

s47F

**From:** Simone PERSSON  
**Sent:** Thursday, 9 January 2025 3:18 PM  
**To:** s47F  
**Subject:** FW: For awareness: PCFB - NATSIHA next steps (CEO discussion on Wednesday, 8 January 2025) [SEC=OFFICIAL:Sensitive]  
**Attachments:** EC24-001539 - Mr Zachariah Matysek.pdf; 20241211 NATSIHA Response to NIAA ltr 27.11.2024.pdf

OFFICIAL: Sensitive

OFFICIAL: Sensitive

**From:** Ian BARTHOLOMEW s47F @niaa.gov.au>  
**Sent:** Thursday, 9 January 2025 11:49 AM  
**To:** Sean WORTH s47F @niaa.gov.au>; Elizabeth TSITSIKRONIS s47F @niaa.gov.au>  
**Cc:** Andy JOHNSTON s47F @niaa.gov.au>; Simone PERSSON s47F @niaa.gov.au>; s47F s47F @niaa.gov.au>; Chris WILSON s47F @niaa.gov.au>; Jodie WOODWARD s47F @niaa.gov.au>  
**Subject:** For awareness: PCFB - NATSIHA next steps (CEO discussion on Wednesday, 8 January 2025) [SEC=OFFICIAL:Sensitive]

OFFICIAL: Sensitive

Hello Sean and Elizabeth

Jody invited Simone and I to a meeting yesterday to discuss the next steps in relation to NATSIHA. Jody previously wrote to NATSIHA formally raising concerns on 27 November 2024 and NATSIHA responded on 11 December 2024 (letters attached).

The response from NATSIHA has addressed some concerns, but other concerns remain. From a PCFB perspective, NATSIHA is currently and Intensive Support Compliance Matter case but unless the remaining concerns are rapidly addressed the plan is to formalise the case into a Compliance Review.

#### Next steps agreed with Jody

Jody agreed with the following next steps proposed by Simone and I:

1. Jody to send a short acknowledgement note back to NATSIHA (Simone's team to prepare).
2. Formal breach notices to be sent in relation to remaining concerns (Simone's team to liaise with GMU, PCFB and LSB).
3. Unless breaches remedied within time required, Compliance Review to be commenced (PCFB letter).

All next steps are intended to be undertaken no later than early February.

Please let me know if you would like further advice on this matter and we will arrange this between Simone and I with our branches.

Kind regards

Ian

---

**Ian Bartholomew** | Branch Manager  
Program Compliance and Fraud Branch | Integrity Group  
National Indigenous Australians Agency

(Working on Ngoonawal Country from Charles Perkins House, or from Home, in Canberra, ACT)

p. s47F | m. s47F | e. s47F @niaa.gov.au

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w. [niaa.gov.au](http://niaa.gov.au) w. [indigenous.gov.au](http://indigenous.gov.au)

Executive Assistant: s47F p. s47F | e. s47F @niaa.gov.au



The National Indigenous Australians Agency acknowledges the traditional owners and custodians of country throughout Australia and acknowledges their continuing connection to land, waters and community. We pay our respects to the people, the cultures and the elders past, present and emerging.



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s47F

**From:** s47F  
**Sent:** Tuesday, 28 January 2025 12:12 PM  
**To:** s47F RD  
**Cc:** s47F  
**Subject:** FW: NATSIHA Acquittal and Financial History [SEC=OFFICIAL]  
**Attachments:** Copy of 000 - NATSIHA - Acquittal and Financial History.xlsx; NATSIA FinStat 2023-25 ACNC.pdf

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

OFFICIAL

Hi s47F

We have been assessing the NATSIHA 2023/24 Financial acquittal and have some concerns.

Initially the acquittal seemed straightforward despite the significant \$2.9m underspend. We then checked it against the ACNC whole of organisation financial statements and this is where we became concerned. We asked s47F to review and he also expressed concerns about the financial statements and several inconsistencies regarding income and expenses. See attached for our analysis and the NATSIHA ACNC lodged financial statement for 2023/24.

Are you able to undertake a review. I understand that s47F had previously discussed this with you and had proposed this earlier. We will pause the Financial acquittal until we hear from you about next steps.

Happy to chat further.

Regards  
s47F

OFFICIAL

**From:** s47F @niaa.gov.au>  
**Sent:** Thursday, 23 January 2025 1:02 PM  
**To:** s47F @niaa.gov.au>  
**Subject:** RE: NATSIHA Acquittal and Financial History [SEC=OFFICIAL]

OFFICIAL

Regards

s47F is

Senior Agreement Manager and  
GMU SoC Coordinator

GMU Business Strategy | Grants Management Unit | Grants and Finance Group  
National Indigenous Australians Agency

Ph: s47F

s47F @niaa.gov.au

s47F

Ngunnawal Country  
Charles Perkins House, 16 Bowes Place, Phillip, ACT 2606, PO Box 2191 Canberra ACT 2601



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OFFICIAL

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**Sent:** Thursday, January 23, 2025 12:20 PM  
**To:** s47F @niaa.gov.au>  
**Subject:** FW: NATSIHA Acquittal and Financial History [SEC=OFFICIAL]

OFFICIAL

Regards

s47F

OFFICIAL

**From:** s47F ser@niaa.gov.au>  
**Sent:** Thursday, 23 January 2025 9:59 AM  
**To:** s47F rdt@niaa.gov.au>  
**Subject:** NATSIHA Acquittal and Financial History [SEC=OFFICIAL]

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Hi s47F

Here is the spreadsheet I mentioned on the phone just now.

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s47F | Team Leader  
Canberra Grant Management Unit | Finance and Grant Group  
Phone: s47F



OFFICIAL

NATSIHA 2024-25 Indicative Travel Budget

Travel Schedule	July	Reason	August	Reason	September	Reason	October	Reason	November	Info	December	Reason	January	Reason	February	Reason	March	Reason	April	Reason	May	Reason	June	Reason	TOTAL COST
Governance Training					\$10,000	South Austrlaia roll out			\$20,000	Northern Territory roll out			\$20,000	Western Australia roll out	\$25,000	Far North Queensland Roll out									\$75,000
Housing Standards					\$4,000	Establishment Meeting	\$10,000	Planning Meeting	\$10,000	Expert advisory Group meeting	\$10,000	Urban Cohort Engageme nt	\$10,000	Regional Cohort Engagement	\$20,000	Regional Cohort Engagement	\$10,000	Expert advisory Group - Draft consultation and recommendatio ns	\$10,000	Expert Advisory Group - Final draft					\$84,000
National Workforce Strategy					\$3,000	Executive Planning meeting	\$10,000	Team partners planning meeting	\$10,000	Expert advisory Group meeting 1	\$10,000	Expert AdvisoryM eeting 2	\$10,000	Consultation meeting	\$20,000	Consultation meeting 2	\$10,000	Expert advisory group draft development	\$10,000	Expert advisory group final draft meeting					\$83,000
Financial Litrac y					\$3,000		\$10,000		\$10,000		\$10,000		\$10,000		\$20,000		\$10,000		\$10,000						\$83,000
Sustainabilty							\$5,000	Parliament visit	\$5,000	Parliament visit			\$5,000	Industry Round Table	\$5,000		\$10,000	Strategic Board Meeting							\$30,000
Communication Travel							\$5,000	Website Content	\$5,000	Website Content	\$5,000	Website Content	\$5,000	Website Content	\$5,000	Website Content	\$5,000	Website Content	\$5,000	Website Content	\$10,000	Website Content			\$45,000
TOTAL TRAVEL BUDGET																									\$400,000

# OUR NATIONAL STRATEGY



## WHY WE EXIST

### OUR PURPOSE

Provide national leadership on First Nations Housing that empowers community-controlled solutions and self-determination.

## WHERE WE WANT TO BE

### OUR VISION

All Aboriginal and Torres Strait Islander people have housing that aligns with our diverse cultures and aspirations for the benefit of all Australians.



## WHAT WE STAND FOR

### OUR VALUES

EQUITY AND  
ACCESSIBILITY

COMMUNITY-LED SELF  
DETERMINED FUTURES

CULTURAL  
PRESERVATION

COLLABORATION  
AND PARTNERSHIPS

## WHAT WE STRIVE FOR

### OUR STRATEGIC PILLARS

#### EXCELLENCE IN FIRST NATIONS HOUSING



**01** Driving National Leadership: Championing excellence in First Nations Housing to reshape narratives and enact policy shifts, ensuring equitable solutions for Aboriginal and Torres Strait Islander communities.

#### EMPOWERED COMMUNITIES



**02** Empowering First Nation communities through strengthened representation, sustained collaboration, and targeted capacity-building, fostering self-determination and improved outcomes across the housing continuum.

#### SYSTEMIC AND STRUCTURAL REFORM



**03** Urgent systemic reform, reimagining funding for swift community impact, leveraging diverse partnerships to forge a more just and equitable future.



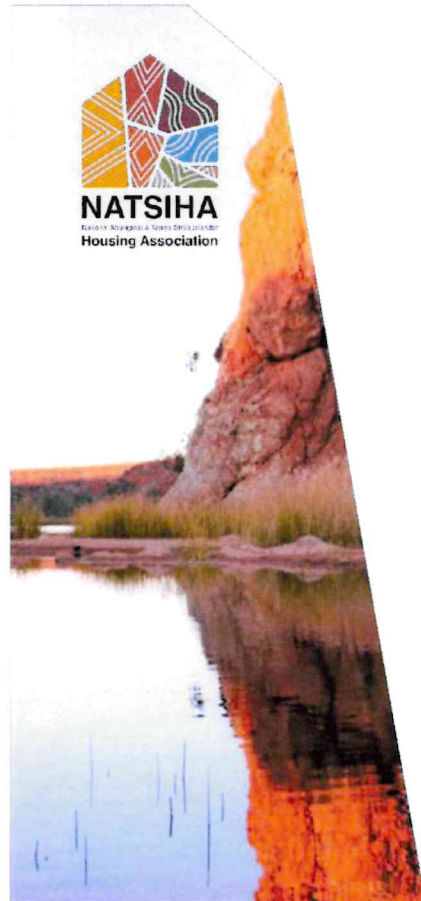




## FOCUS AREAS

Driving National Leadership: Championing excellence in First Nations Housing to reshape narratives and enact policy shifts, ensuring equitable solutions for Aboriginal and Torres Strait Islander communities.

<b>Lifting the narrative on the First Nations housing</b> sector Promoting awareness to elevate the profile and perception of the First Nations housing sector.	Underway
<b>User-centred housing solutions</b> Implementing strategies to ensure that the voices of diverse groups, including youth, Elders, and individuals with disabilities, are heard and contribute to the development of housing policy and solutions.	On track
<b>Culturally informed research, evidence and policy</b> Facilitate the development of culturally informed research, evidence and evaluation that will have a positive impact on and enhance outcomes across the First Nations housing continuum.	On track
<b>Respected and accountable housing peak body</b> Establish and strengthen our position as a respected and accountable voice for First Nations housing and homelessness.	On track
<b>Strong strategic collaborations</b> Form and strengthen strategic partnerships.	On track



# NATIONAL ABORIGINAL AND TORRES STRAIT ISLAND HOUSING ASSOCIATION

AGM | 07 November 2024



# OUR NATIONAL STRATEGY



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# YOUTH ROUND TABLE

# HOUSING FOR OLDER ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE

A woman with glasses and a ponytail is writing on a whiteboard. The whiteboard has a yellow header with the word 'Priority' and a list of points:

- **Increasing Risk** - comes to settlement in intensity
- **CRITICAL** - critical situation, very bad in company [in the world]
- **More serious** - emergency, not making a habit if the situation is **unstable**
- **Take up** - not want to touch more - **unstable** situation
- **Stable** - not get through **unstable** after
- **Stable** - not touch - not in **unstable** in other



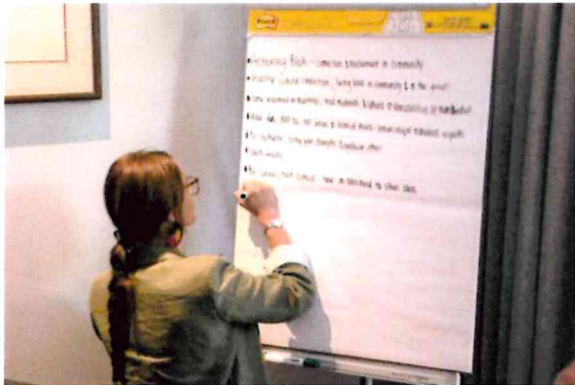
## USER CENTRED HOUSING SOLUTIONS

## YOUTH ROUND TABLE

NATSIHA's Youth Roundtable has come together four times in 2024, this has resulted in a partnership with the Foyer Foundation, the development of a set of First Nations Youth Housing principles and working with Homelessness NSW to explore Housing model options and pathways in 2025.

HOUSING FOR OLDER  
ABORIGINAL AND TORRES  
STRAIT ISLANDER PEOPLE

A series of Forums will kick off in early 2025 chaired by Uncle Ivan Simon to develop a position on Aged housing.





## CULTURALLY INFORMED RESEARCH

## PARTNERING WITH EDUCATION INSTITUTES OF IMPACT

**University Of Adelaide**

Culturally informed research, evidence and policy Facilitate the development of culturally informed research, evidence and evaluation that will have a positive impact on and enhance outcomes across the First Nations housing continuum.



THE UNIVERSITY  
*of* ADELAIDE

## CULTURALLY INFORMED RESEARCH

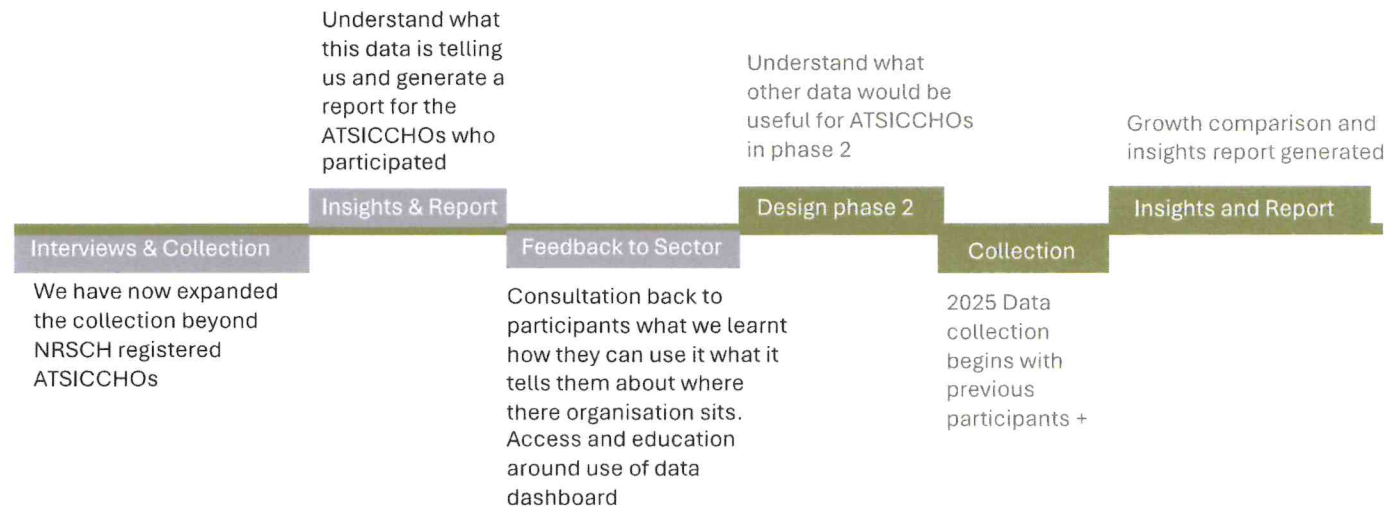
## SPOKEN DATA PROJECT

**Phase One Underway**

This project focuses on building housing data rooted in the real experiences of Aboriginal and Torres Strait Islander Community Controlled Housing Organisations. Our aim is to ensure that the data representing our sector is accurate, relevant, and community-owned.



[Link to survey](#)



RESPECTED AND ACCOUNTABLE PEAK BODY

## BUILDING OUR REPUTATION

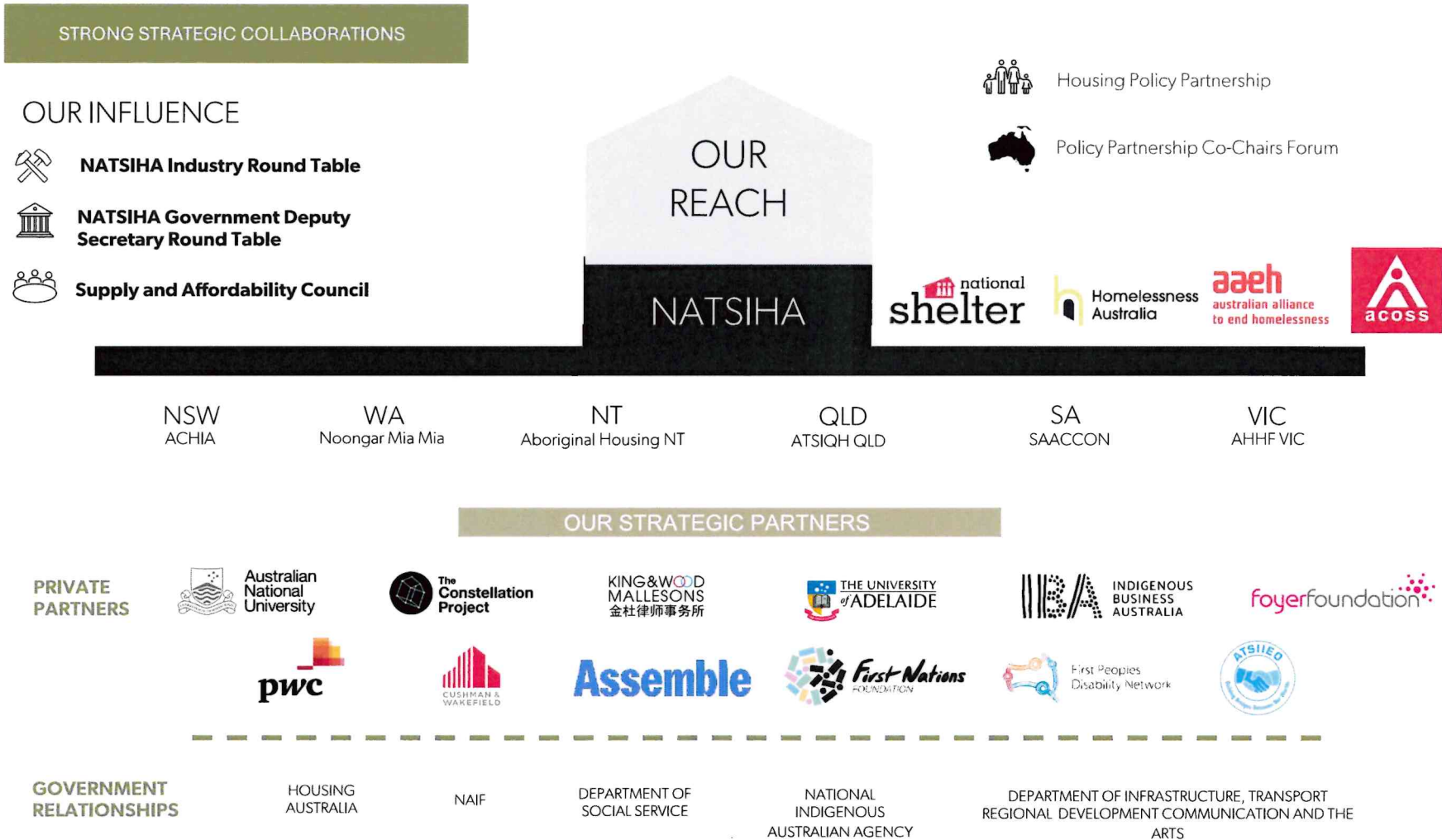
**Extensive Political Engagement:** Through ongoing dialogue with federal and jurisdictional leaders, NATSIHA is shaping housing policy, amplifying Aboriginal and Torres Strait Islander voices in high-level government discussions, and strengthening our role as a key advisor on housing issues.

**National Presence at Leading Forums:** NATSIHA is contributing thought leadership at pivotal national housing and homelessness forums, including the AHURI Homelessness Conference, the 5th National Housing and Homelessness Conference, the ACHIA Caucus, and the AHNT Conference. These engagements position NATSIHA as a leading voice on housing issues across Australia.

**International Advocacy:** Zachariah spoke at the Expert Mechanism on the Rights of Indigenous Peoples (EMRIP) in Geneva, advocating for Aboriginal and Torres Strait Islander housing rights on an international platform.

**Within our sector:** Through engagement with specific projects being delivered via NATSIHA we are learning more and engaging with our sector. These touch points will increase in 2025. We are continuously looking for ways to build connection and alignment across State and Territory Housing Peaks through workshops and fortnightly CEO check-ins.









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## FOCUS AREAS

Empowering First Nation communities through strengthened representation, sustained collaboration, and targeted capacity-building, fostering self-determination and improved outcomes across the housing continuum.

<b>Empower and develop the First Nations housing sector</b> Through the establishment of a federated model of state and territory housing peak bodies, NATSIHA will empower and provide ongoing strength and support to the First Nations sector.	Underway
<b>Assured community-owned consultation</b> Establish an assured community consultation framework, for government and policymakers that gives community control over the collection and ownership of their data.	Not Started
<b>Financial sustainability and diversification</b> Engage with partners and stakeholders to enhance funding and investment opportunities in Aboriginal and Torres Strait Islander housing and develop strategies to support the ongoing sustainability of the sector.	Underway
<b>Increase and diversify First Nations housing</b> Advocate for policies targeting affordable housing for First Nation communities, collaborate with stakeholders to address barriers to affordable housing, and facilitate the sharing of best practices for construction and management.	On track

EMPOWER AND DEVELOP THE FIRST NATIONS HOUSING SECTOR

# NATIONAL WORKFORCE STRATEGY

Delivery by April 2024

## OUTCOMES

A high level capability framework that identifies key capabilities for delivering on your new business strategy.

High level identification of core, leadership and functional skills and capabilities across the National Aboriginal and Torres Strait Islander housing sector.

A high level plan for a Workforce Strategy, co-designed with NATSIHA, that provides next steps to build out additional detail, refine and socialise.

## UNDERPINNED, BY THE FOLLOWING DELIVERABLES



High-level organisation structure



High-level capabilities, skills and role mapping



High-level capability framework



Workforce strategy workshop and outputs

EMPOWER AND DEVELOP THE FIRST NATIONS HOUSING SECTOR

## GOVERNANCE UPLIFT PROGRAM

The Governance Program is designed to future proof our sector for changes in government regulation, the training uses real life case studies so that participants can explore the approaches they could take and what practices could be put in place to mitigate risks for their organisation and directors in the future

### Training covers:

- Compliance of directors' duties
- Delegation of the Board's powers
- Managing internal and external disputes
- Financial governance and responsibilities
- Managing conflicts of interest
- Related party benefits
- Managing emerging trends and hazards (risk management)
- Board management

### Training delivered:

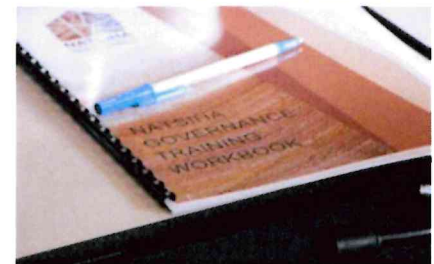
- Brisbane
- Sydney
- Darwin
- Melbourne
- Adelaide
- Youth Rt
- Thursday Island

### Coming Up

- Darwin
- Broome

### Proposed

- Mildura
- Gold Coast



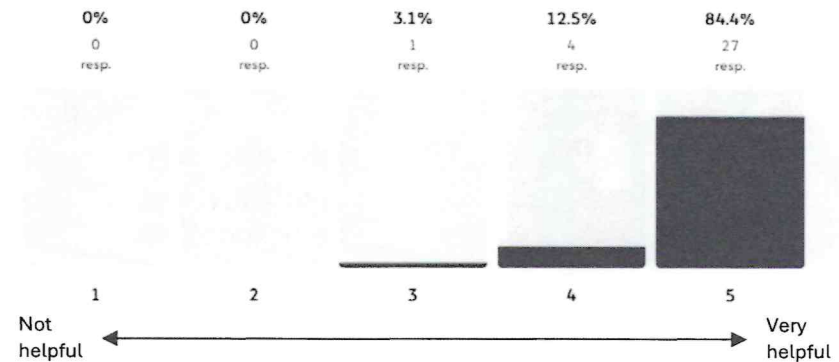
[Watch Video](#)

## EMPOWER AND DEVELOP THE FIRST NATIONS HOUSING SECTOR

## FEEDBACK

The Governance uplift program has been received well with participants requesting further sessions for their organisations to be able to attend and expressing an interest in continued training.

How do helpful do you think government training has been?



“ This workshop not only provided knowledge of governance and of being a Director but a chance to network with other organisations

“ That was excellent. I enjoyed the training and the new skills I have learned and need to investigate. Cheers

“ Informative and respectful training session. Thank you

“ Great course. All LALCS should do this course



## EMPOWER AND DEVELOP THE FIRST NATIONS HOUSING SECTOR

## OTHER PROJECTS UNDERWAY

**DEVELOPMENT OF NATIONAL HOUSING STANDARDS**

**Establishing Culturally Safe and Sustainable Standards:** The National Housing Standards Project is dedicated to developing housing standards that are culturally safe and aligned with the specific needs of Aboriginal and Torres Strait Islander communities. This initiative ensures housing quality that upholds cultural values and supports community well-being.

**Promoting Consistency and Quality Across Housing Initiatives:** By setting a clear national standard, the project seeks to promote consistency in housing quality, ensuring that homes across the country meet high standards of safety, sustainability, and cultural alignment for Aboriginal and Torres Strait Islander communities.

- This work is now ready for consultation with engagement beginning in December and early 2025

**FINANCIAL LITERACY****Empowering Financial Literacy through My Money My**

**Dream:** This project, in partnership with the First Nations Foundation, makes the My Money My Dream platform accessible to all ATSICCHOs registered under the NRSCH. The platform provides tools and resources designed to support financial empowerment for tenants and clients.

**Tailored Training for Housing Support:** The project includes specific training for staff within registered housing organisations, equipping them to guide clients in using the platform to manage housing-related financial matters, such as budgeting for rent, understanding tenancy responsibilities, and planning for long-term financial stability.

**Supporting Housing Stability through Financial Skills:** By clients gain control over housing-related finances, contributing to greater housing stability and overall financial resilience within communities.

Roll out for this is December onwards

## EMPOWER AND DEVELOP THE FIRST NATIONS HOUSING SECTOR

## STATE AND TERRITORY PEAK DEVELOPMENT

Western Australia	No Peak	April forum to be held in Broome bringing together WA housing organisations to discuss the development and advocacy for a Peak
South Australia	In development: 5 year funding proposal	A proposal has been submitted and accepted to the SA Housing Trust and Minister Champion
ACT	No Peak	Helen Wright is in discussion with NATSIHA to join as a board director
Tasmania	No Peak: TAC point of contact	Working with Tanya Harper from the Tasmanian Aboriginal Centre on discussions of an independent Aboriginal Housing voice in Lutuwita
NSW	Established: ACHIA	ACHIA Chair, Charlie Trindall sits as a NATSIHA Board Director
QLD	Established: ATSIHQ	ATSIHQ Chair, Mary Doctor sits as a NATSIHA Board Director
Northern Territory	Established: AHNT	AHNT CEO, Skye Thompson sits as a NATSIHA Board Director
VIC	Established: VAHVF	Aboriginal Housing Victoria CEO and secretariat of the VAHVF, Darren Smith sits as a NATSIHA Board Director

## FINANCIAL SUSTAINABILITY AND DIVERSIFICATION

## OPPORTUNITIES

**Developing a 10-Year Sustainability Proposal:** NATSIHA is exploring a long-term approach to financial sustainability with the creation of a 10-year proposal aimed at securing stable funding. This proposal targets two primary avenues: government support and partnerships with philanthropic organisations.

**Government Partnership for Enduring Support:** The government-focused proposal emphasises the need for sustained investment in housing initiatives that foster Aboriginal and Torres Strait Islander community wellbeing. By securing multi-year commitments, NATSIHA aims to enhance funding stability and ensure long-term program continuity.

**Philanthropic Engagement for Diversified Funding:** The proposal tailored for philanthropic partners seeks to engage foundations and private donors in supporting culturally safe and community-led housing projects. By diversifying funding sources, NATSIHA can reduce dependency on a single funding stream and strengthen the financial resilience of housing programs.

**Aligning Investment with Community-Driven Outcomes:** Both proposals underscore the importance of funding models that empower Aboriginal and Torres Strait Islander communities, supporting self-determined, culturally relevant solutions and ensuring that housing initiatives align with community needs and aspirations over the long term.





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## FOCUS AREAS

Urgent systemic reform, reimagining funding for swift community impact and leveraging diverse partnerships to forge a more just and equitable future.

<b>Community direct funding</b> Streamline the transfer of government funds to NATSIHA, ensuring swift and targeted distribution into communities based on need.	On track
<b>Formal strategic partnerships</b> We seek to establish formal strategic partnerships that align with our vision for housing reform. These partnerships will enable us to leverage resources, expertise, and influence to drive positive change in housing outcomes for our communities.	On track
<b>Owning the housing mandate</b> This mandate will provide NATSIHA with the authority and resources needed to influence housing policy and decision-making. It will ensure that the voice and needs of our communities are recognised and prioritised in all housing-related matters.	Underway
<b>Policy reform</b> Promoting policy reform at different government levels. We will champion policy changes aimed at tackling systemic inequalities, fostering cultural empowerment, and facilitating the establishment of secure, affordable, and sustainable housing options for Aboriginal and Torres Strait Islander people.	On track

## COMMUNITY DIRECT FUNDING

# DESIGNING A NEW SYSTEM FOR ACCESSING CAPITAL

Collaborating across Industry, Government and the Aboriginal and Torres Strait Islander Housing Sector

## Paving the Way for Community-Directed Funding: Designing a New System for Equitable Access to Capital

With momentum building, NATSIHA is spearheading efforts to establish a transformative funding model that channels capital directly through communities, empowering them to lead housing and economic initiatives.

## Gaining Traction: A New Approach to Capital Access to Support Community-Led Funding and Sustainable Growth

The conversation around creating a community-first capital access model is gaining traction, focusing on direct funding to empower Aboriginal and Torres Strait Islander communities to shape their own housing and economic futures.



FORMAL STRATEGIC PARTNERSHIPS

COMMUNITY DIRECT FUNDING

## INDUSTRY ROUND TABLE

### **Transforming Housing Systems: NATSIHA's Industry Round Table Champions Strategic Investment for Economic Independence in Aboriginal and Torres Strait Islander Communities**

NATSIHA's quarterly round table convenes strategic industry partners to drive system-wide transformation in housing delivery. Focused on fostering economic independence, these partnerships prioritise direct investment, empowering communities to create sustainable housing solutions that align with their social, cultural, and economic goals.

### **Empowering Community Control and Economic Independence: NATSIHA's Industry Round Table Champions Systemic Change in Aboriginal and Torres Strait Islander Housing**

The round table provides a platform for industry leaders and NATSIHA to work together in advancing community control over housing initiatives. By prioritising direct investments that enhance economic independence, this collaboration is driving a transformative approach to housing that aligns with community aspirations and needs.

KING & WOOD  
MALLESONS

mirvac

SIMONDS  
BUILDING HOMES SINCE 1949

pwc

ANZ

Assemble

CUSHMAN &  
WAKEFIELD





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pwc

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Assemble

CUSHMAN &  
WAKEFIELD

## POLICY REFORM

## POLITICAL ENGAGEMENT FOR REFORM (OCT-NOV)

10/10/2024	Minister Clare O'Neil	Federal Minister for Housing
12/09/2024	Jake Miller-Randel	Senior Advisor Clare O'Neil
9/10/2024	Kim Duong	Advisor to Deputy PM Richard Marles
3/10/2024	Varum Ghosh	Labour Senator for WA
27/08/2024	Lidia Thorpe	Independent senator for VIC
06/10/2024	Riley Greary	Advisor to Senator Jess Walsh (VIC)
06/10/2024	Ethan Bowering	Senior Advisor to Minister Gallagher
30/10/2024	Minister O'Neil	Federal Minister for Housing
30/10/2024	Simon Kent	Senior Advisor to Minister McCarthy
4/10/2024	Mary Doyle MP	
4/10/2024	Kerry Hackett	Senior Advisor to Plibersek
4/06/2024	Senator Malarndirri McCarthy	Minister for Indigenous Australians



## POLICY REFORM

## POLICY AREAS OF IMPACT

**Collaborative Engagement with NASHH:** NATSIHA has actively contributed insights and on-the-ground expertise to the National Aboriginal and Torres Strait Islander Housing and Homelessness (NASHH) strategy. Our input ensures that community priorities and culturally aligned housing solutions are embedded in national policy.

**Advocating for Accessible Funding:** Through sustained advocacy with Housing Australia, NATSIHA is working to ensure that the HAFF includes a dedicated, accessible funding round specifically for Aboriginal and Torres Strait Islander communities, prioritizing a streamlined, grant-based model that reduces barriers to access.

**Shaping a Grant-Based Funding Model:** NATSIHA's advocacy focuses on establishing a funding structure within HAFF that is grant-based rather than loan-based, recognizing the unique needs and goals of Aboriginal and Torres Strait Islander housing providers. This approach supports sustainable, community-driven projects that align with cultural and economic aspirations.

**Focused on Community Empowerment:** NATSIHA's collaboration with Housing Australia aims to create pathways that empower Aboriginal and Torres Strait Islander communities to lead their housing initiatives, ensuring that funds are directed toward projects that reflect local needs and drive long-term economic resilience.

## POLICY REFORM

## HOUSING POLICY PARTNERSHIP

As co-chair and sole secretariat of the Housing Policy Partnership, NATSIHA is committed to using this forum as a key driver for change and accountability in Aboriginal and Torres Strait Islander housing. As we approach our 6th meeting, we're seeing encouraging engagement across various territories, with some progress toward transparency from state governments.

Addressing certain challenges remains a work in progress, and we are actively working to find pathways forward.

We are also seeing positive opportunities emerge through the Policy Partnership's co-chair forums. These forums are helping unify a stronger voice on housing across the broader social determinants, highlighting housing's interconnected role with health, education, and economic wellbeing. Relationships are deepening across the secretariats involved, creating a foundation for collaborative influence and cross-sector alignment that we expect will strengthen outcomes over time.

We are focused on shaping a workplan and refining our three-year priorities with the aim of increasing the partnership's influence across the sector. Through this work, we aim to foster culturally safe, community-led housing outcomes that reflect the priorities of Aboriginal and Torres Strait Islander communities.



**OUR OFFICES**

3.01/24 Montgomery St.  
Kogarah, NSW

23/25-31 Grafton St.  
Cairns, QLD

We recognise the resilience, courage and commitment of all First Nations people and those who have dedicated themselves to serve our people in addressing First Nations housing and homelessness.



## Update on the National Housing Standards for Aboriginal and Torres Strait Islander Housing

The National Housing Standards project is advancing with a focused commitment to creating culturally informed and fit-for-purpose guidelines for housing within Aboriginal and Torres Strait Islander Community Controlled Housing Organisations (ATSICCHOs). Led by Uncle Ivan Simon, this initiative seeks to ensure housing is aligned with community needs, promoting long-term sustainability and well-being.

### The project prioritises:

- Cultural Empowerment: Embedding Aboriginal and Torres Strait Islander perspectives into the standards to reflect cultural values and practices.
- Community Engagement: Partnering with ATSICCHOs to co-design standards that are practical, flexible, and community driven.
- Quality and Safety: Ensuring that all housing meets high-quality standards, providing safe, durable, and comfortable living conditions.

This work is part of broader efforts to close the gap in housing outcomes, aligning with Outcome 9A of the Closing the Gap Agreement to reduce overcrowding and improve housing conditions. The standards will serve as a benchmark for new developments, upgrades, and maintenance, enabling a consistent approach across jurisdictions.

### Engagement Plan to Deliver by May 2025

Under the leadership of Uncle Ivan Simon, the engagement plan is designed to ensure the voices of Aboriginal and Torres Strait Islander communities are at the center of this process.

#### Phase 1: Stakeholder Identification and Preparation

- Map key stakeholders, including ATSICCHOs, state and territory housing bodies, and community leaders.
- Develop culturally appropriate communication materials outlining the project scope and goals.
- Establish an advisory group of Aboriginal and Torres Strait Islander housing experts to guide engagement.

#### Phase 2: Community and Sector Consultations

- Host regional workshops with ATSICCHOs and community representatives to gather insights on housing needs and priorities.
- Facilitate online consultations to reach broader audiences and ensure inclusivity.
- Compile feedback into a draft set of culturally informed standards.

#### Phase 3: Finalisation and Validation

- Finalise the National Housing Standards based on stakeholder input.
- Seek endorsement from key governance bodies

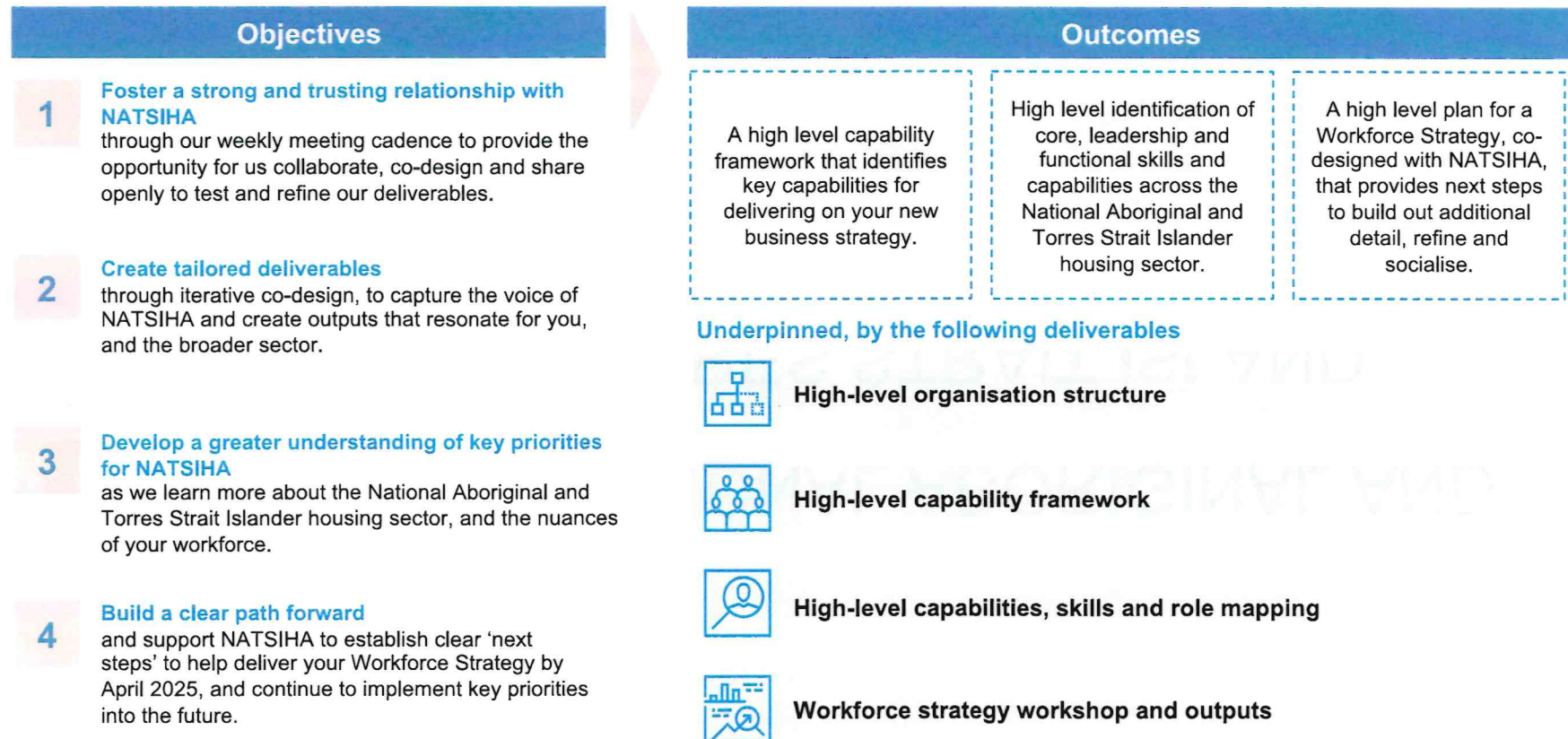
Under Uncle Ivan Simon's leadership, this project is grounded in cultural authority and community expertise. This engagement plan ensures that the standards are co-designed, widely supported, and ready for adoption by June 2025, setting a strong foundation for improved housing outcomes across the sector. Regular updates will be provided as the project progresses through each phase.



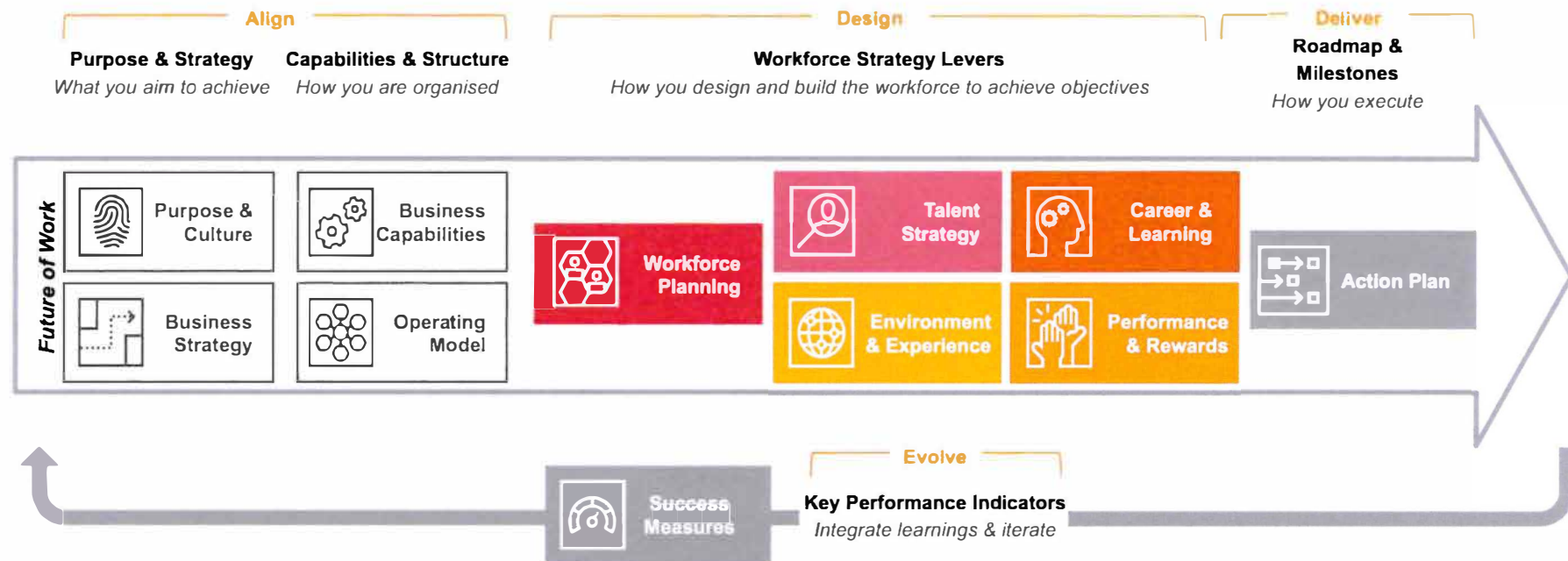
# NATIONAL ABORIGINAL AND TORRES STRAIT ISLAND HOUSING ASSOCIATION

Workforce Strategy Output| October 2024

# Objectives, outcomes and deliverables









## Deliverable 1

WIP - DRAFT FOR DISCUSSION

## Refined 5 core capability descriptors - to be validated

Capability	Strategic Nouns and Influencing	Relationship Building and Collaboration	Governance and Organisational Awareness	Culture and Community Focus	Leadership for Enduring Outcomes
Descriptor	Speak the language of Government to influence and drive systems change through navigating political environments and layers of legislation	Build enduring cross-sector relationships and work together to deliver community-led outcomes for Aboriginal and Torres Strait Islander peoples	Adhere to relevant regulatory requirements and best practice standards to deliver outcomes that foster trust and transparency	Embrace the diversity of Aboriginal and Torres Strait Islander peoples to unite others in achieving First Nations prosperity	Advocate for innovative housing solutions to support positive, sustainable change for all Aboriginal and Torres Strait Islander peoples
Behavioural indicators	<ul style="list-style-type: none"> <li>I translate key data and stories from a range of communities to create a community-led narrative that reflects and embodies the Aboriginal and Torres Strait Islander Housing sector</li> <li>I influence negotiations through narrative building and awareness of the current political landscape, and how this shapes and impacts the sector</li> <li>I leverage policy frameworks to communicate our organisation's vision and influence outcomes</li> <li>I liaise with external and internal stakeholders within my network to influence and drive change</li> </ul>	<ul style="list-style-type: none"> <li>I create strong, interpersonal and strategic partnerships with organisations, companies and external agencies</li> <li>I engage with a diverse range of peoples and communities, and am aware of intersectional nuances when working with different communities</li> <li>I listen to, collaborate and engage with, different communities to understand the range of challenges facing Aboriginal and Torres Strait Islander peoples and the housing sector</li> <li>I practice intercultural effectiveness by adjusting my approach to work with, and build, thriving connections and enduring cross-sector relationships</li> </ul>	<ul style="list-style-type: none"> <li>I practice robust data governance in alignment with industry best practices and standards</li> <li>I protect and advocate for Aboriginal and Torres Strait Islander data sovereignty</li> <li>I take time to document processes and policies safely and securely, for record keeping</li> <li>I actively build my awareness of, and take actionable steps to mitigate organisational and sector-specific operational risk, to manage a sustainable organisation and workforce</li> <li>I navigate complex cultural and mainstream governance systems to meet community needs and organisational governance requirements</li> </ul>	<ul style="list-style-type: none"> <li>I draw from my cultural understanding and knowledge, as well as lived and learnt experiences, to provide culturally specific services to different groups and communities</li> <li>I apply industry specific and people-centric, trauma-informed support to workers and community members</li> <li>I maintain a strong connection and role within Aboriginal and Torres Strait Islander communities to design and deliver on people-led strategies</li> <li>I listen to and amplify the voices of communities, and am attuned and adaptable to their needs</li> </ul>	<ul style="list-style-type: none"> <li>I embrace innovation and lead structural and systemic reform to create enduring outcomes that align to community needs</li> <li>I deliver on my operational commitments to drive value across NATSIHA while ensuring I support and uphold our health, safety and wellbeing policies and commitments</li> <li>I create spaces that are supportive and nourishing, enabling people in my team to thrive with clear leadership pathways</li> <li>I navigate complex structures and systems with agility to deliver on organisational strategy</li> </ul>





# WELCOME

## FEDERAL HOUSING MINISTER | NATSIHA ROUND TABLE DISCUSSION

WEDNESDAY 30 OCTOBER, 2024

Better never settles



# NATSIHA HOUSING DASHBOARD | *SPOKEN*

## National State of Indigenous Housing

### The Challenge – Why is this important to solve

There is a need to develop **data sovereignty** and build a housing data system that reflects the experiences and needs of ACCOs.

Lack of existing data raises the need to collect data that is **accurate, relevant, and owned** by communities it serves to support **informed decision making and advocacy efforts**.

### Impact of *Spoken*

1. Data ownership and transparency for ACCHO's
2. Mobilisation and partnership strengthening of the sector
3. Demonstrates that this is an investable asset class
4. An advocacy tool
5. Supports more informed housing delivery and management
6. Enhances private sector understanding of the sector

### Example of a Sector Benefit – Fostering Transparent Partnerships

ACCO's contribute to *Spoken*

ACCHO's will regularly contribute data to *Spoken* and support data sovereignty

Data shows ACCO land availability

*Spoken* will show land availability across providers and the ability to coordinate with NATSIHA for ownership information

Supports partnerships to develop

Partnerships will be supported between land availability and financing ability

Sector matures and improvements to capacity

Sector develops and is strengthened through improved capacity for housing needs, partnerships and data sharing

*Spoken will materially impact how future housing policy for the sector is shaped through a grounded truth and understanding of the sector that is driven by community-controlled organisations.*

# STRATEGIC SECTOR DASHBOARD

## Spoken First Nations Housing Dashboard



### Spoken – First Nations Housing

Strategic Overview

Asset Data

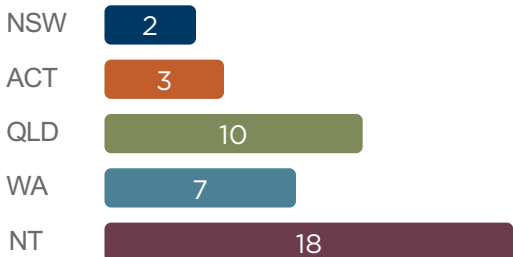
Funding Opportunities

No. of ACCOs	NRSCH Registered	Total Tenants Served	Total Waitlisted Tenants
23	20	145	120

### Sector Needs and Desires

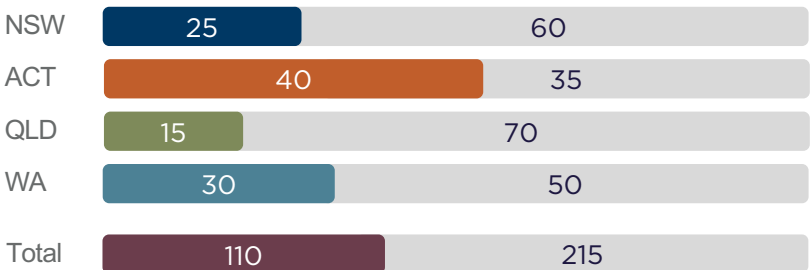
Category	% of Respondents
Additional funding required	80%
Developmental land required	30%
Human resource training	5%
Software capability requirement	10%
Bid support for grant funding	40%
Access to data and information	20%

### Sector Site/Land Availability

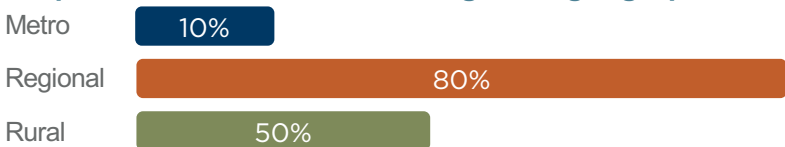


Development sites ACCHOs identify as 'shovel ready'

### Sector Capacity Gap (tenants serviced vs waitlist)

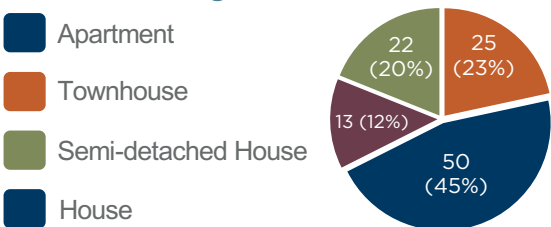


### Proportion of ACCHOs servicing each geographic area

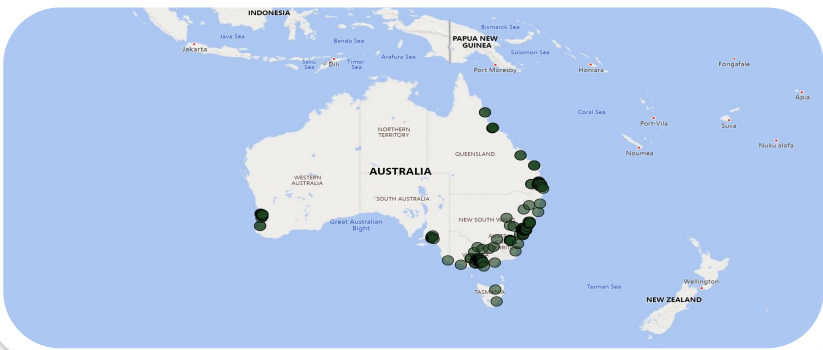


% of ACCHOs with assets categorised as one of the three demographics (overlap is due to ACCHO's servicing more than 1 demographic)

### Sector Housing Mix



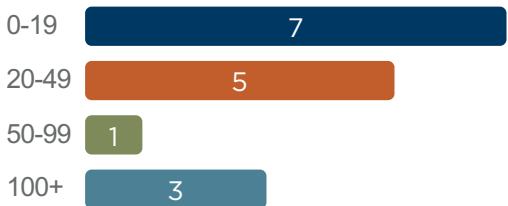
### ACCHO Size and Locations



### Funding and Financing Sources



### Portfolio Size



ACCHO portfolio size for owned and managed assets

FOI/2425/045

Cushman & Wakefield

OFFICIAL

Data is for illustrative purposes only, and does not reflect actual data

Released under the FOI Act by the  
National Indigenous Australians Agency (NIAA)