

HOME

Monthly Magazine
DECEMBER 2021
ISSUE 12

MAGAZINE

ATSIHQ *Holiday Edition*

ATSIHQ **CELEBRATES** FIRST AGM

A wrap up of **ATSIHQ's**
BIG 2021

DEPOSIT-FREE LOANS **HELP HOUSING**
issues in REMOTE QUEENSLAND

WA Aboriginal Community
CONTROLLED ORGANISATION WINS
\$32 Million housing tender

NT Aboriginal Corporations
WINNERS in NEW
HOUSING project

TOP TIPS *for self-care*
THESE HOLIDAYS

A time to reflect on 2021



Aboriginal and Torres Strait Islander
Housing Queensland





HOW TO CONTACT US

Home Magazine welcomes submissions from our members and partners on the great work that is being undertaken to improve Aboriginal and Torres Strait Islander housing outcomes in Queensland. If you would like to contribute story ideas for consideration or comment on items in Home Magazine, please contact

our Communications Team at
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Previous Home Magazine issues can be viewed online at
www.housingqueensland.com.au

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2 WELCOME

3 PEAK BODY UPDATE

Aboriginal and Torres Strait Islander Housing Queensland

4 QUEENSLAND HOUSING NEWS

ATSIHQ's first Annual General Meeting

5 ATSIHQ's first Annual General Meeting

6 QUEENSLAND AND NATIONAL HOUSING NEWS

Deposit-free loans help housing issues in remote Queensland

WA Aboriginal Community Controlled Organisation wins

\$32 Million housing tender

NT Aboriginal Corporations winners in new housing project

7 ATSIHQ SELF CARE TIPS

Top tips for self-care these holidays

8 ATSIHQ SELF-REFLECTION

A time to reflect on 2021

9 CALENDAR/HISTORY

Looking Back in History



As we near the end of the year, our organisation has the chance to look back at all of the great work we have achieved alongside you during our inaugural year of operation. We're incredibly proud of what's been achieved and we hope when you are too when you read through this edition.

In this month's HOME Magazine we report off the back of our first Annual General Meeting and our second Board Meeting which coincided with the release of our Annual Report. As usual, we will keep you up to date on the following pages with an overview of what occurred during the meetings and some of the actions to follow now and into the new year.

While we reflect, we also bring our big inaugural year to a close. As our board and staff finish the year strongly, we wish to thank all of our stakeholders, members and supporters for what has been a year to remember. To those that have been there for our development, launch, incorporation and engagement activities throughout the year, we also thank you for your time and effort.

This edition of HOME Magazine is special. In a year that for many has been very busy, with an added dash of uncertainty, it's important that we take stock over the holiday period to relax, rejuvenate and get ready for the year ahead. That's why in this edition, we have also decided to put a focus on some health, well-being and personal development articles ahead of the break. We hope these articles inspire you to take stock and reflect from a personal perspective.

As an organisation, we too will take some time out to refresh ourselves for the new year. Our organisation will close from 23 December 2021 – 10 January 2022.

We can't wait to begin 2022 for what is set to be an even bigger year for Aboriginal and Torres Strait Islander Housing Queensland. On behalf of our organisation, we wish you, your family and friends all the best for the festive season and new year. We will see you in 2022!

MARY DOCTOR AND ANGELINA AKEE

CHAIRPERSON AND DEPUTY CHAIRPERSON

ABORIGINAL AND TORRES STRAIT ISLANDER HOUSING QUEENSLAND

ABORIGINAL AND TORRES STRAIT ISLANDER HOUSING QUEENSLAND

Update #12

Aboriginal and Torres Strait Island Housing Queensland held its second Board Meeting on Wednesday, 17 November 2021. The following reveals the key decisions raised, discussed and approved at the meeting. The full communique is available at www.housingq-ueensland.com.au

IN ATTENDANCE WERE:

- ATSIHQ Directors: Mary Doctor (Chair); Angie Akee (Deputy Chair); Gary White; Michelle Hooke; Virginia Mayo; Glenis Grogan; and Charles Martin
- ATSIHQ Employees: Neil Willmet, CEO and John Huggins, GM, Communications & Partnerships
- ATSIHQ Company Secretary: Sophie Pettigrew

DECISIONS

CONFIRMATION OF COMPANY SECRETARY

The ATSIHQ Board formally appoint Sophie Pettigrew as Company Secretary and authorised person of ATSIHQ for the purpose of ASIC and ACNC administration.

FIRST FINANCIAL YEAR PERIOD

The Board resolved to extend the first financial year of ATSIHQ from the date of registration to 30 June 2022.

SPECIAL GENERAL MEETING

The Board resolved to hold a Special General Meeting of the Company in or around February 2022 for the purpose of appointing a Company Auditor.

UPDATE OF 2021-22 ANNUAL GOVERNANCE & MANAGEMENT CYCLE

The Board resolved to approve the updated 2021-22 Annual Governance and Management Cycle.

MATTERS FOR NOTING

The Board noted the change of Deputy Director-General, Housing and Homelessness of Ms Trish Woolley to Mr Darren Scott and looks forward to maintaining the strong partnership with the Department.

ADVOCACY AND PARTNERSHIPS

The Board discussed the organisations ongoing role in advocacy and potential partnerships with State and National housing stakeholders.

**SPECIAL GENERAL
MEETING
FEBRUARY
2022**

OTHER ATSIHQ NEWS

ANNUAL REPORT

This month, ATSIHQ published its first annual report. This annual report provides information about ATSIHQ's financial and non-financial performance for 2020-21. The intent of this annual report is to tell the story of what we do, why we do it, and how our work provides support and assistance to our Members who work tirelessly to improve the housing outcomes of Aboriginal and Torres Strait Islander peoples in Queensland. This year's annual report predominantly outlines the establishment and achievements of ATSIHQ.

CEO SITE VISITS

In November, the CEO will build on existing visits to regional Queensland to understand the challenges and opportunities for ICHO's. The CEO will visit ICHO's in Townsville and Bowen.

MEMBERSHIP DRIVE

ATSIHQ is continuing its call for new members to join the organisation to help drive better outcomes for Aboriginal and Torres Strait Islander Housing in the State. With memberships increasing, ATSIHQ will be increasing its efforts in coming months.

PRESENTATION TO UMPI KORUMBA

The Board presented the Chair, as representative of Umpi Korumba Aboriginal and Torres Strait Islander Corporation for Housing, with the Commemorative Plaque in acknowledgment of the professionalism and support of Umpi Korumba in establishing Aboriginal and Torres Strait Islander Housing Queensland.



News

ATSIHQ CELEBRATES
ITS FIRST ANNUAL
GENERAL MEETING

ON 17 November 2021, Aboriginal and Torres Strait Islander Housing Queensland held its first Annual General Meeting (AGM) at 41 George Street, Brisbane. The meeting was held as a hybrid meeting via Teams allowing for members to participate from various Queensland locations.

The AGM provided an opportunity for ATSIHQ to report on its achievements in its inaugural year. The article below provides a summary of the meeting with reports from the Chair and CEO and feedback from Members.

MEMBERS IN ATTENDANCE AT THE AGM WERE:

- A.B.I.S Community Cooperative Society Ltd, Townsville
- Aboriginal & Torres Strait Islander Corporation for Welfare Services, Mt Isa
- ATSIHS Brisbane Ltd, Brisbane
- Girudala Community Cooperative Society Ltd, Bowen
- Goolburri Regional Housing Company, Dalby
- Gungarde Community Centre Aboriginal Corporation, Cooktown
- Kalwun Development Corporation, Gold Coast
- Ngoonbi Community Services Indigenous Corporation, Kuranda
- Torres Strait Co-Operative Society Ltd, Thursday Island
- Umpi Korumba Aboriginal & Torres Strait Islander Corporation for Housing, Brisbane
- Yumba-Meta Limited, Townsville

APOLOGIES

- Jumbun Limited, Murray Upper
- Woompera Muralug Cooperative Society, Cairns

CHAIRPERSON REPORT

The Chairperson presented members with an overview of the major

achievements of ATSIHQ over the past year:

- ATSIHQ was successfully established after over 10 years of lobbying by Aboriginal and Torres Strait Islander community housing providers in Queensland who have sought a peak body to represent their interests;
- Umpi Korumba Aboriginal and Torres Strait Islander Corporation for Housing secured funding from the Department of Communities, Housing and the Digital Economy (DCHDE) to establish ATSIHQ;
- The Housing Working Group met monthly between January and June 2021 to oversee and guide the successful establishment of the organisation;
- ATSIHQ recruited leaders with a track record in achievement to lead the day-to-day work to establish the organisation;
- The organisation developed the company constitution; determined Membership categories; and identified housing priorities;
- In May 2020, ATSIHQ incorporated and registered the company, secured office premises in the Brisbane CBD and launched ATSIHQ at Queensland Parliament House;
- ATSIHQ built a strong corporate governance by adopting the Australian Institute of Company Directors Governance Principles; developing a Governance Framework; developing a Governance and Management Cycle;
- To guide members and partners, the organisation developed the ATSIHQ website and developed multiple free resources;
- The organisation started to engage with members (and future members), build partnerships and participate in key meetings that were related to Aboriginal and Torres Strait Islander housing outcomes;
- ATSIHQ also partnered with the DCHDE to deliver the 3rd Queensland ICHO Forum which updated participants on the combined work of both organisations.

CEO REPORT

The CEO further elaborated on the above achievements, speaking to the key activities that have been delivered to ensure ATSIHQ is a sustainable and credible organisation that can be a trusted partner of Queensland ICHO's, Queensland Indigenous Councils and our partners.

At a sector level, these key achievements include:

- Providing advocacy at the State and National level relating to Aboriginal and Torres Strait Islander housing matters and investment in Queensland;
- Forming strategic partnerships with key organisations to educate, highlight and increase Aboriginal and Torres Strait Islander housing outcomes across the State;
- Developing the ATSIHQ Stakeholder Engagement Strategy to identify key stakeholders and guide the organisation's work with them;
- Identifying ICHO Sector strengthening activities that are required to create a strong and sustainable Sector in Queensland;
- Developing a draft ATSIHQ Strategic Plan to share with Queensland ICHO's to seek their guidance and input on the organisation's future work;
- Developing a draft ICHO Sector Workforce Development Strategy to improve employee outcomes;
- Engaging locally with Queensland ICHO's and Indigenous Councils in Queensland;
- Conducting site visits with some Queensland ICHO's to better understand the needs of these ICHO's; and
- Listening to Queensland ICHO's and Indigenous Councils in Queensland when they identified and raised concerns about Aboriginal and Torres Strait Islander housing.

FINANCIAL REPORT

The CEO provided an overview of grant expenditure to date, with the Chairperson noting that, due to its date of registration, the organisation had agreed to extend their first financial year to 30 June 2022 as permitted under the Corporations Act 2001 with audited financial statements to be provided to Members at the 2022 Annual General Meeting.

OTHER BUSINESS

Both the Chairperson and CEO acknowledged the contributions and support of the following key stakeholders throughout the last year:

- The Queensland Government, in particular, the Department of Communities, Housing and Digital Economy;
- Umpi Korumba Aboriginal and Torres Strait Islanders Corporation for Housing for securing and managing the funds for the establishment of ATSIHQ;
- The ATSIHQ Directors and the proxy members of the Housing Working Group; and
- All the Queensland Aboriginal and Torres Strait Islander community housing providers, Chief Executive Officers/General Managers and Boards that have provided encouragement and public support for ATSIHQ during the successful establishment of the organisation.

Members congratulated ATSIHQ on the organisation's Annual Report, the high standard of the organisation's professionalism and commended the organisation for their achievements over the last year.

MEETING CLOSE

The Chairperson thanked the Board for their support during the past year and acknowledged the performance of the CEO in leading ATSIHQ through its successful establishment.



DEPOSIT-FREE LOANS HELP HOUSING ISSUES IN REMOTE QUEENSLAND

In Queensland's gulf region, it has been virtually impossible for locals to buy their own home. Some have reported being denied loans because of so-called 'postcode bans' or having to offer up extortionate deposits.

In a community as remote as Burketown, it has been too expensive to build new homes, even before the pandemic-induced building materials and labour shortages.

But an agreement between the Burke Shire Council, Westpac, and social services organisation Headstart Homes is finally opening doors.

The deal will see nine council-owned properties sold to council staff, deposit-free, without the need for mortgage insurance and at a 40 per cent discount. Of the 200 people who live in Burketown, 48 are council staff who are deemed low-risk buyers in the agreement.

The profits made by the council will then be invested into building more houses.

Headstart Homes wants this style of home loan to be provided around the country to help families out of the social housing system.

Reference: 'Deposit-free loans to help ease 'utterly crippling' housing issues in remote Queensland', ABC News, December 2021

WA ABORIGINAL COMMUNITY CONTROLLED ORGANISATION WINS \$32 MILLION HOUSING TENDER

THE Western Australian Government has reaffirmed its commitment to closing the gap for Aboriginal Western Australians, naming an Aboriginal Community Controlled Organisation (ACCO) as the successful proponent to deliver housing services across the remote Ngaanyatjarra (NG) Lands.

The northern Goldfields based Ngaanyatjarra Services Aboriginal Corporation (NSAC) will manage housing maintenance on the NG Lands under a pilot head contract arrangement with the Department of Communities.

The contract will have an estimated value of up \$32 million, which would make it the third largest contract signed with an Aboriginal organisation since the McGowan Government introduced its Aboriginal Procurement Policy in 2018.

Under the agreement, NSAC will manage housing maintenance in the NG Lands until 2025.

The Department of Communities has been working in partnership with the NSAC for over four years to co-design a new service delivery model to meet specific needs in the NG Lands.

It's anticipated the new contract will provide greater training and employment opportunities for people living in NG Lands.

Reference: 'Ngaanyatjarra maintenance contract reaffirms WA commitment to Closing the Gap', Western Australia Government, November 2021



NT ABORIGINAL CORPORATIONS winners in NEW HOUSING PROJECT

THE Northern Territory Government's remote housing program has reached another milestone with the first tenders awarded as part of an \$81 million deal that will see around 150 homes built and improved across the Groote Archipelago.

The NT Government has teamed up with the Anindilyakwa Land Council in a joint investment towards the biggest project since the inception of the Remote Housing Investment Package in 2017.

Period contracts, worth nearly \$17 million, awarded by select tender to Aminjarrinja Enterprises Aboriginal Corporation and GEBIE Civil and Construction, will cover the first year of works under the NT Government's commitment.

The scope of works includes demolition, construction and upgrades within the Alyangula township and major communities of Angurugu, Umbakumba and Milyakburra.

Over the next five years 76 homes will be constructed, with 74 existing homes to be extended under the Room to Breathe program across the two main islands in the archipelago.

Reference: 'Rollout underway in \$81 million Groote Archipelago housing project', Northern Territory Government, December 2021



Top tips for self-care these holidays

The Aboriginal and Medical Research Council of New South Wales released a 'Self-Care Toolkit' which we thought was perfect for this edition of HOME Magazine. The following article outlines the top tips for taking a break this holiday period. However, you don't have to do them all. Self-care is a personal practice and what works for you may not work for someone else, so it's good to try a few different techniques to find the best practice for you.

THE LIST

A great way to focus on making sure you do everything you need to do while also taking time for yourself, is writing down a list. Once you've got your list, number each task/activity in terms of how much of a priority it is for you, starting at number one and working your way down. At the end of this task you'll have a list of the tasks you need to do and activities you want to do. Try to always fit in at a balanced amount of tasks and activities.

MOVE EVERY DAY

Physical activity doesn't have to be an hour-long high intensity workout that makes you sick. Physical activity can be as little as talking the stairs, or parking a bit further away from work so that you can increase your daily steps.

LEARN SOME SUPER QUICK RECIPES

Slaving over a hot oven is no fun, especially when you've had an awful day and arrive home late at night. To make sure that on these

days you don't reach for unhealthy convenience foods learn some super quick recipes you can knock up in an instant.

TALK AND WALK

If you tend to be on the phone a lot, think about ways you can get active during these long calls. Getting out of the office and going for a walk somewhere quiet can be a great way to get some exercise without losing any concentration whilst on the phone, or even pacing in your office whilst on the phone can help keep you active and healthy.

PRACTICE SELF-REFLECTION

Yes 'self-reflection' is a very wishy washy subject but it is the foundation for good self-esteem and confidence. As a worker it's important for you to be confident, so you can help others to be confident. Confidence can be affected by a range of experiences and is constantly fluctuating. An important exercise to practice is taking a moment, whether that's while meditating, walking or just sitting quietly, to reflect on your-

self and whether you are spending more time trying to be someone else, than you are just being yourself. In society today we are constantly being told to do certain things or be a certain person, we forget to just BE.

STRESS LESS

Everyone manages stress differently however a good exercise to do is to make sure you have a balanced amount of tasks/activities in your day that nourish you and or deplete you. Write down every single thing you do in an average day from waking up to going to bed. Next to each item put an N for nourish, or a D for deplete, or an N & D for both. If you have more Ds than Ns perhaps you need to reflect on what more you could do in your day that nourishes you. It's all about balance as we can't expect to be stress free all the time.

Reference: 'Self-Care Tool Kit', Aboriginal and Medical Research Council of New South Wales, November 2021

REMEMBER
TO JUST BE
YOU



A time to reflect on 2021



As we move into the new year, many leading organisations suggest that reflection is key to self-improvement. At ATSIHQ, we quite liked this article called ‘*Why you should make time for self-reflection*’ in the Harvard Business Review, they simply recommend getting started. If you don’t know where or how to start, these tips below give a good starting point to build on as you begin your self-reflection journey.

IDENTIFY SOME IMPORTANT QUESTIONS. BUT DON’T ANSWER THEM YET. HERE ARE SOME POSSIBILITIES:

- What are you avoiding?
- How are you helping your colleagues achieve their goals?
- How are you not helping or even hindering their progress?
- How might you be contributing to your least enjoyable relationship at work?
- How could you have been more effective in a recent meeting?

SELECT A REFLECTION PROCESS THAT MATCHES YOUR PREFERENCES

Many people reflect through writing in a journal. If that sounds terrible but talking with a colleague sounds better, consider that. As long as you’re reflecting and not just chatting about the latest sporting event or complaining about a colleague, your approach is up to you. You can sit,

walk, bike, or stand, alone or with a partner, writing, talking, or thinking.

SCHEDULE TIME

Most leaders are driven by their calendars. So, schedule your reflection time and then commit to keep it. And if you find yourself trying to skip it or avoid it, reflect on that!

START SMALL

If an hour of reflection seems like too much, try 10 minutes. Set yourself up to make progress, even if it feels small.

DO IT

Go back to your list of questions and explore them. Be still. Think. Consider multiple perspectives. Look at the opposite of what you initially believe. Brainstorm. You don’t have to like or agree with all of your thoughts – just think and to examine your thinking.

ASK FOR HELP.

For most leaders, a lack of desire, time, experience, or skill can get in the way of reflection. Consider working with a colleague, therapist, or coach to help you make the time, listen carefully, be a thought partner, and hold you accountable.

Reference: “Why You Should Make Time for Self-Reflection”, Harvard Business Review, 2017



COMING UP IN *January 2022*

1 JANUARY
NEW YEARS DAY



26 JANUARY
SURVIVAL DAY

Aboriginal peoples and Torres Strait Islander peoples have mixed feelings about celebrating this day—some consider it a day of mourning, and others use the day to mark the survival of their ongoing traditions and cultures.

26 JANUARY 1972
THE ABORIGINAL TENT EMBASSY IS ESTABLISHED
Four Aboriginal men (Michael Anderson, Billie Craigie, Bert Williams and Tony Coorey) set up a beach umbrella on the lawns opposite Parliament House in Canberra in protest against the alienation of Aboriginal people by the government.

26 JANUARY 1938
DAY OF MOURNING
Aboriginal people protested against Australia Day and called it a ‘Day of Mourning’.



3 JANUARY
NEW YEARS DAY PUBLIC HOLIDAY



10 YEARS AGO (DECEMBER 2011)

IN RESPONSE TO THE NT INTERVENTION, leaders in East Arnhem Land found the Yolngu Nations Assembly (Yolŋu Makarr Dhuni) in Galiwinku to resource practical work toward a treaty for Arnhem Land.

20 YEARS AGO (DECEMBER 2001)

20 DECEMBER – 90TH DAVIS CUP (TENNIS): France beats Australia in Melbourne (3-2)

30 YEARS AGO (DECEMBER 1991)

PAUL KEATING MAKES HIS SECOND LABOR LEADERSHIP CHALLENGE. This time, he wins 56–51 and becomes Australia’s 24th Prime Minister the next day.

LOOKING BACK IN *History*





Aboriginal and Torres Strait Islander
Housing Queensland

A NEW PEAK HOUSING BODY IS HERE

Aboriginal and Torres Strait Islander Housing Queensland was established in early 2021. We are a new not-for-profit organisation that is the professional peak representative body for Aboriginal and Torres Strait Islander housing providers in Queensland. We are an Aboriginal and Torres Strait Islander organisation and our purpose is to improve Aboriginal and Torres Strait Islander housing outcomes in Queensland.

WANT TO BE A MEMBER?

Run an Aboriginal and Torres Strait Islander housing
organisation in Queensland?

Or are you an Indigenous Council in Queensland?

THEN YOU BELONG WITH US!

To become a Member of Aboriginal and
Torres Strait Islander Housing Queensland
and to enjoy our benefits, please email us at
membership@housingqueensland.com.au