

HIPPY First Nations Governance Network Meeting #4 Record of Meeting

3 September 2026

Online



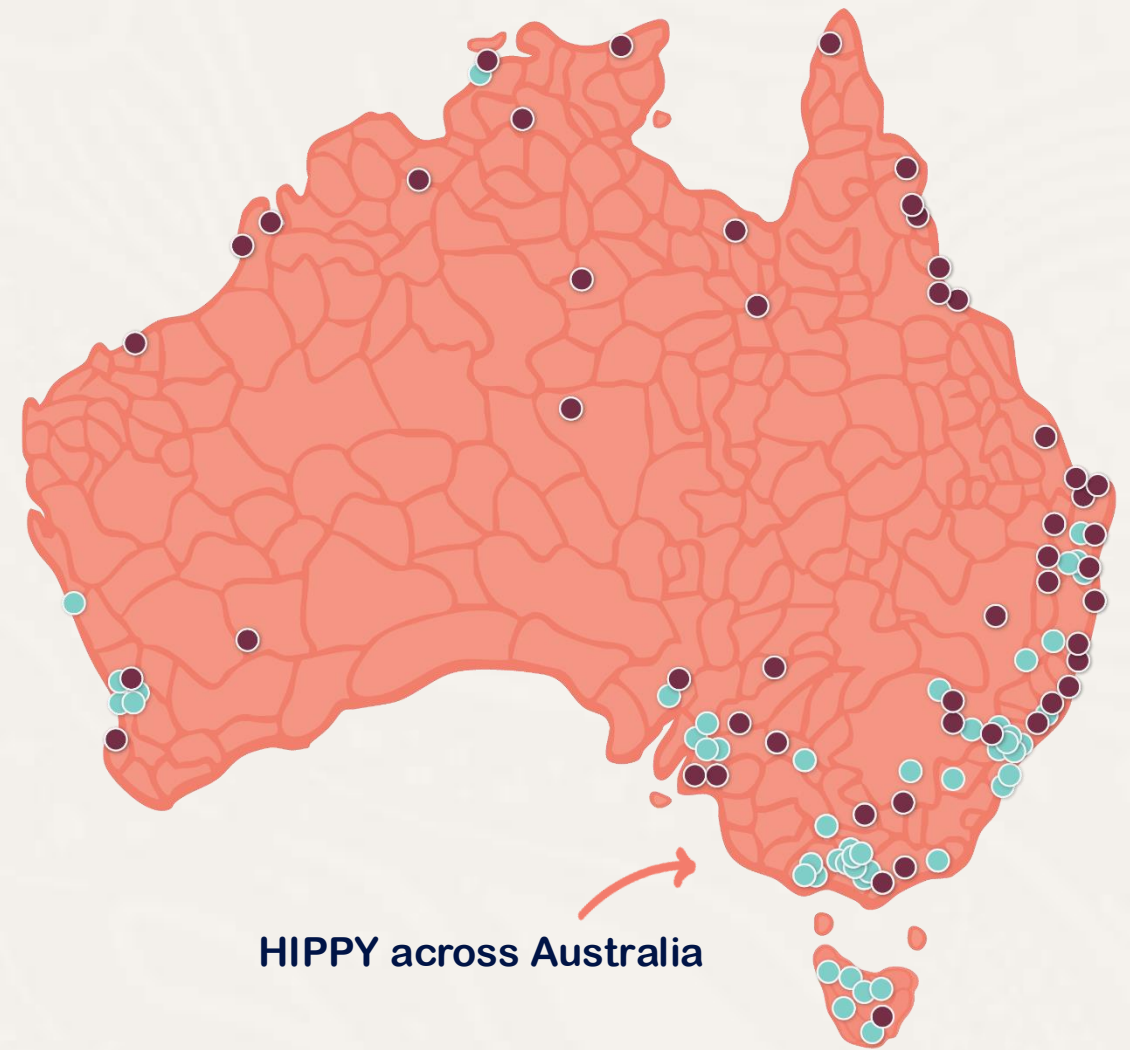
Brotherhood
of St Laurence

Acknowledgment of Country

With deep respect we take this opportunity to acknowledge the specific Traditional Owner groups on whose countries we have visited and where HIPPY operates.

We acknowledge the clan groups, Countries and their rich cultural authorities and governance that guides this work. We pay our respects to their Elders past and present.

We endeavour to walk humbly alongside community, listening deeply to the direction and decisions of Elders and community members.



HIPPY across Australia

Agenda

Session #4	Presenter
Orientation and purpose of invitation	Mark
Updates and recap of themes from the Miro board	Angela
Setting intentions and design for October face-to-face meeting	Group
Wrapping up and next steps	Group

HIPPY Australia acknowledges Aunty Geraldine Stewart, Mica Fleming, Aunty Joyce Palmer and Sarah Carmody , whose knowledge, creativity and practices shaped how the HIPPY “Five Essential Features” are understood, communicated and represented to this day. The artwork continues to be used across HIPPY materials and is a key part of the HIPPY Australia framework.

Attendees at meeting #4

First Nations providers representatives

Max Broadley	Tania Slack-Smith
Somma Cozzi-Delaney	Michelle Snowball
Rebecca Curphey	Barry Swan
Mikeely Fraser	Richard Weston
Melissa Griffiths	Sue Williams
Simone Hudson	
Nichole Levers	
Jo Moloney	
Kim Munns	
Brendan Pike-Longley	
Kerri Rodwell	

BSL representatives

Rebecca Pinney
Meddings
Annie Kent
Clare Seddon
Melinda Moore

Facilitator

Mark Yettica-Paulson
Angela Rutter

SNAICC representatives

Casey McMurtrie
Sid Williams

Movement from current state to future state activity – Miro board analysis

Consolidated themes across responses continued

Theme	Current state	Transition needs	Future state
First Nations governance, leadership and self-determination	Responses identify that ACCOs want stronger authority, permission and control in shaping HIPPY delivery, including the need to decolonise practice and reflect local community contexts.	Develop a First Nations practice framework, governed by a First Nations practice governance group, with transition structures that shift power and control toward ACCOs.	HIPPY is led through ACCO and First Nations governance, with regional leadership, representation and culture as the foundation of delivery.
Power and control shifting to ACCOs			
Funding sustainability and contracting	Funding is described as tight, uncertain and not always reflective of overheads, remote delivery costs or smaller ACCO operating realities.	Secure forward contracts, more flexible funding, and a preferred central broker or contract mechanism that supports ACCO providers.	Funding models reflect remote area work, sustainable service delivery, future funding certainty, and the real cost of ACCO-led implementation.
Funding that reflects real costs and is context-specific			
Contextualised and decolonised practice, culture as foundation	Providers can adapt the model, but there are tensions between standard HIPPY training and the need for contextualised models that suit First Nations families and communities.	Strengthen guidance, research and practice frameworks so adaptation is consistent, culturally grounded and supported across sites.	A decolonised practice framework underpins delivery, with outcome measures that reflect different ways of knowing.
Clear pathway			
ACCO network, forums and shared learning	There is limited opportunity for ACCO providers to connect in their own HIPPY forum to share learning and develop models together.	Establish a First Nations provider forum or conference, map provider development stages, and connect established and developing services for two-way learning.	A strong ACCO provider network supports collaboration, peer learning, shared practice development and workforce engagement.
Collective voice through ACCO -only network, needed at every stage			

Movement from current state to future state activity – Miro board analysis

Consolidated themes across responses

Theme	Current state	Transition needs	Future state
Backbone support, quality systems and infrastructure Tension between centralised expertise and ACCO control	BSL/HIPPY Australia currently provides organisational history, infrastructure, quality systems, advocacy and consistent practice support.	Transition planning needs to consider how quality management, data, curriculum, communities of practice and site support will be maintained or transferred without losing capacity.	An ACCO-led or First Nations-led backbone arrangement supports quality, scale, performance, curriculum, site support and future investment.
Research, evidence and Ways of Knowing Emerging priority	Current reporting may not fully capture adjustments made by ACCOs, developmental delays, local context or First Nations ways of working.	Partner with respected research institutes and develop First Nations-led research models that better reflect ACCO practice and outcomes.	Research is by First Nations people, for First Nations services and families, with outcome measures that reflect culture, wellbeing and different ways of knowing.
Workforce, learning and development Regional realities unresolved gap	Training and workforce support may not always align with remote First Nations workforce needs or locally contextualised delivery.	Strengthen learning and development functions so they are culturally relevant, practical and aligned with future practice frameworks.	Learning and development functions reflect remote First Nations workforce needs and support consistent, culturally grounded delivery.
Communication, advocacy and information sharing	Communication and information sharing are viewed positively by some providers, and the intermediary role is valued for advocacy with government.	Maintain effective communication while strengthening ACCO representation, decision-making, and feedback loops during transition.	Communication and advocacy mechanisms continue to support ACCO providers, funder confidence and shared visibility of HIPPY performance.

Movement from current state to future state activity – Miro board analysis

Themes by question – Q1: Current state of relationships for ACCOs

Theme	What respondents said
Power, authorisation and decision-making	Responses suggest ACCOs are operating within existing program and funding structures, with a need for greater authority and influence over how HIPPY is delivered in First Nations contexts.
Funding pressure and uncertainty	Funding was described as tight and not always reflective of overheads, remote delivery costs, establishment costs or the realities of smaller ACCOs. Future funding certainty and longer contracts were raised as important.
Permission to contextualise practice	Providers value the ability to modify the general HIPPY model to suit families and place, but noted tension between contextualised local delivery and standard program training content.
Need to decolonise the practice model	Several responses identified the importance of decolonising HIPPY practice so that the model better reflects First Nations communities, families and ways of working.
Backbone support and intermediary role	BSL/HIPPY Australia was recognised as providing organisational history, infrastructure, quality systems, advocacy and a consistent national program response.
ACCO provider network gap	Respondents noted limited opportunities for ACCO providers to connect through their own HIPPY forum to share learning, develop practice models and strengthen collective voice.
Reporting, evidence and local adjustments	There was concern that reporting does not always accurately capture the adaptations ACCOs make to deliver HIPPY effectively with First Nations families, particularly in remote communities.
Communication and information sharing	Some providers reported that communication and information sharing were working well, while also indicating interest in further discussion with colleagues after the meeting.

Movement from current state to future state activity – Miro board analysis

Themes by question – Q2: What is needed for transition to a future state?

Theme	What respondents said
First Nations practice framework and governance	Respondents called for a First Nations practice framework, potentially governed by a First Nations practice governance group, to guide culturally grounded implementation.
Flexible and secure funding arrangements	Transition was seen as requiring more flexible funding, secure forward contracts and funding approaches that make ACCO-led implementation feasible.
Transfer of power and control	Responses identified the need for existing structures to be ready to give power and control to ACCOs, enabling innovation and self-determined practice.
Options, decision-making and transition process	Respondents wanted further focus groups and guidance on transition options so providers can make informed decisions about the future model.
Central broker or backbone model	A preferred central broker of the contract was suggested to act on behalf of ACCO providers and support coordination during transition.
Quality systems, scale and infrastructure	Transition planning needs to account for quality management systems, data and performance, curriculum development, communities of practice and site support currently held centrally by BSL.
First Nations provider forum and workforce engagement	A First Nations providers forum or conference was proposed as a way to engage the workforce and support providers through change.
Research and evidence development	Respondents suggested partnering with a respected research institute to develop new research models that align with future ACCO-led delivery.
Mapping provider development stages	Responses suggested mapping HIPPY providers by development stage, identifying steps toward the future state and using this to support communication and planning.
Peer learning between established and developing services	There was interest in two-way learning between established and developing services, including sharing stories, questions and ideas to support future service design.

Movement from current state to future state activity – Miro board analysis

Themes by question – Q3: Future state of HIPPY for ACCOs

Theme	What respondents said
Learning and development for remote First Nations workforce	The future state should include learning and development functions that reflect the needs of remote First Nations workforces.
Decolonised practice framework	A decolonised practice framework was identified as central to the future model.
ACCO provider network forum	Respondents saw a future need for a network forum of ACCO providers to support connection, shared learning and collective development.
Funding models reflective of remote delivery	Future funding should recognise and respond to the specific costs and realities of remote area work.
Outcome measures based on different ways of knowing	Respondents wanted outcome measures that reflect different ways of knowing, rather than relying only on mainstream measurement approaches.
Overarching ACCO body	An overarching ACCO body was proposed to provide a big-picture view of HIPPY performance and help ensure future funding.
First Nations-led research model	The future state should include research by First Nations people, for First Nations services and for First Nations people.
Regional leadership and representation	Regional leadership and representation were identified as important features of the future HIPPY model.
Culture as the foundation of delivery	Culture was named as the foundation of future HIPPY delivery for ACCOs.
Recognition by funders	Respondents wanted ACCO-based HIPPY programs to be well respected by funders as a model that supports child and family wellbeing.

Movement from current state to future state activity – Miro board analysis

Summary

The responses indicate a **strong appetite for a self-determined, ACCO-led future for HIPPY**, grounded in First Nations governance, culture and local context. While the current model offers valuable backbone support, quality systems and advocacy, it lacks the authority, flexibility and contextualisation ACCOs need to serve First Nations families, particularly in remote communities.

Priorities for transition include **strengthening ACCO decision-making authority, decolonising the practice model, and reforming funding to reflect real delivery costs** especially for smaller and remote providers. Enabling this shift will require a **formal transition framework, further consultation** on model options, and **mechanisms such as a First Nations provider forum and a central broker arrangement** to sustain quality and data functions while devolving control.

The future state envisioned is **HIPPY led by First Nations people and organisations**; culturally grounded, regionally represented, and backed by First Nations-led research, outcome measures, and sustainable funding.

Overall, the consultation points to the need for a **careful transition from a centrally supported model to a stronger ACCO-led and First Nations-governed model**. The challenge will be to shift power, authority, and design control while preserving the support, infrastructure and advocacy functions that providers value in the current arrangements.