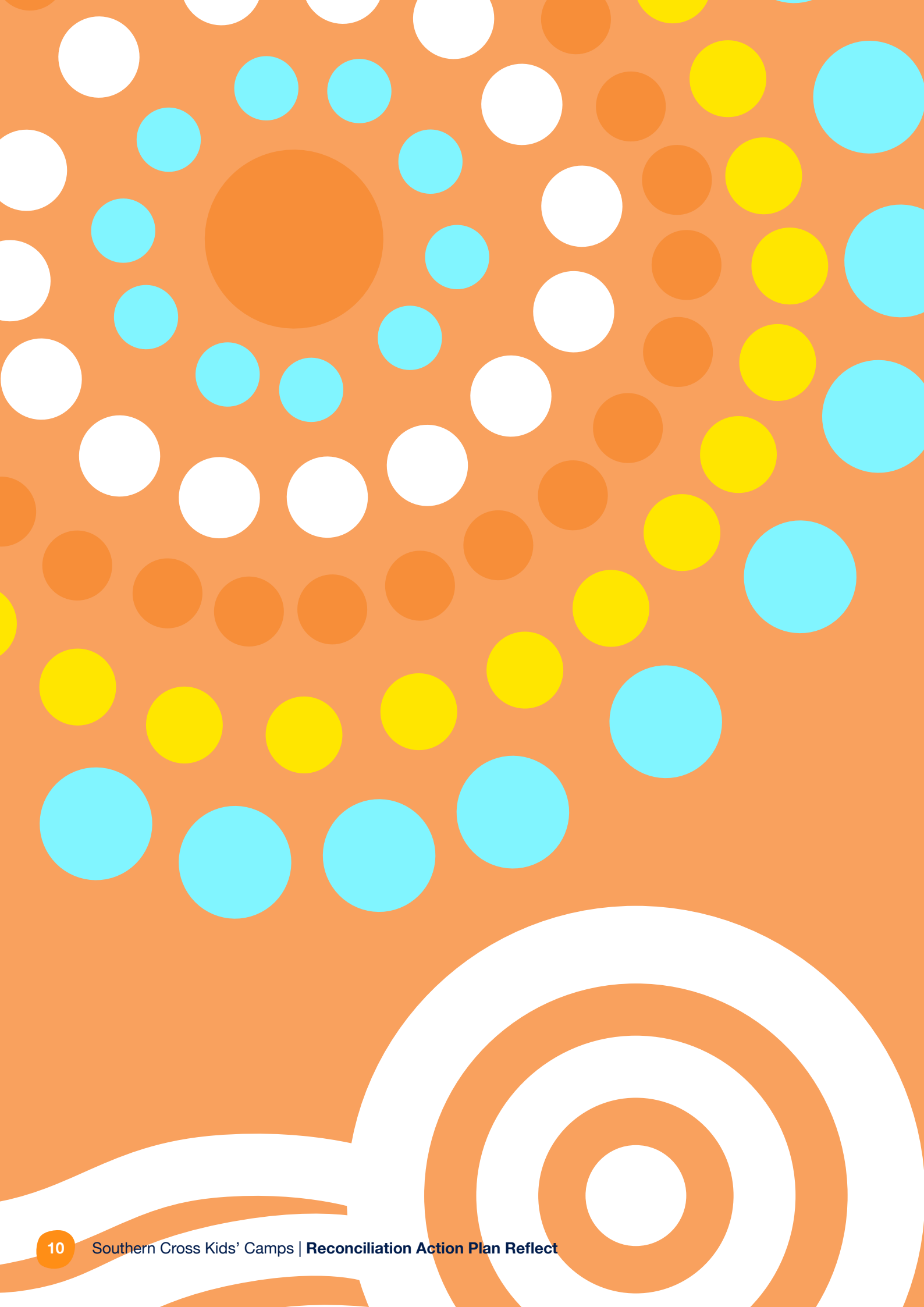
Maryanne Yang

Senior Culture Consultant

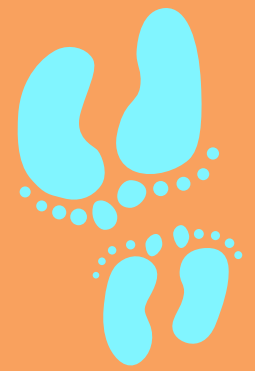
Pastor Don Hayward

SCKC Board Chair

Craig Clifton



SCKC Reconciliation Journey to Date



2001

Since our first camp in 2001, Southern Cross Kids' Camps has expanded to include camps and programs in Emerald in central Queensland, Shepparton in the Goulburn Valley Victoria, Darwin in the Northern Territory, Mildura in Northwest Victoria and The Kimberly region of Western Australia. With the introduction of camps in these areas, the number of Aboriginal and/or Torres Strait Islander children attending our camps has increased significantly. In recent years, it feels like our reconciliation journey is accelerating and becoming more central to who we are.

2015

In 2015 our South Sydney camp introduced a new Director, Meikle Bennett who identifies as an Aboriginal woman from Kamilaroi Nation. Meikle has become a key leader in our organisation and was the person who created our incredible Indigenous logo.

2017

In 2017 our Board Chair Craig Clifton was deeply convicted to suggest that our organisation should feel compelled to become more involved in the service to, and reconciliation with, Aboriginal and Torres Strait Islander kids and people.

2018

In 2018 we made a connection with the Australian Aboriginal Outreach Ministries (AAOM) organisation and attended cultural training in Halls Creek WA.

In 2018 we invited Pastor Don Hayward an Aboriginal leader in South Australia to speak at our Leadership Summit about the importance of an Acknowledgement of Country, the context of Welcome to Country and other matters relevant to Aboriginal and Torres Strait Islander people. Since that time, Don has been part of our organisation as a Senior Culture Consultant to our Board and organisation, where he has been a consistent contributor.

2019

In 2019 a team from SCKC provided a program in Fitzroy Crossing over several days for Aboriginal children. This occurred as a result of our relationship with AAOM.

Furthermore, in 2019 our Darwin Camp commenced. It serves Aboriginal and Torres Strait Islander children in Out of Home Care in Darwin.

2021

Covid slowed progress, but in the last couple of years we have continued to make progress. In 2021 Meikle Bennett created our Aboriginal and Torres Strait Islander version of the logo, which is used on clothing, slide templates, our 'Camp in a Box' trailer and other items. Camps have been encouraged to connect with their local mob and in some locations this has lead to visits to camp by local mob.

As an organisation we started taking steps on our reconciliation journey and feel that it is now an appropriate time to begin to include a more formalised and structured approach to our efforts. We are honoured to think that we might be able to participate in some small steps towards reconciliation.



Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	October 2025	Lead: CEO Support: RAP Connectors + Senior Culture Consultant
	1.2 Meet with Aboriginal and Torres Strait Islander groups, organisations and/or individuals within communities local to each camp to listen, learn and ask questions.	February 2026	Lead: CEO Support: RAP Connectors + Camp Directors
	1.3 Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	August 2025	Lead: CDO Support: CEO, RAP Workgroup Chair + Senior Culture Consultant
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Encourage all SCKC staff and volunteers to participate in an event in their local community to recognise and celebrate NRW.	27 May – 3 June 2025	Lead: CEO Support: Camp Directors
	2.2 Encourage RAP Working Group to participate in an event in their local community to recognise and celebrate NRW.	27 May - 3 June 2025	Lead: RAP Workgroup Chair Support: RAP Connectors
	2.3 Circulate NRW resources via national and camp specific media channels.	May 2025	Lead: CDO Support: CEO
3. Promote reconciliation through our sphere of influence.	3.1 Communicate our commitment to reconciliation to all staff and volunteers.	May 2025	Lead: CEO Support: Camp Directors
	3.2 Identify external stakeholders that SCKC can engage with on our reconciliation journey.	June 2025	Lead: CEO Support: RAP Workgroup Chair
	3.3 Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	December 2025	Lead: CEO Support: RAP Workgroup Chair
4. Promote positive race relations through anti discrimination strategies.	4.1 Conduct a review of policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2025	Lead: CDO Support: CEO
	4.2 Research best practice and policies in areas of race relations and anti-discrimination.	September 2025	Lead: CDO Support: CEO + Senior Culture Consultant
	4.3 Include commitment to anti-discrimination strategies signed by volunteers as part of Code of Conduct.	June 2025	Lead: CDO Support: CEO



Respect

Action	Deliverable	Timeline	Responsibility
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	1.1 Conduct a review of cultural learning needs within our organisation.	March 2026	Lead: CDO Support: CEO
	1.2 Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	February 2026	Lead: CEO Support: RAP Workgroup Chair
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	2.1 Increase understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols across all camps.	August 2025	Lead: CDO Support: CEO
	2.2 Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within SCKC's operational area.	October 2025	Lead: RAP Connectors Support: RAP Workgroup Chair + Board Member
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	3.1 Raise awareness and share information amongst the team and via social media about the meaning of NAIDOC Week.	July 2025	Lead: CDO Support: CEO + Board Member
	3.2 Encourage camps being held during NAIDOC Week to include recognition of Aboriginal and Torres Strait Islander culture within the camp program.	6th – 13th July 2025	Lead: CDO Support: Camp Directors
	3.3 Encourage SCKC staff and volunteers to participate in NAIDOC Week activity within their local area.	6th – 13th July 2025	Lead: CEO Support: Board Member
	3.4 Encourage RAP Working Group to participate in an external NAIDOC Week event.	6th – 13th July 2025	Lead: RAP Workgroup Chair Support: Board Member



Action	Deliverable	Timeline	Responsibility
1. Improve employment and volunteer outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	1.1 Develop a business case for Aboriginal and Torres Strait Islander employment and volunteers within SCKC.	April 2026	Lead: CEO Support: RAP Workgroup Chair
	1.2 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2025	Lead: CEO Support: CDO
2. Improve outcomes for Aboriginal and Torres Strait Islander children and volunteers accessing Southern Cross Kids' Camps.	2.1 Seek local Aboriginal and Torres Strait Islander advisors to camps.	March 2026	Lead: RAP Connectors Support: Senior Culture Advisor
	2.2 Encourage Child Liaison officers to network with local Aboriginal Support services to explain camps and invite referrals.	April 2026	Lead: RAP Connectors Support: Board Member
	2.3 Continue to weave our Indigenous logo and other appropriate art into camp as a visual and age appropriate communication to children that camp is culturally safe.	April 2026	Lead: CDO Support: Camp Directors
	2.4 Seek feedback from our children and volunteers about their feelings of inclusion and cultural safety at camp.	April 2026	Lead: CDO Support: Camp Directors
3. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	3.1 Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	April 2026	Lead: CEO Support: RAP Workgroup Chair
	3.2 Investigate Supply Nation Membership.	December 2025	Lead: CEO Support: RAP Workgroup Chair



Governance

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain an effective RAP Working Group to drive governance of the RAP	1.1 Draft Terms of Reference for RAP Working Group.	May 2025	Lead: RAP Workgroup Chair Support: CEO
	1.2 Maintain a RAP Working Group to govern RAP implementation.	December 2026	Lead: CEO Support: RAP Workgroup Chair + Board Member
	1.3 Establish Aboriginal and Torres Strait Islander representation on RAP Working Group.	March 2025	Lead: RAP Workgroup Chair Support: CEO
2. Provide appropriate support for effective implementation of RAP commitments.	2.1 Define resource needs for RAP implementation.	May 2025	Lead: CEO Support: CDO + RAP Workgroup Chair
	2.2 Engage camp leadership teams in the delivery of RAP commitments.	June 2025	Lead: CDO Support: CEO
	2.3 Define appropriate systems to track, measure and report on RAP commitments.	May 2025	Lead: CEO Support: CDO + RAP Workgroup Chair
3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	3.1 Provide an update on progress made on RAP commitments in the SCKC newsletter sent out to staff, directors and volunteers.	On-going	Lead: CEO Support: CDO
	3.2 Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September 2025	Lead: CEO Support: CDO + RAP Workgroup Chair
	3.3 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.	September 2025	Lead: CEO Support: CDO
	3.4 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey	September 2025	Lead: CEO Support: CDO
4. Continue our reconciliation journey by developing our next RAP	4.1 Register via Reconciliation Australia's website to begin to develop our next RAP.	October 2025	Lead: CEO Support: CDO



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