



ST JOHN'S
YOUTH
SERVICES



RECONCILIATION
ACTION PLAN
INNOVATE

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INNOVATE

APRIL 2026 — APRIL 2028



Artwork by **Tikana Telfer**
(Kurna, Narungga, Ngalea and Kokatha)

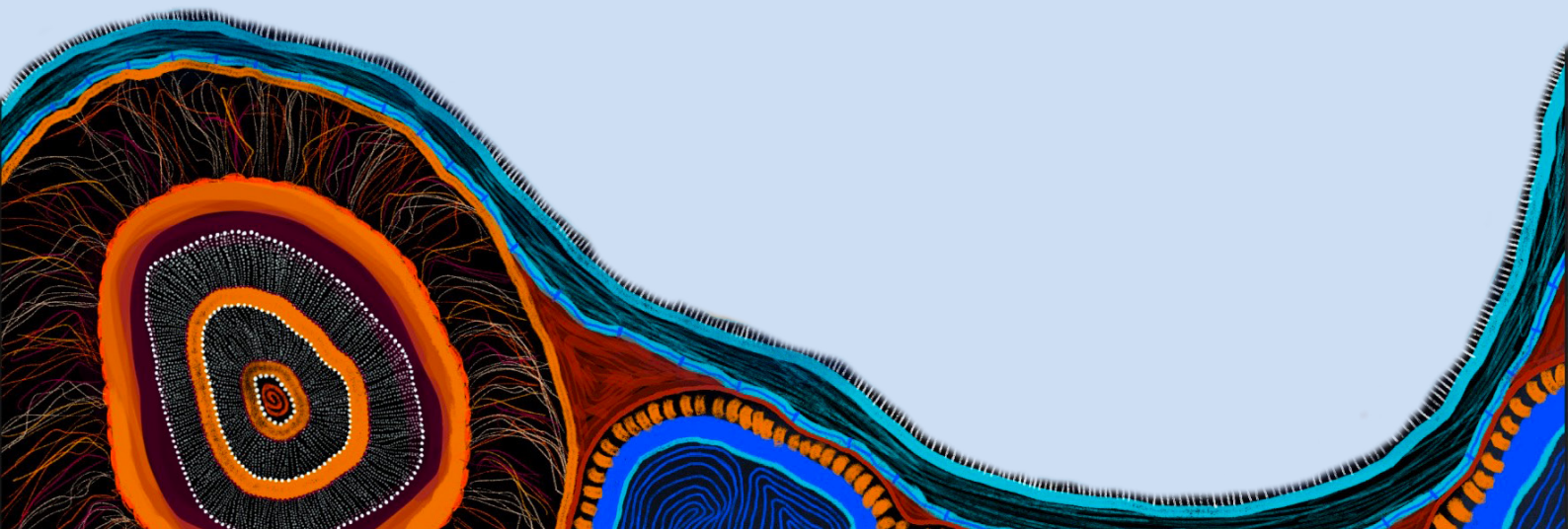
ACKNOWLEDGEMENT OF COUNTRY

We acknowledge this Reconciliation Action Plan (RAP) is created on Kurna Yarta, the traditional lands of the Kurna people.

We recognise and respect the cultural heritage, spiritual beliefs and relationship to the land. It is the place of Kardi the Emu and Tarndanya the Red Kangaroo from the city to the Port where Lartelare, keeper of the Black Swans, stands as a living monument, honouring the legacy of the Kurna people and their connection to the Port River whose story travels from the coast inland.

For countless generations, the Kurna People walked this Country, guided by a deep connection to land, water, plants, and animals. They practiced fire-stick farming to shape the plains and foothills into living landscapes, hunted kangaroo, emu, possum, and gathered seeds, roots, and bush medicines. We are privileged to share the land of the Kurna people where ceremonies were held, knowledge was passed through songs and stories, and healing was born from the land itself.

We acknowledge all Aboriginal and Torres Strait Islander peoples, and in particular our Kurna brothers and sisters who are the Custodians of this land on which we stand today, the holders of history, the story tellers, the lore makers, the Elders past and present who have walked before us and the future leaders who will walk beyond us.



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OUR RAP ARTWORK

The artist: Tikana Telfer

Kaurna, Narungga, Ngalea and Kokatha

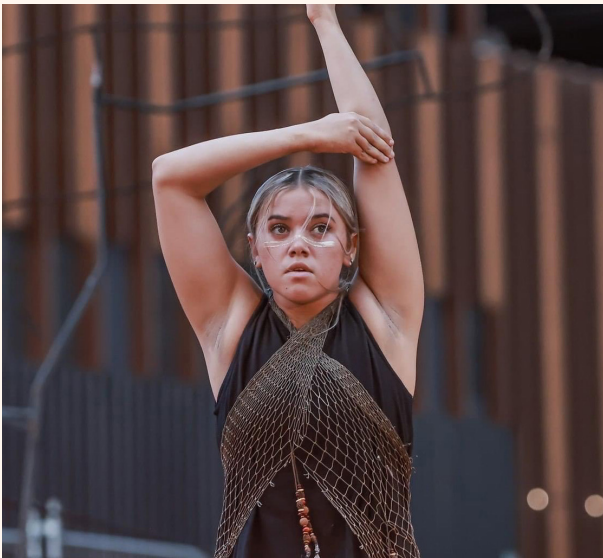


Photo of Tikana Telfer supplied and used with permission of Ochre Dawn.

Tikana Telfer is a young Kaurna, Narungga, Ngalea and Kokatha custodian, carrying Country, Language, and Culture forward as a young bearer of the oldest continuing culture in the world.

Dancing from the age of two, Tikana's creative practice flows across visual art, design, and architectural projects, shaping spaces and experiences with First Nations knowledge at their core.

Her work includes the Adelaide Airport windows, the playground at Glenthorne National Park, the design of Lot Fourteen Hub, and the inaugural AFLW Indigenous Guernsey, alongside experience in logo and architectural design.

Deeply rooted on Country, Tikana demonstrates how Indigenous perspectives and culture can guide and transform design, turning spaces into living, vibrant expressions of heritage, ancient dreaming, and contemporary creativity.



OUR RAP ARTWORK

This artwork is a living fusion of ancient knowledge and contemporary expression, showing how culture carries forward while finding new forms. The river winds across the canvas in a wrap-around embrace, reflecting the strength of young people as they move forward. Even as the current shifts and bends, they remain in control of their own paths — strong in who they are, steering their journeys with resilience and vision.

Within the figures, blue spirals spool into being, marking the start of the mat. Young people begin their mats with their own hands, but at times the weaving stretches further than one person alone. Some find support to steady the threads, others carry the strands forward in their own way — each mat a reflection of their lived story, their agency, their becoming.

Above, the stars shine as maps, offering direction as they have for generations — a reminder that knowledge is always there to reach for. The two larger mats stand as places of landing and safety: one in Mika Womma (Port Adelaide) and one in Tarndanya (the city). Their outreach extends outward, offering spaces to pause, gather, rest, and grow before continuing on. Together, river, stars, and mats speak of continuity: ancient in essence, yet always shaping new futures.

Just as the artwork describes, this piece was a collaboration with the women in my family - my mum and sister.

Tikana Telfer



STATEMENT FROM CEO OF RECONCILIATION AUSTRALIA



Photo of Karen Mundine supplied and used with permission of Reconciliation Australia.

Reconciliation Australia commends St John's Youth Services on the formal endorsement of its third 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 over 5.5 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. St John's Youth Services 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 St John's Youth Services will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to St John's Youth Services 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.

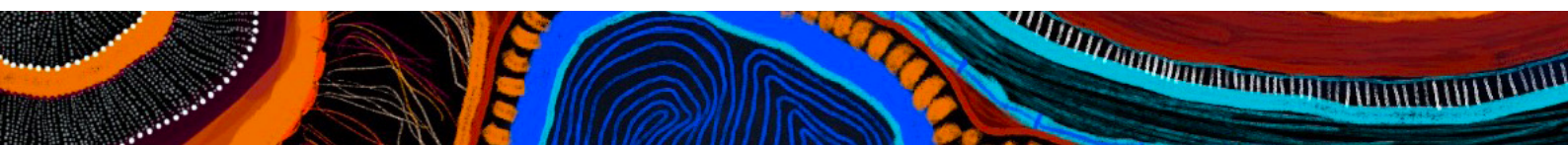
This Innovate RAP is an opportunity for St John's Youth Services to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, St John's Youth Services will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

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

Congratulations St John's Youth Services on your third Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer
Reconciliation Australia



STATEMENT FROM RAP CHAMPION AND CO-CHAIR OF THE SJYS RAP COMMITTEE

As RAP Champion and Chief Executive Officer at St John's Youth Services (SJYS), I'm proud to present our fourth Reconciliation Action Plan, our return to an Innovate RAP after progressing through two Stretch RAPs.

This plan reflects both the progress we've made and our renewed commitment to embedding reconciliation even more deeply into every aspect of who we are and how we work.

Our RAPs have always been shaped by the voices of Aboriginal and Torres Strait Islander young people, communities, Elders, and our teams across every level of St John's Youth Services — and this one is no different. It has been informed by deep listening, honest reflection, and an understanding that true reconciliation is a continuous journey of learning, unlearning and re-learning. It is both an organisational and personal commitment to walk alongside Aboriginal and Torres Strait Islander peoples with respect, humility and purpose.

Returning to an Innovate RAP is a deliberate step — one that gives us the time and space to embed cultural capabilities and safety, solidify governance structures, and ensure the work we have started is sustainable for the long term. It is an opportunity to strengthen our foundations and carry forward what we've learned from our past RAPs with integrity.

As RAP Champion, I will continue to support our teams to create an inclusive, culturally safe workplace, to amplify Aboriginal and Torres Strait Islander voices, and to uphold our commitment to truth-telling, equity, and justice. This includes continuing to learn from and be guided by our Aboriginal and Torres Strait Islander colleagues, young people, Elders, and community partners, whose generosity and wisdom are at the heart of our progress.

Thank you to everyone who has contributed to the development of this RAP, especially the young people, the Port Grannies Group, Marius Liddle at MTL Consulting Services and Ochre Dawn for connecting us to the amazing artist Tikana Telfer, and our dedicated RAP Committee members.

Together, we are building an organisation that doesn't just talk about reconciliation, but lives it every day.

Nicole Chaplin

RAP Champion and Co-Chair,
Reconciliation Action Committee
St John's Youth Services



Photo of Nicole Chaplin supplied and used with permission of St John's Youth Services.



STATEMENT FROM THE ABORIGINAL CULTURAL BROKER AND CO-CHAIR OF THE SJYS RAP COMMITTEE

As a proud Aboriginal man from the Burringurrah Nation from the Central Western Desert of WA and a Stolen Generations survivor, I carry with me the stories, strength, and resilience of my people.

My role at St John's Youth Services as the Aboriginal Cultural Broker is focused on walking alongside our young people, helping them find their voices, reconnecting with culture, and believing in their own potential.

Since our last RAP, I have seen the real and tangible impact of what reconciliation looks like when it is lived every day. We have strengthened relationships with Aboriginal organisations, increased cultural capability across our teams, and created spaces where young people feel seen, heard and safe. These achievements are the result of listening deeply to our communities, learning from their wisdom and acting with purpose.

Looking ahead, our return to an Innovate RAP is an opportunity to strengthen these relationships, deepen cultural safety, and ensure our foundations are strong for the future.

At St John's Youth Services, reconciliation is more than a guiding principle; it is integrated into daily practice. It's standing up against discrimination, creating opportunities for our young people to thrive, and keeping our culture strong for the generations to come.

I am honoured to share this journey with my colleagues, our young people, the Port Grannies Group, Elders, and community partners. Together, we are building not only an organisation committed to reconciliation, but one that lives it — from our heads, our hearts, and our hands.

Alex Houthuysen (Hill)

Co-Chair, Reconciliation Action Committee
St John's Youth Services

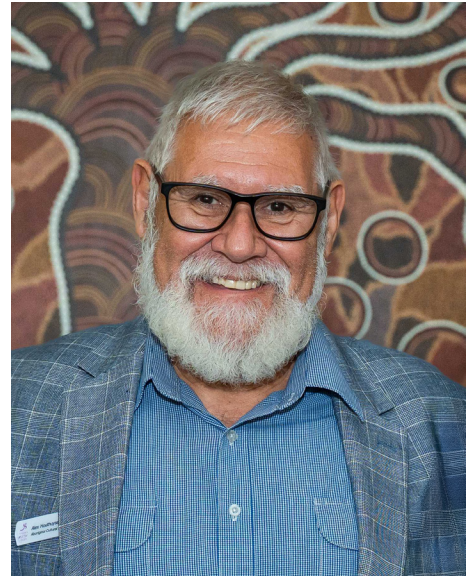


Photo of Alex Houthuysen (Hill) supplied and used with permission of St John's Youth Services.

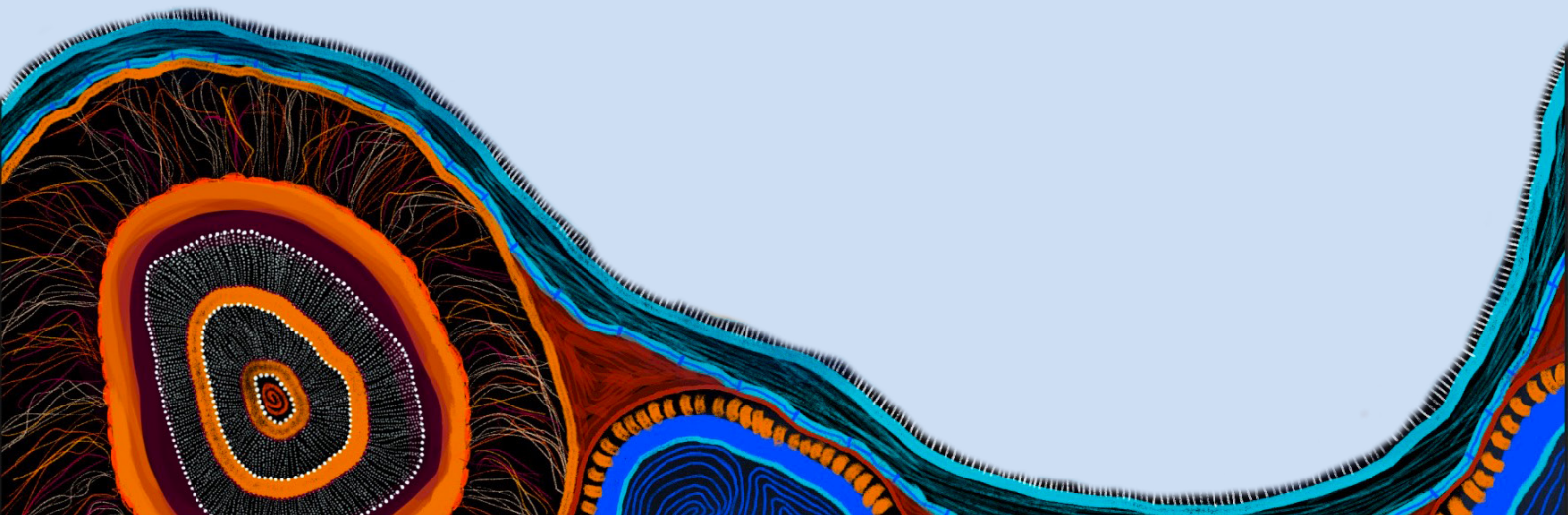


OUR VISION FOR RECONCILIATION

Our reconciliation vision encompasses an Australia where Aboriginal and Torres Strait Islander peoples have equal and equitable access to safe and secure housing, ensuring every Aboriginal and Torres Strait Islander young person has a place to call home, and acknowledging and accepting the truth of our shared history.

At an organisational level, we aspire to cultivate a workplace that is unified, inclusive, and respectful of all Aboriginal and Torres Strait Islander peoples and cultures, where truth-telling is actively encouraged, supported, and valued.

Across our services, our aim is to provide environments that are accessible, culturally safe, and respectful of Aboriginal and Torres Strait Islander young people, their families, Elders, and communities, with practices grounded in listening and continuous learning.



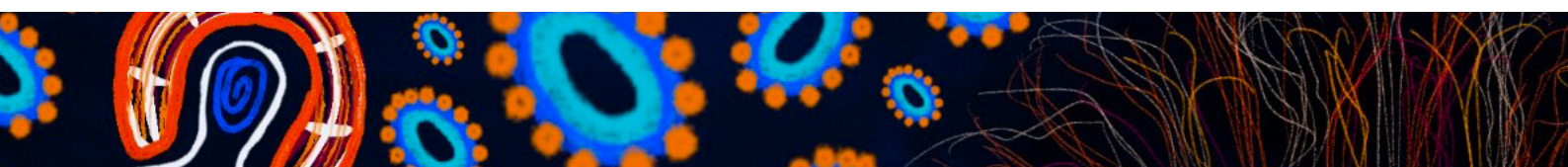
OUR BUSINESS

St John's Youth Services has worked alongside young people in South Australia for over 44 years, helping them to break the cycle of homelessness, achieve independence and find a place to call home.

Our programs include crisis accommodation, longer-term accommodation at our accredited Foyer in Port Adelaide, outreach services, and early intervention support. We provide services across the metropolitan region, working with government, community services, businesses, schools, and local communities to support young people at risk. We currently employ around 35 workers with seven of these identifying as Aboriginal and Torres Strait Islander persons, together with an Aboriginal Board Director.

Our sphere of influence encompasses stakeholders at individual, organisational and community levels. Our vast network of employees, volunteers, and young people accessing our services means our internal networks can be quite influential. Externally, our influence extends to young people's families, the Port Grannies Group comprising Aboriginal and Torres Strait Islander Elders and leaders, alumni young people, partner agencies through the National Anglicare Network and the Adelaide North West Homelessness Alliance, South Australian Council of Social Services, local councils, government departments, and the broader public through advocacy, education and events.

With offices based on Kurna Country at Halifax Street, Waymouth Street (Youth110) and Port Adelaide (Foyer), SJYS's service footprint is extensive throughout metropolitan Adelaide.



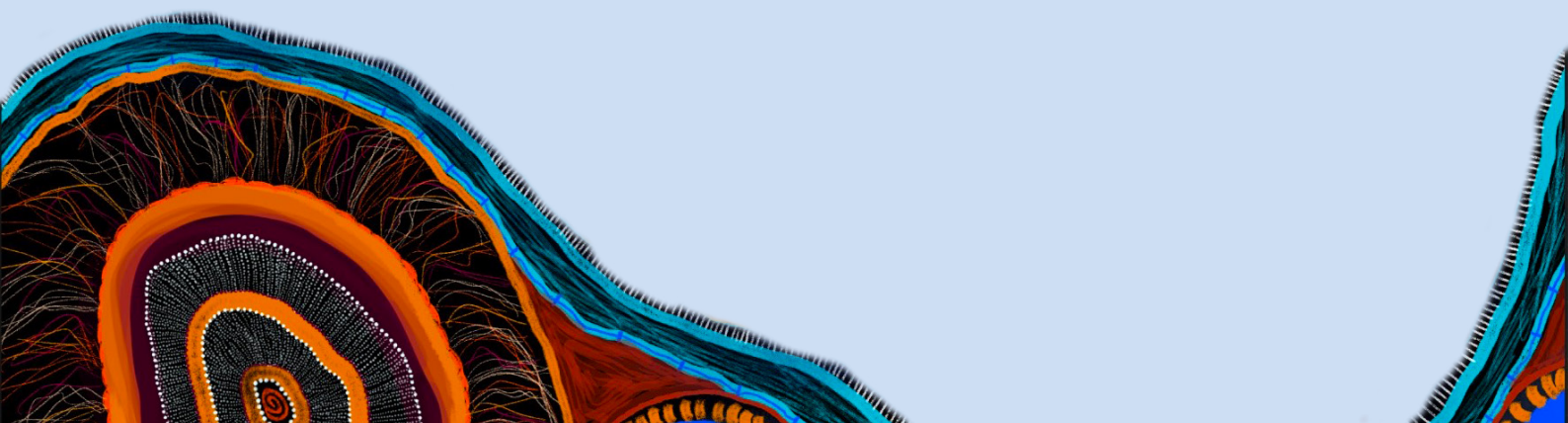
OUR RECONCILIATION JOURNEY

Our reconciliation journey commenced formally in 2014 with the development of our first RAP. As the first youth organisation in South Australia to launch an Innovate RAP, we were proud to follow this with our Stretch RAP in 2017 and another in 2022. Over these years, we have built meaningful and respectful relationships with Aboriginal and Torres Strait Islander communities, increased representation of Aboriginal and Torres Strait Islander young people in our services (now over 20%), and our Aboriginal and Torres Strait Islander workforce represents around 20% of our employees.

Key milestones we are proud of include the development of cultural supervision frameworks, reconciliation camps, stronger engagement with our alumni young people to co-design services, and partnerships with the Port Grannies Group. Furthermore, the Anglicare Network's Aboriginal and Torres Strait Islander Collective, Anglicare Australia National Reconciliation Network and our positive working relationships with other Aboriginal and Torres Strait Islander-led organisations are reflective of our organisation's commitment to reconciliation.

One of our most important learnings is young people can engage more meaningfully in our RAP process once their immediate crisis needs have been met, leading us to focus more on alumni participation in decision-making. We have also learned the importance of embedding cultural safety into all levels of our organisation through systemic changes, supported by our Weaving Our Worlds cultural capability framework.

After progressing through two Stretch RAPs, we now feel it is time to return to an Innovate RAP to enable us to pause and embed the gains we have made, strengthen our foundations, and ensure our progress is sustainable.



OUR RAP

We have developed this Innovate RAP to consolidate and embed the cultural capabilities, relationships, and governance structures we have built over the past six years. While the Stretch RAP challenged us to reach further, this Innovate RAP focuses on ensuring our commitments are truly embedded in practice, policy, and culture — strengthening our ability to influence positive change across our internal and external spheres.

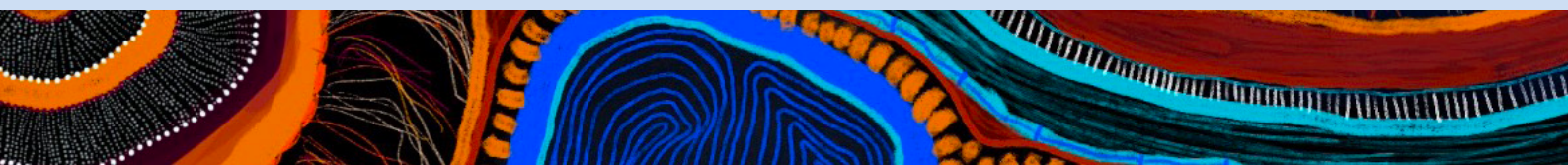
Our RAP is governed by a dedicated RAP Working Group (RWG), also known as our RAP Committee, which is comprised of Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander employees, young people, and community members. The RWG is co-chaired by our CEO and Aboriginal Cultural Broker, reflecting senior management commitment. The RWG meets regularly to oversee the development, implementation and monitoring of the RAP, and operates under a clear Terms of Reference that ensure decisions are informed by Aboriginal and Torres Strait Islander voices.

This RAP has been developed in consultation with internal and external stakeholders, including young people, alumni, the Port Grannies Group and sector partners. To guide this process and ensure cultural integrity and alignment with best practice, we engaged Marius Liddle of MTL Consulting Services — a proud Arrernte man and experienced reconciliation and cultural capability consultant — to provide independent oversight, facilitate engagement with key stakeholders, and support the organisation in resetting its reconciliation commitments through this RAP.

We also recognise the critical role our external sphere of influence plays in advancing reconciliation, and our RAP reflects this through engagement commitments with families, Elders, partner agencies, local government and advocacy groups.

Our RAP Champion is our CEO, who leads the organisation in prioritising reconciliation internally and externally.

To ensure proper cultural protocols, we have engaged a young Kaurna artist through Ochre Dawn to create original artwork for this RAP and have secured a licensing agreement for its respectful use.



THE PORT GRANNIES GROUP



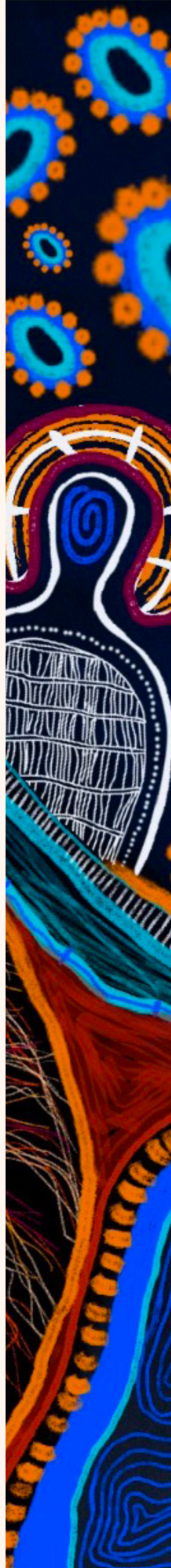
Photo of the Port Grannies Group supplied and used with permission of the Port Grannies Group.

The Port Grannies Group is a collective of Aboriginal and Torres Strait Islander grandparents who meet fortnightly at Foyer Port Adelaide.

Since forming in 1999, they have been a source of hope, guidance, and cultural strength for hundreds of families, including supporting those with Stolen Generations experience. Their work spans peer support, advocacy, cultural advice, community education and strengthening families.

For St John's Youth Services, the Grannies are more than partners: they are role models and trusted cultural advisors, helping us strengthen our connection with Aboriginal communities across Adelaide, particularly in the western suburbs. They share wisdom, offer interventions to support young people, and connect us to a broad network of government, non-government, and community organisations.

This relationship is truly two-way. While the Grannies provide invaluable cultural insight, SJYS supports their work through administration, transport, and catering. We deeply value their advocacy for positive change, including reforms in the criminal justice system, and are grateful for the role they play in shaping our reconciliation journey.



YOUNG PEOPLE'S VOICES

As Foyer Youth Advisory group members (YAG), we represent the larger Foyer community including Aboriginal and Torres Strait Islander people to advocate, build community and foster connections.

Foyer Port Adelaide, built on unceded Kaurna land, provides housing for young people aged 16-21 who at risk of homelessness, or young people experiencing housing instability. As YAG members, we carry our own stories with youth homelessness to promote positive change in our communities, both at a local and state level.

We believe reconciliation is necessary to promote resilience, strength, and to build long standing supports for young people in their local networks.

We want to acknowledge both the Port Grannies Group, and Alex Houthysen (Hill), a stolen generation survivor, for the invaluable knowledge, effort, and care that have been at the forefront of both this action plan, and the wider Foyer network.

Looking forward as a Foyer community, we believe we must actively participate in the ongoing effort for reconciliation and Aboriginal and Torres Strait Islander reparations.

OUR SPECIAL THANKS

St John's Youth Services acknowledges and thanks **Marius Liddle of MTL Consulting Services**, a proud Arrernte man and experienced reconciliation and cultural capability consultant, for his guidance and oversight during the development of this Innovate RAP.

Marius provided independent advice, facilitated meaningful engagement with key stakeholders, and supported the organisation to reflect, reset, and embed its reconciliation commitments.

We acknowledge **Tikana Telfer** for her contribution to the visual identity of this RAP through her Kaurna artistry. Commissioned via **Ochre Dawn**, Tikana's work references the culture and stories of the Kaurna people and reflects St John's Youth Services' intention to engage respectfully with Aboriginal and Torres Strait Islander communities. Her artistic and cultural input has significantly contributed to this document.

We extend our appreciation to the **SJYS RAP Committee, team members, young people, community and partners** whose valuable contributions assisted in the design and production of this document.



Photo of Marius Liddle supplied and used with permission of MTL Consulting Services.

OUR ACTION PLAN

RELATIONSHIPS

At St John's Youth Services, strong and respectful relationships with Aboriginal and Torres Strait Islander peoples are central to our ability to support young people and their families. We recognise that connection, trust, and meaningful engagement with Aboriginal and Torres Strait Islander communities are essential for creating culturally safe services, shaping responsive programs, and ensuring young people feel seen, heard and valued.

We believe reconciliation happens through relationships — through listening deeply, sharing experiences, and walking alongside Aboriginal and Torres Strait Islander peoples in genuine partnership. Through initiatives like engaging alumni young people, partnering with the Port Grannies Group, and collaborating with local Elders and Aboriginal and Torres Strait Islander-led organisations, we aim to build trust, mutual respect, and shared ownership of our reconciliation journey.

Focus area: Relationships align with our strategic commitment to meaningful engagement with young people, families, and community stakeholders to create services that are grounded in connection, trust and cultural safety.

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBLE |
|---|--|-----------------------------|--|
| 1/ Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. | Continue to meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to our strengthen and enhance our guiding principles for future engagement. | May 2026 May 2027 | Lead: CEO Support: Aboriginal Cultural Broker (ACB) |
| | Review and enhance SJYS engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations and incorporate learnings. | May 2026 May 2027 | Lead: CEO Support: ACB |
| 2/ Build relationships through celebrating National Reconciliation Week (NRW). | Circulate Reconciliation Australia's NRW resources and reconciliation materials to our teams. | April 2026 April 2027 | Lead: Youth110 Manager Support: Foyer Manager |
| | RAP Working Group members to participate in an external NRW event. | 27 May - 3 June, 2026, 2027 | Lead: CEO Support: ACB |
| | Encourage and support team members and senior leaders to participate in at least one external event to recognise and celebrate NRW. | 27 May - 3 June, 2026, 2027 | Lead: CEO Support: ACB |

RELATIONSHIPS CONTINUED

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBLE |
|---|--|-----------------------------|---|
| <p><i>Continued.</i></p> <p>2/ Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</p> | Organise at least one NRW event each year. | 27 May - 3 June, 2026, 2027 | Lead: Youth110 Manager Support: Foyer Manager |
| | Register our NRW events on Reconciliation Australia's NRW website. | May 2026 May 2027 | Lead: CEO Support: ACB |
| <p>3/ Promote reconciliation through our sphere of influence.</p> | Review and refine the employee engagement strategy to increase awareness of reconciliation throughout our workforce. | May 2026 May 2027 | Lead: Youth110 Manager Support: Foyer Manager |
| | Communicate our commitment to reconciliation publicly. | May 2026 January 2027 | Lead: CEO Support: Campaigns & Advocacy Lead (CAL) |
| | Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. | April 2026 | Lead: CEO Support: ACB |
| | Collaborate with RAP organisations and other like-minded organisations to further develop and explore new innovative approaches to advance reconciliation. | October 2026 | Lead: CEO Support: ACB |
| | Continue existing collaborations and deliver innovative results to community such as National Anglicare Network, the Adelaide North West Homelessness Alliance, and the South Australian Council of Social Services. | October 2027 | Lead: CEO Support: ACB |

RELATIONSHIPS CONTINUED

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBLE |
|--|---|--------------------------------|---|
| 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. | October 2026 | Lead: CEO Support: Campaigns & Advocacy Lead (CAL) |
| | Engage with Aboriginal and Torres Strait Islander employees and/or Aboriginal and Torres Strait Islander advisors to consult and review our Stop Racism policy. | December 2026 December 2027 | Lead: Youth110 Manager Support: Foyer Manager |
| | Continue to communicate and review Stop Racism policy for our organisation. | February 2027 February 2028 | Lead: Youth110 Manager Support: Foyer Manager |
| | Educate senior leaders on the effects of racism. | April 2026 | Lead: CEO Support: ACB |
| 5/ Embed lived experience of alumni Aboriginal and Torres Strait Islander young people into service design and cultural safety initiatives. | Develop a mechanism for alumni feedback to inform RAP Working Group decisions and service improvements. | July 2026 July 2027 | Lead: Youth110 Manager Support: Foyer Manager |
| | Incorporate alumni perspectives into cultural capability training and induction materials. | May 2026 May 2027 | Lead: CEO Support: ACB |
| | Continue to support and strengthen the Youth Advisory Group (YAG) as a key mechanism for embedding the voices and lived experiences of young people, particularly Aboriginal and Torres Strait Islander young people, into service design, delivery and RAP implementation. | May 2026 May 2027 | Lead: Youth110 Manager Support: Foyer Manager |

OUR ACTION PLAN

RESPECT

At St John's Youth Services, respect for Aboriginal and Torres Strait Islander peoples, cultures, histories, knowledge and rights is central to who we are and what we do. As a youth-focused organisation working on Kurna Country, we recognise that cultural safety, pride in identity, and connection to Country are critical to young people's wellbeing and self-determination.

We honour the strength, resilience, and wisdom of Aboriginal and Torres Strait Islander peoples, and our commitment to creating an environment where truth telling, learning, and celebration of the world's oldest living cultures are embedded in our daily practice.

Focus area: Respect aligns directly with our strategic commitment to cultural capability, equity, and inclusion across all programs and services, ensuring that young people feel safe, valued and empowered.

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBLE |
|---|---|----------------------|--|
| 6/ 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 our organisation. | May 2026 May 2027 | Lead: CEO Support: ACB |
| | Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy. | May 2026 May 2027 | Lead: CEO Support: ACB |
| | Review, update and communicate our cultural learning strategy, Weaving Our Worlds, for our employees. | May 2026 May 2027 | Lead: Youth110 Manager Support: Foyer Manager |
| | Provide opportunities for RAP Working Group members, managers and other key leadership employees to participate in formal and structured cultural learning. | May 2026 May 2027 | Lead: CEO Support: ACB |
| 7/ Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols. | Increase employees' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. | May 2026 May 2027 | Lead: CEO Support: ACB |
| | Communicate SJYS cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. | May 2026 May 2027 | Lead: Youth110 Manager Support: Foyer Manager |

RESPECT CONTINUED

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBLE |
|---|--|---|-----------------------------------|
| <p><i>Continued.</i></p> <p>7/ Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</p> | <p>Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.</p> | <p>May 2026 May 2027</p> | <p>Lead: CEO Support: ACB</p> |
| <p>8/ Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</p> | <p>Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.</p> | <p>May 2026 May 2027</p> | <p>Lead: CEO Support: ACB</p> |
| | <p>RAP Working Group to participate in an external NAIDOC Week event.</p> | <p>First week in July 2026, 2027</p> | <p>Lead: CEO Support: ACB</p> |
| | <p>Review policies and procedures to remove barriers to employees participating in NAIDOC Week.</p> | <p>May 2026 May 2027</p> | <p>Lead: CEO Support: CAL</p> |
| | <p>Promote and encourage participation in external NAIDOC events to all employees.</p> | <p>First week in July, 2026, 2027</p> | <p>Lead: CEO Support: ACB</p> |

OUR ACTION PLAN

OPPORTUNITIES

At St John's Youth Services, we recognise providing meaningful opportunities for Aboriginal and Torres Strait Islander peoples is essential to addressing inequity and supporting self-determination. As a youth-focused organisation, we see first-hand the strength, resilience, and aspirations of young Aboriginal and Torres Strait Islander people and the barriers they often face to accessing employment, education, and housing.

We are committed to creating pathways for Aboriginal and Torres Strait Islander peoples through employment, professional development, and leadership opportunities within our workforce, and through culturally appropriate, accessible services for the young people we work with. We also recognise the importance of supporting Aboriginal and Torres Strait Islander businesses and organisations through our procurement practices — contributing to economic participation and strengthening community capacity.

Focus area: Opportunities align with our strategic priorities of building workforce diversity, supporting economic participation of Aboriginal and Torres Strait Islander peoples, and embedding equity and inclusion across all aspects of our operations

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBLE |
|--|---|--------------------------|--|
| 9/ 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. | October 2026 | Lead: Youth110 Manager Support: Foyer Manager |
| | Engage with Aboriginal and Torres Strait Islander employees to consult on our recruitment, retention and professional development strategy. | October 2026 | Lead: CEO Support: ACB |
| | Review and build stronger Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. | April 2026 April 2027 | Lead: CEO Support: ACB |
| | Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. | April 2026 April 2027 | Lead: CEO Support: CAL |
| | Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. | April 2026 April 2027 | Lead: Youth110 Manager Support: Foyer Manager |

OPPORTUNITIES CONTINUED

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBLE |
|---|---|--------------------------|---------------------------|
| 10/ Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes, and find new ways to support Aboriginal and Torres Strait Islander businesses. | Review SJYS Aboriginal and Torres Strait Islander procurement strategy. | April 2026 April 2027 | Lead: CEO Support: ACB |
| | Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to employees, i.e. Supply Nation. | October 2026 | Lead: CEO Support: ACB |
| | Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. | October 2026 | Lead: CEO Support: ACB |
| | Investigate new ways to support Aboriginal and Torres Strait Islander business owners. | April 2026 April 2027 | Lead: CEO Support: ACB |
| | Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. | April 2026 April 2027 | Lead: CEO Support: ACB |

OUR ACTION PLAN

GOVERNANCE

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBLE |
|--|---|---|---------------------------|
| 11/ Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP. | Maintain Aboriginal and Torres Strait Islander representation on the RWG. | April 2026 April 2027 | Lead: CEO Support: ACB |
| | Continue support of the Port Grannies Group, to include support on the day of their meetings (paperwork support/ Administration, food provision, possible transport, Christmas celebration and reimbursement for formal codesign/advice). | April 2026 April 2027 | Lead: CEO Support: ACB |
| | Maintain and apply the Terms of Reference for the RWG. | April 2026 | Lead: CEO Support: ACB |
| | Meet at least four times per year to drive and monitor RAP implementation. | February, May, August, November (annually) | Lead: CEO Support: ACB |
| | 12/ Provide appropriate support for effective implementation of RAP commitments. | Define resource needs for RAP implementation. | April 2026 April 2027 |
| Engage our senior leaders and other employees in the delivery of RAP commitments. | | April 2026 April 2027 | Lead: CEO Support: ACB |
| Define and maintain appropriate systems to track, measure and report on RAP commitments. | | April 2026 | Lead: CEO Support: CAL |
| Maintain an internal RAP Champion from senior management. | | April 2026 April 2027 | Lead: CEO Support: ACB |

GOVERNANCE CONTINUED

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBLE |
|---|--|------------------------------|---------------------------|
| 13/ 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 | Lead: CEO Support: CAL |
| | Complete and submit the annual RAP Impact Survey to Reconciliation Australia. | 30 September, annually | Lead: CEO Support: ACB |
| | Report RAP progress to the St John's Youth Services board, employees and senior leaders quarterly. | October 2026 October 2027 | Lead: CEO Support: CAL |
| | Publicly report our RAP achievements, challenges and learnings, annually. | April 2026 April 2027 | Lead: CEO Support: CAL |
| | Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. | October 2027 | Lead: CEO Support: ACB |
| | Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. | April 2028 | Lead: CEO Support: ACB |
| 14/ Continue our reconciliation journey by developing our next RAP. | Register via Reconciliation Australia's website to begin developing our next RAP. | November, 2027 | Lead: CEO Support: CAL |

FURTHER INFORMATION

For information about our RAP and reconciliation journey contact:

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ST JOHN'S
YOUTH
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RECONCILIATION
ACTION PLAN
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