

Aboriginal Housing
Northern Territory

Strategic plan

2024–27



Acknowledgements

Aboriginal Housing Northern Territory works with deep respect for country and its rightful owners, ancestors and elders, past and present. We recognise the continuing connection to lands and waters and extend our respect to all Aboriginal and Torres Strait Islander people.

Message from the Chair

As chair of the board of directors, it is my privilege to present the *Strategic Plan 2024-27* for Aboriginal Housing Northern Territory (AHNT). It embodies our collective vision, values and aspirations as we work to transform the housing sector for Aboriginal people in the Northern Territory.

Our vision is clear; we want 'Aboriginal housing in Aboriginal hands', so that Aboriginal-controlled organisations are making the decisions and providing housing that meets the needs of our people. To achieve our vision, we will focus our efforts over 5 areas:

1. Support our members.
2. Develop and share knowledge.
3. Embed good governance and management.
4. Grow respectful and effective partnerships.
5. Advocate and influence.



We acknowledge the work of elders, leaders, and Aboriginal Peak Organisations NT in establishing AHNT. We are grateful for the tireless efforts of our members and acknowledge the significant contribution of those that set us on this path in 2015 to revitalise Aboriginal-controlled housing and homelands.

This plan sets a clear course for us to support Aboriginal organisations to provide housing that is fit for culture and country – and services that enable residents to thrive. It is an ambitious plan. We know that to achieve our goals we will rely on our friends in the land councils, government and the broader community. We thank you for your partnership.

Alan Mole, Chair of the board of directors
12 March 2024

Message from the CEO

As the Aboriginal-controlled peak body for Aboriginal housing in the Northern Territory, we are working for a future where Aboriginal people have housing that is safe, secure and reflective of our diverse cultures and knowledges. This plan sets out focus areas and actions for how we can best represent and support Aboriginal-controlled housing organisations to achieve that.

In the Territory, there are **too few houses** and many of them are very **run-down**, and **no good culturally or environmentally**. Far more people are homeless here than the rest of Australia – and most homeless people are Aboriginal.

All those factors combine to limit health, education and employment prospects for our people. For example, preventable diseases like trachoma and rheumatic heart disease persist in Aboriginal populations. Their prevalence is directly linked to poor housing including overcrowding.

At every stage – from design and construction through to maintenance and tenancy support – Aboriginal people



should lead the decision-making. We want **appropriate** and **affordable** housing for Aboriginal people – managed by Aboriginal-controlled organisations.

To approach this goal, we work closely with our members and the sector, including land councils, the Northern Territory and Australian governments, universities, industry bodies and philanthropists to influence the design of policies and programs to ensure housing is safe and secure and to strive for housing that is right for culture and climate.

We have an incredible responsibility – and privilege – to help bring about long-lasting, meaningful change for Aboriginal people, who will benefit from a strong and prosperous Aboriginal housing sector.

Skye Thompson, CEO
12 March 2024

Our members



The Arnhem Land Progress
Aboriginal Corporation



Anindilyakwa Housing
Aboriginal Corporation



Bawinanga
Aboriginal
Corporation



Community Housing
Central Australia



Demed
Aboriginal
Corporation



Ingkerreke Services
Aboriginal Corporation



Julalikari
Council
Aboriginal
Corporation



Kalano
Community
Association



Laynhapuy
Homelands
Aboriginal
Corporation



Mabunji Aboriginal
Resource Indigenous
Corporation



Ngaliwurru-
Wuli Aboriginal
Corporation



Ngurratjuta/Pmara
Ntjarra Aboriginal
Corporation



Tangentyere
Council
Aboriginal
Corporation



Urapuntja
Aboriginal
Corporation

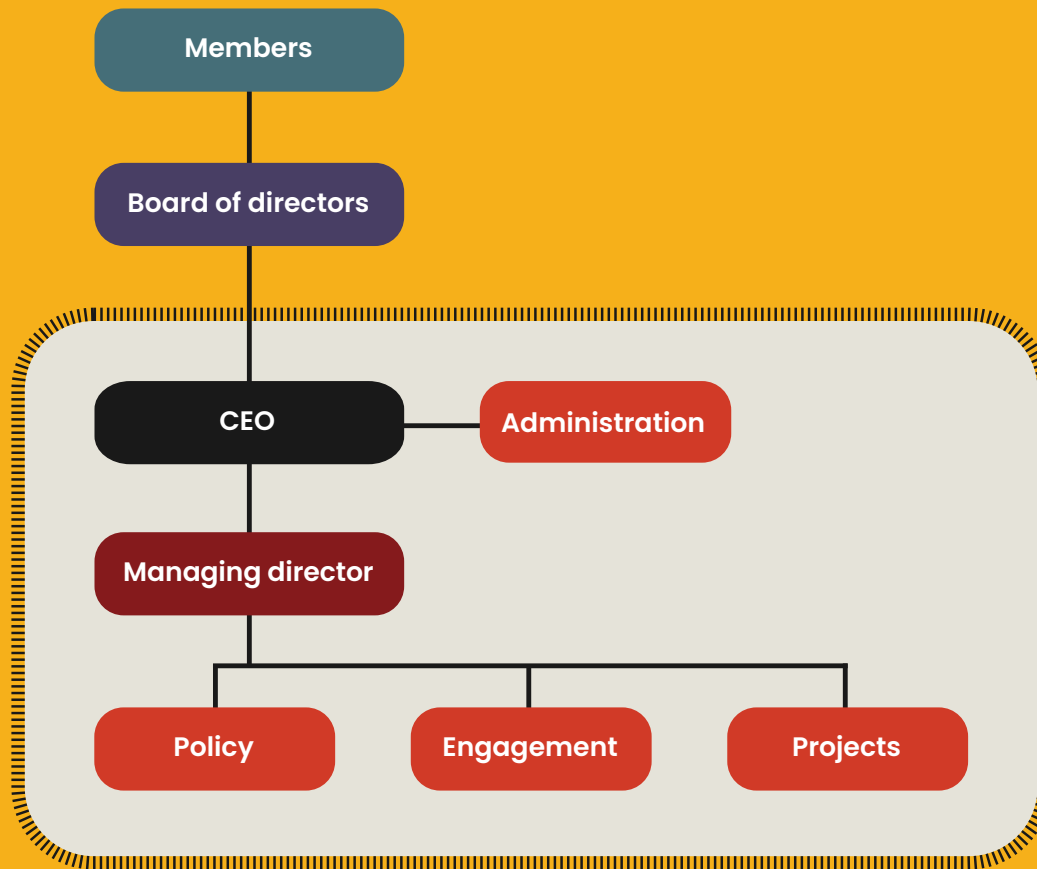


Yapa-Kurlangu
Ngurrara
Aboriginal
Corporation



Yilli Rreung
Housing
Aboriginal
Corporation

Our structure



Members are all Aboriginal-controlled housing or service providers. They set the rules for the corporation and elect the directors.

Directors are all Aboriginal people. They set the strategic direction.

Chief Executive Officer is Skye Thompson, a highly-skilled Arrernte/Kaytetye woman.

AHNT **staff** is 12 people; 8 of us are Aboriginal.



Numbulwar, 1998

Our story

Vision forms

2015

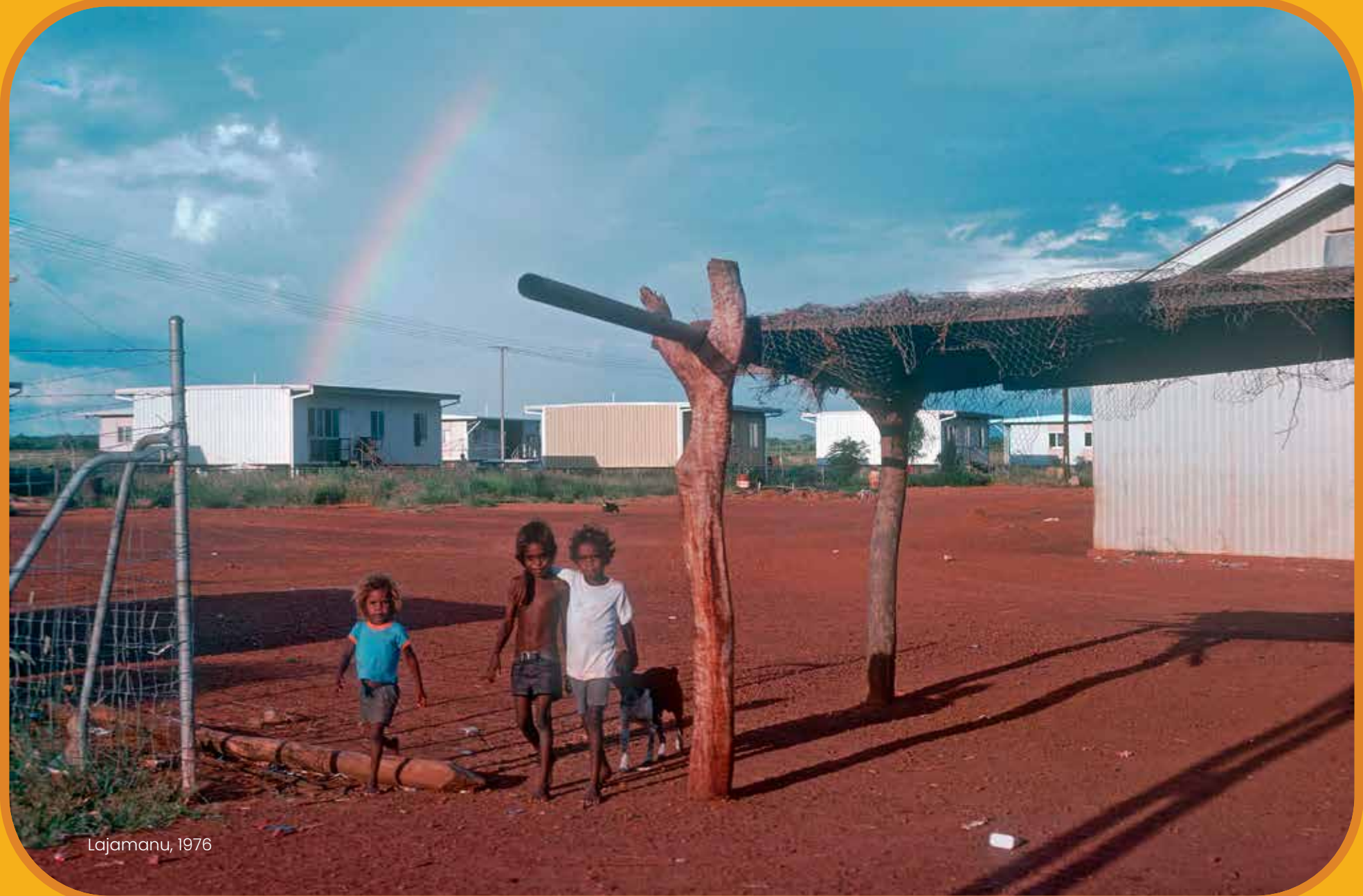
At the Aboriginal Peak Organisations NT (APO NT) Aboriginal Housing Forum, Aboriginal elders and leaders resolved to regain control over Aboriginal housing development, design, construction and property and tenancy management.

2015–18

Committee

AHNT grows as a committee of APO NT, advocating, advising, and contributing as needed to proposals, discussion papers, strategies and reviews.





Lajamanu, 1976





Our focus areas

To support our vision, this plan sets out our goals and objectives over the next 3 years under 5 focus areas.

1

Support our members: We strengthen Aboriginal-controlled organisations across the Northern Territory.

2

Develop and share knowledge: We amplify our member and community voices to broaden awareness and deepen understanding of the sector's circumstances, challenges and solutions.

3

Embed good governance and management: We work to ensure AHNT is a sustainable, transparent and well-governed organisation.

4

Grow respectful partnerships: We develop and maintain impactful partnerships to build capacity, grow the sector and generate lasting outcomes.

5

Advocate and influence: We advocate to strengthen Aboriginal-controlled organisations and influence policy design to support effective and resilient housing and homelands.

1 Support our members

Goals

1.1 Support member organisations to achieve their goals

1.2 Attract new members

1.3 Support members to gain and maintain registration under NRSCH

1.4 Develop a communications strategy to inform and engage members

1.5 Share housing knowledge and good practice with members

Steps

1.1.1 Support management and governance training for members

1.1.2 Support workforce attraction, retention and development for members

1.1.3 Explore potential of back-office services to members

1.1.4 Work with the sector, government and land councils to establish a model for Aboriginal-controlled housing across communities, town camps and homelands.

1.1.5 Explore options through the Joint Steering Committee (JSC) to establish an Aboriginal housing authority to embed Aboriginal control throughout the sector.

1.2.1 Develop a marketing strategy to attract new members

1.3.1 Support members to gain and maintain NRSCH registration

1.3.2 Produce resources to assist members with NRSCH registration, policies, and implementing national standards

1.4.1 Communicate NTG reforms and other information to members

1.4.2 Establish a member/stakeholder feedback channels

1.4.3 Produce regular newsletters about current activities and progress

1.5.1 Develop sector forums to provide support to members, share knowledge and good practice

1.5.2 Support members to engage in relevant government initiatives

1.5.3 Support members to provide housing services that promote safety and the 9 healthy living practices



Nyirripi, 1993

2 Develop and share knowledge

Goals

- 2.1 Develop AHNT's capacity to engage with communities to inform research and policy development
- 2.2 Develop research partnerships and joint research initiatives on priority matters for Aboriginal housing
- 2.3 Promote best practice, social policy positions, and provide advice for the sector and government
- 2.4 Influence and share knowledge nationally

Steps

- 2.1.1 Identify the needs, ideas and aspirations of our members and communities
- 2.1.2 Develop and implement an engagement strategy for remote housing, homelands and town camps
- 2.1.3 Gather and analyse qualitative and quantitative data about housing and homelands
- 2.2.1 Work with Menzies School of Health Research to investigate options for Aboriginal-controlled governance of remote housing in the NT
- 2.2.2 Make a research plan
- 2.2.3 Investigate and document Aboriginal-led building in remote communities
- 2.3.1 Contribute to models and policy for Aboriginal housing
- 2.3.2 Promote cultural safety in Aboriginal housing
- 2.3.3 Collect and analyse data from homelands to influence and strengthen Aboriginal housing policy
- 2.4.1 Communicate policy positions and insights at conferences and forums
- 2.4.2 Distribute the AHNT newsletter to national partners
- 2.4.3 Share information and build our audience and reach on social media

3 Embed good governance and management

Goals

- 3.1 Strengthen AHNT policies, risk management and record keeping
- 3.2 Ensure good governance practices
- 3.3 Implement staff support, development, and review processes
- 3.4 Ensure long-term financial sustainability for AHNT

Steps

- 3.1.1 Implement internal policies and procedures
- 3.1.2 Implement and monitor an internal risk management framework
- 3.1.3 Develop and implement a records management system
- 3.2.1 Governing documents and strategic plan are available online
- 3.2.2 Review and refresh the rule book
- 3.2.3 Complete all actions from the ORIC *Healthy Corporations Checklist*
- 3.2.4 The board participates in regular governance training and continuous improvement
- 3.3.1 Develop a staff development and career pathways plan
- 3.3.2 Encourage staff feedback through informal and formal channels
- 3.3.3 Monitor staff turnover, recruitment timeframes and Aboriginal employment
- 3.4.1 Develop AHNT's 5 Year Financial Plan
- 3.4.2 Ensure compliance with funding contracts
- 3.4.3 Seek funding to purchase a head office for AHNT
- 3.4.4 Establish a gift fund



Umbakumba, 1976

4 Grow respectful and effective partnerships

Goals

- 4.1 Actively participate in strong partnerships with NT, Australian and local governments
- 4.2 Strengthen relationships with land councils and associate members
- 4.3 Establish and maintain partnerships NATSIHA, NT Shelter and key peak organisations
- 4.4 Welcome informal opportunities to work with people and organisations who share our values and goals

Steps

- 4.1.1 Participate and contribute to NTG committees
- 4.1.2 Develop a formal relationship with the NT Registrar for the National Regulatory System for Community Housing (NRSCH)
- 4.2.1 Develop a memorandum of understanding (MoU) with land councils
- 4.3.1 Activate the MoU with NT Shelter
- 4.3.2 Establish an MoU with NATSIHA
- 4.4.1 Express our openness to collaborations on our website and in other forums
- 4.4.2 Be responsive to approaches from potential collaborators and partners

5 Advocate and influence

Goals

- 5.1 Develop and implement a communications plan
- 5.2 Develop a suite of policy positions
- 5.3 Advocate for individual members as needed
- 5.4 Actively contribute to the Joint Steering Committee Northern Territory and Commonwealth governments working groups
- 5.5 Advocate for better housing design for liveability and climate change

Steps

- 5.1.1 Design and develop a communications plan
- 5.2.1 Develop a clear policy position in relation to various topics including governance of the Aboriginal housing system, water, Aboriginal employment and workforce development, good design and construction
- 5.3.1 Respond and act on member concerns as needed
- 5.4.1 Be present and contribute to all seven working groups
- 5.4.2 Partner with members and stakeholders to advocate for Aboriginal-led housing design
- 5.5.1 Partner with members and stakeholders to advocate for Aboriginal-led housing design



ABORIGINAL HOUSING IN ABORIGINAL HANDS