DRAFT for review NOV2026



Models for the future state of HIPPY

Consultation information and questions

HIPPY Australia
Families Learning Together

Brotherhood of St Laurence
Working for an Australia free of poverty

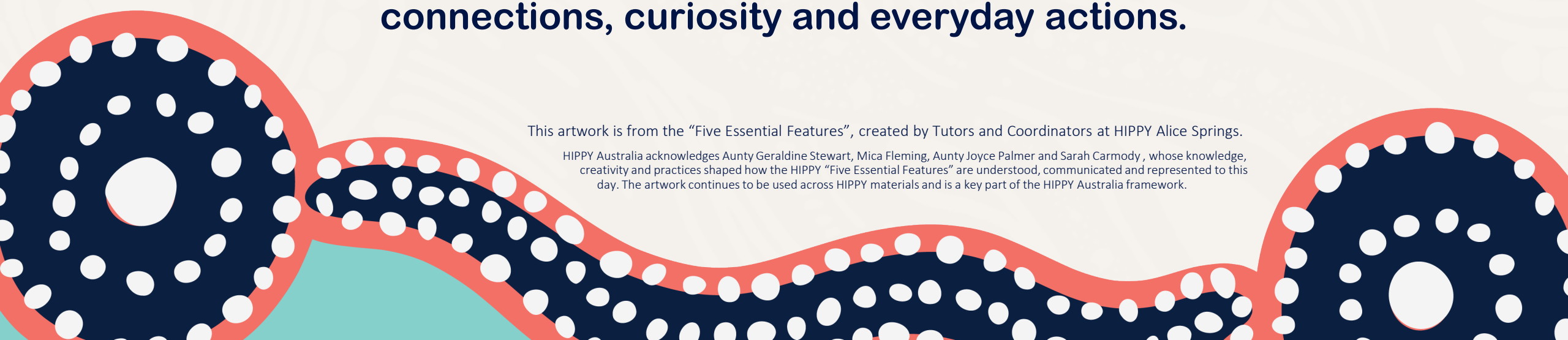
Let's make change that lasts

Acknowledgement of Country

HIPPY Australia acknowledges the sacred sovereign Nations on whose lands we live, work, play and learn, and extend our respect to the many rich and diverse Nations across this country.

We honour Elders, Ancestors and Knowledge Holders who have carried stories and songlines for over 60,000 years.

We also recognise the important role children play in keeping culture strong and caring for Country through their connections, curiosity and everyday actions.



This artwork is from the “Five Essential Features”, created by Tutors and Coordinators at HIPPY Alice Springs.

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.

This slide deck has been designed to:



Summarise the four models discussed at the HIPPY First Nations Governance Network meeting on 7 and 8 October at the National Centre of Indigenous Excellence in Redfern, Gadigal Country.



Describe each model accompanied by a collation of the notes written by the groups during discussions on the models.



Be shared with local community members, families, leadership and governance groups so they can discuss their views and guide decision making.

HIPPY transition background

Since 2024, the Brotherhood of St. Laurence (BSL) has been supporting the transition of HIPPY sites from mainstream providers to ACCOs.

Throughout 2026, ACCO providers have been meeting online and in-person—as the First Nations Governance Network (FNGN)—with BSL to share their expertise and perspectives about transitioning leadership and governance from BSL to First Nations control.

In the most recent meeting in October, ACCO providers met in person to discuss the transition and four potential models for transition and transformation.

During the meeting, providers agreed that they would need to consult with their communities, local families and ACCO governance groups for their views before any decisions could be made about HIPPY's future.



HIPPY First Nations Governance Network

Formed in 2026 out of senior representatives from the 36 HIPPY provider ACCOs; bringing expertise and leadership from a range of First Nations organisations.

Established to explore the ways in which First Nations HIPPY sites could be governed in culturally-centred ways, embed First Nations leadership and enact genuine self-determination.

Comes together regularly (every one-to-two months) at independently-facilitated online and face-to-face meetings.

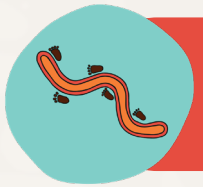
BSL only has a secretariat role, supporting the Network with minutes, briefs and logistics.

The Network, with your important input, will ultimately decide on how First Nations HIPPY will be governed into the future.

For more information, click here

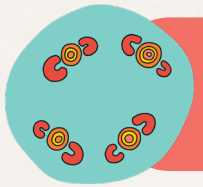


Current state: HIPPY Australia program model



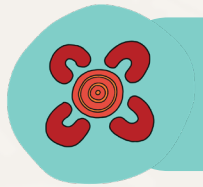
Curriculum co-designed

- The HIPPY Australia curriculum was developed in Australia in partnership with First Nations Coordinators and Tutors, with family feedback helping to refine the curriculum activities.
- A First Nations Advisory Group of Elders, educators and consultants provided cultural guidance throughout the process
- The curriculum aligns with the Australian Early Years Learning Framework, and includes culturally responsive resources for all HIPPY sites including First Nations sites.



Flexible delivery, local context

- HIPPY sites have the flexibility to adapt program delivery to reflect their local needs, cultures and priorities.
- Sites can make decisions about local delivery, including approaches to family engagement, Gatherings and Tutor recruitment and development.
- Some sites choose to incorporate local languages, cultural knowledge, learning on Country, and opportunities to learn with Elders.



HIPPY Australia support

- HIPPY Australia partners with sites to explore how HIPPY can best reflect local community contexts and priorities.
- Support is tailored to the unique context of each community, helping families to build confidence as their child’s first teacher.

BSL's statement of commitment

BSL is committed to walking alongside First Nations Providers in the creation of a First Nations Governance Network (FNGN) grounded in sovereignty, self-determination, and community-led leadership. Our purpose is to enable this work, not direct it.

We offer secretariat support, infrastructure, and resourcing only to strengthen provider leadership. We will not seek voting rights, authority, ownership, or influence over the network governance. We will be available into the future and transition at the speed required by the FNGN.

At a practice level we commit to sharing all curriculum materials, resources, systems and our program knowledge and expertise. This practice arrangement will be guided by the FNGN.

When the FNGN determines that BSL should step back, we will do so with respect. Our role is temporary, transitional, and always secondary to First Nations governance. We will follow guidance from the FNGN and there will be no competition- only support, integrity, and partnership.

As the FNGN establishes and leads on their own terms, BSL will step back, adjust the necessary internal arrangements to formalise the commitment and eventually step out, consistent with our values and our respect for First Nations leadership.

First Nations Providers joining HIPPY Australia

2014

- Goolburri Aboriginal Health Advancement Company Limited- **Toowoomba**
- Maari Ma Health Aboriginal Corporation- **Broken Hill**
- Mallee District Aboriginal Services- **Mildura**
- Miyay Birray Youth Service- **Moree**
- Murrup- **Palm Island**
- Wuchopperen Health Service- **Cairns South**

2016

- Gungarde Community Centre Aboriginal Corporation- **Cooktown**
- Julalikari Council Aboriginal Corporation- **Tennant Creek**
- MiiMi Aboriginal Coporation- **Nambucca Valley**
- Nyamba Buru Yawuru- **Broome**

2017

- Tangentyere Council Aboriginal Corporation- **Alice Springs**
- Wuchopperen Health Service- **Cairns North**

2020

- Ngunga Group Women's Aboriginal Corporation- **Mowanjum-Derby**

2022

- Jarjum Centre- **Goonellabah**

2023

- Central Queensland Indigenous Development Ltd- **Hervey Bay**
- Moonaboola Community Development Aboriginal and Torres Strait Islander Corporation- **Maryborough**

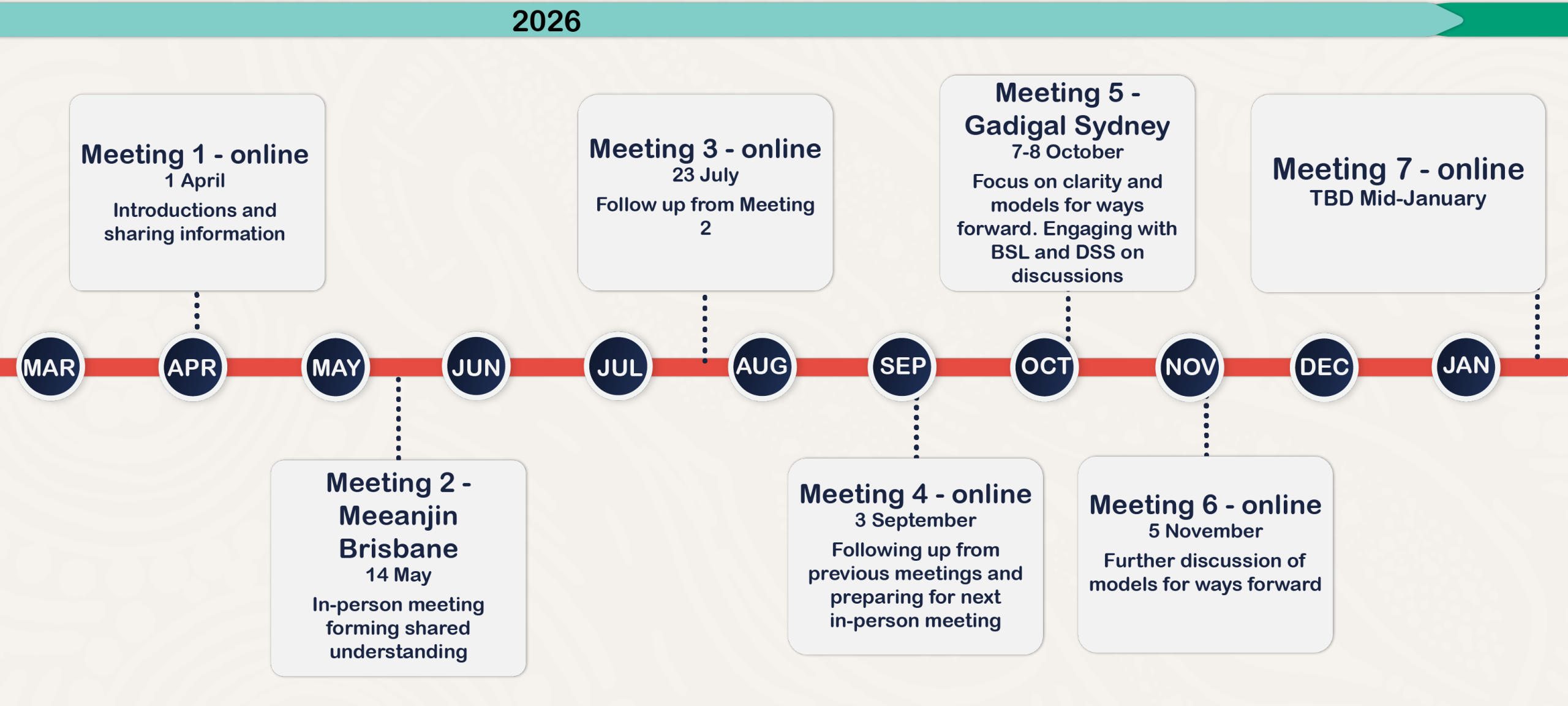
2024

- Bidgerdii Community Health Service- **Rockhampton**
- Burrun Dalai Aboriginal Corporation- **Kempsey**
- Central Queensland Indigenous Development Ltd- **Bundaberg**
- Kurbingui Youth and Family Development- **Deception Bay**

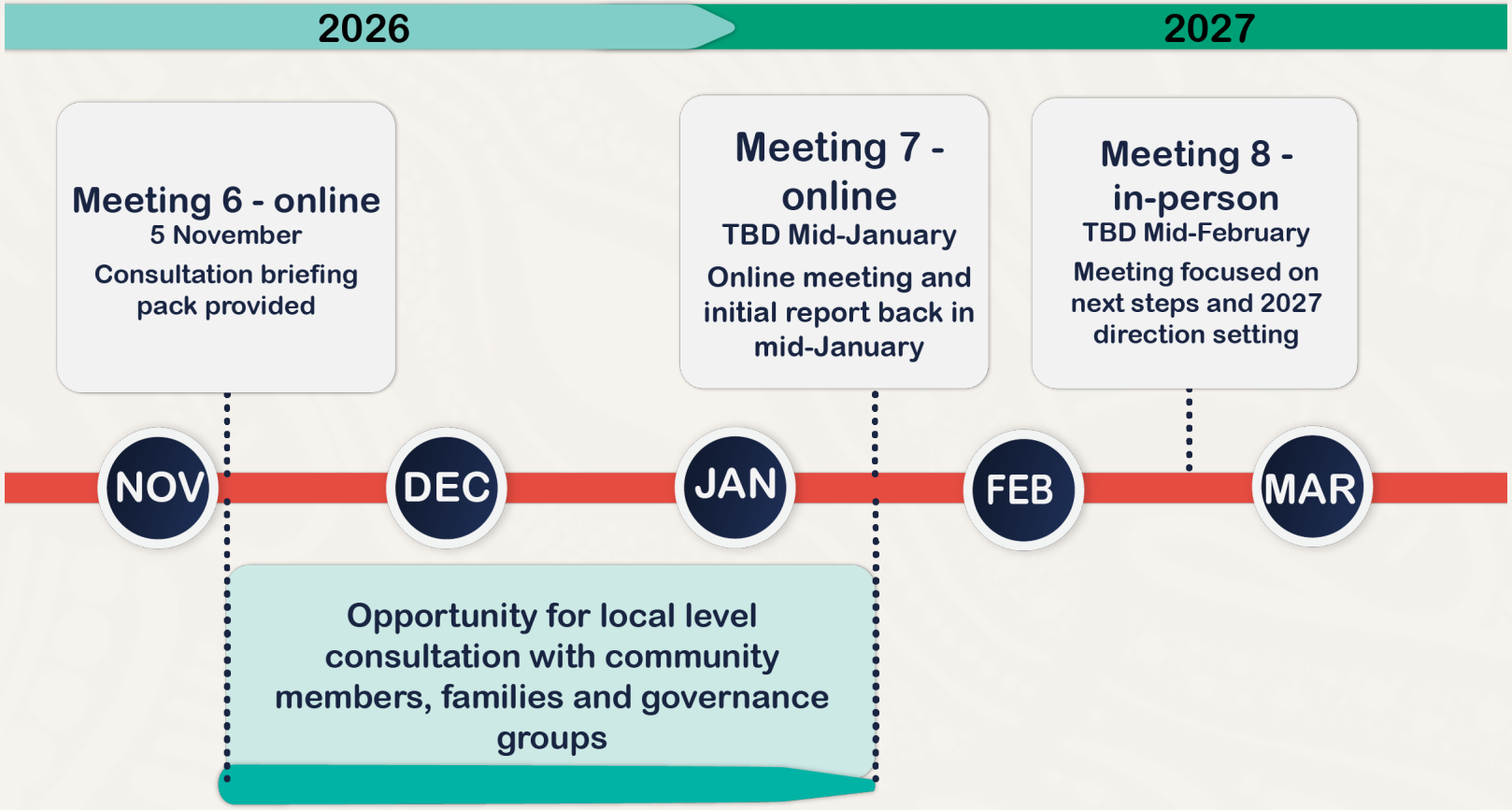
2025

- Biripi Aboriginal Corporation Medical Centre (ACMC)- **Taree-Forster**
- Birrang Enterprise Development Company Ltd- **Orange**
- CAAPS Aboriginal Corporation- **Darwin North**
- Goolburri Aboriginal Health Advancement Company Limited- **Warwick**
- Gudjagang Ngara Li-dhi Aboriginal Corporation- **Wyong**
- Julyardi Aboriginal Corporation- **Hedland**
- Kalano Community Association Inc- **Katherine**
- Kornar Winmil Yunti Aboriginal Corporation (KWY)- **Onkaparinga, Port Augusta**
- Koya Aboriginal Corporation- **Midland**
- Moorundi Aboriginal Community Controlled Health Service Ltd- **Murray Bridge**
- Muloobinba Aboriginal Corporation- **Port Stephens**
- Ngroo Education Aboriginal Corporation- **Emerton**
- Rumbalara Aboriginal Co-operative- **Mooroopna-Shepparton**
- Tasmanian Aboriginal Centre (TAC)- **Brighton**
- Wandarrah Preschool & Kindergarten- **Inala**

The 2026 journey to transition of governance



Next steps



The transition from BSL as the community partner to a new model may occur in stages over an agreed period of time. The process is not time bound to the current contract end date.

The decision on the best model for the future, or combination of models, will be made first followed by the development and the implementation of the transition journey to that new model.

Consultation process/outline

Key dates

1. Early November – distribution of this pack
2. By mid-January - Share the pack with your community, governance groups and/or executive teams and gather the feedback and provide your feedback to BSL for collating and analysis. Or call the BSL team to have a reflective discussion.
3. Mid-January - Online meeting to check in and share some reflections and preliminary feedback information
4. Mid-February - In person meeting where there will be discussion of consultation themes, decisions about next steps and 2027 planning.

Noting that:

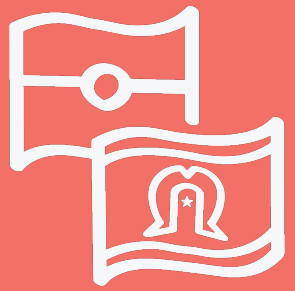
- Each provider may have local ways and mechanisms for consulting in their communities
- The information provided in the pack is a guide to support your local process
- The consultations can happen between now and mid-January
- The consultations can be scheduled to fit into your usual meeting arrangements if that works for you.
- There are several ways you could collect the feedback. Recording and transcribing using Teams, online form or written high-level record of the discussion.

Four models summary

Keep status quo

HIPPY Australia
Families Learning Together

ACCO as HANO



Develop our own early years model/ program



Individual contracts



Four models context



These four suggested models were developed by the HIPPY First Nations Governance Network after considering other international HIPPY program models.

For more information on the international HIPPY models, click here



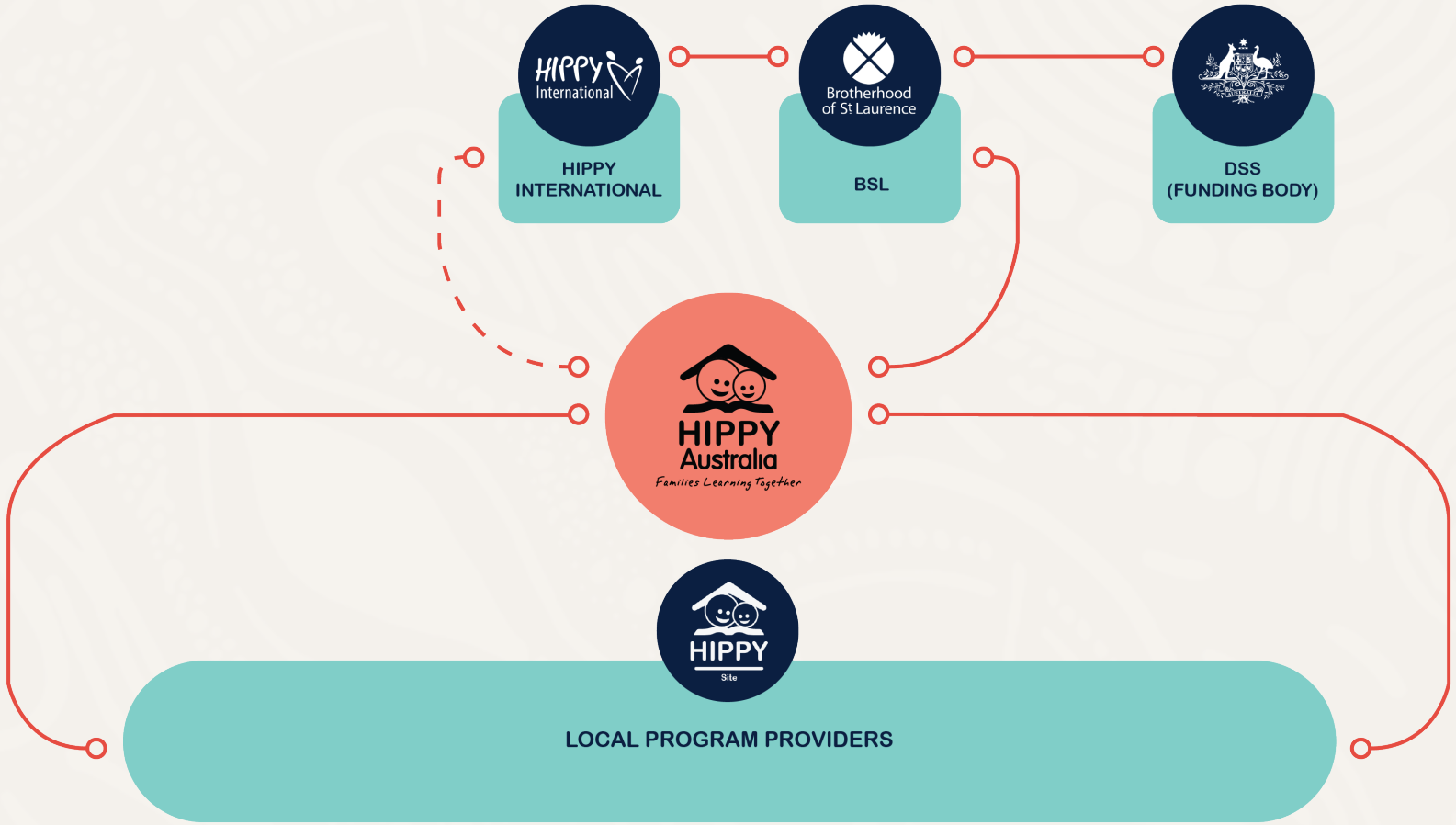
No matter the final chosen model, cultural governance will be central to its implementation, and cultural delegation and authority will be recognised in its enaction.



Most of the suggested models replace HIPPY Australia National Office (HANO—the BSL department responsible for HIPPY nationally) with another body/other bodies. HANO currently provides a number of key functions for the HIPPY network beyond funding and licensing. These functions will likely need to be absorbed and should also be considered in future models.

For more information on the HANO key functions, click here

Keep status quo



Definition: Keeping the arrangements as they are or 'keeping the status quo' means that BSL remains as 'community partner'- BSL continues to hold the grant agreement with Department of Social Services and holds the program licence from HIPPY International.

BSL provides Sublicences and Funding Agreements to each of the ACCOs that deliver the program, provides site support services and manages training, quality and performance.

Keep status quo: Group comments

- Limited in changes
- Limiting in terms of innovation
- Licence is limiting
- Only limited by what we bring to the table as ACCOs for cultural lens
- Can't change the resources, are they adjustable?
- Our voices aren't heard in this model
- Current model puts the pressure on providers to make adaptations
- Set up to work in silos
- Already got knowledge
- Not Indigenous organisation and needs to make for culturally safe
- But BSL could go further with getting Indigenous input from leadership
- Liaise with NZ about the model with a regional model
- New providers have had a positive experience
- It was originally designed by First Nations people, and it provides benefits for our families.

Keep status quo (plus changes)

Relationship with BSL would be different

What do we need to increase Indigenous control?

Can we move from one model to the next and to the next?

We have an opportunity to develop a transition model combining all models (with the exception of the individual contracts)

Transition from BSL to a peak - a new model

History/data systems/innovations need a local context

BSL could have more First Nations leadership and governance

We have a goal of full self-determination and empowerment

BSL needs to have cultural input, and it's needed to make sure it has the cultural context and local context

The mainstream HIPPY sites will still be under BSL so why can't we have a strong First Nations stream?

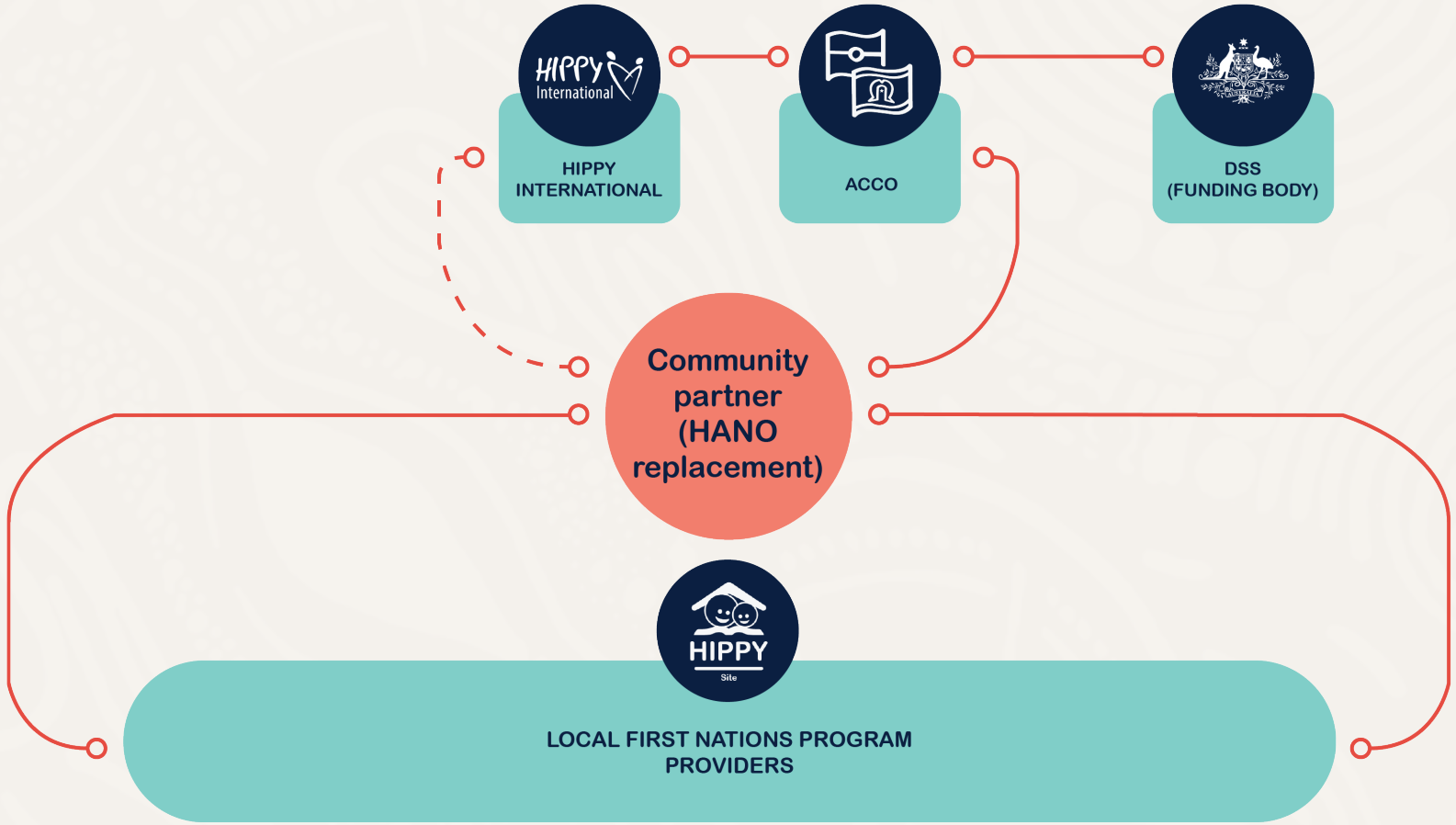
HIPPY Australia
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Definition: BSL retains its current role but implements improvements. Transition still remains the goal.

Keep status quo: Key questions

- What are the benefits of keeping the status quo?
- What are the barriers and challenges?
- If this model was chosen, what would transition look like?
- Are there risks associated with this model?
- Are there ways in which the status quo could be improved?

ACCO as HANO (HIPPY Australia National Office)



Definition: A First Nations organisation takes over the community partner role (currently BSL through HANO) for the First Nations focused HIPPY sites. This organization holds the grant agreement with the Department of Social Services and holds the program licence from HIPPY International.

The organisation provides Sublicence and Funding Agreements to each of the ACCOs who deliver the program, provides site support services and manages training, quality and performance.

ACCO as HANO: Group comments

Could look after the things we don't want to	Could cover reporting to DSS	Can upkeep connections of sites and community of practice	More networked approach	Cover compliance	First Nations governance group – consultations
Sustainability	Relives burden	Collective learning and advocacy	Peaks are already trying to empower ACCOs. But it would be difficult in terms of relationship building.	Commitment from BSL/DSS/SNAICC to do things well. Keeping the quality commitment and support as it is now.	We want Blak Fellas at the top in leadership and governance
The money should sit entirely with a First Nations organisation	Do we want BSL to remain and have a plan to transition?	Do we want SNAICC to be the peak body?	If we fail our communities fail.	Should we have a survey asking the questions of all actors?	Model options should be or be combined
Fear about level of support may disappear with BSL	Support needs to continue/needs to change for the positive. The current BSL performance should be the benchmark for next model.	Peak could be helpful in negotiating with government and HIPPY International	Advocacy as a group is more powerful	Capacity and support growth of small organisations	With a peak they can support small organisations
		Could form a joint venture or a peak			

ACCO as HANO: Key questions

- What are the benefits of having an ACCO as HANO?
- What are the barriers and challenges?
- If this model was chosen, what would transition look like?
- Are there risks associated with this model?

Develop our own early years model/ program



Definition: HIPPY is a licensed evidence based program model that has been operating in Australia since 1998.

While the program achieves positive outcomes for First Nations children, families, workers and communities and is responsive to local community needs, it is not a model that has been designed by First Nations people.

Replacing HIPPY with another program means the development of a new program model, this may include different delivery requirements, local variation, incorporating best practice, culture and may to impact on the outcomes like employment.

The development of a new model could consider previous research and evaluation evidence related to outcomes, impact, continuous learning and sustainable solutions to social issues.

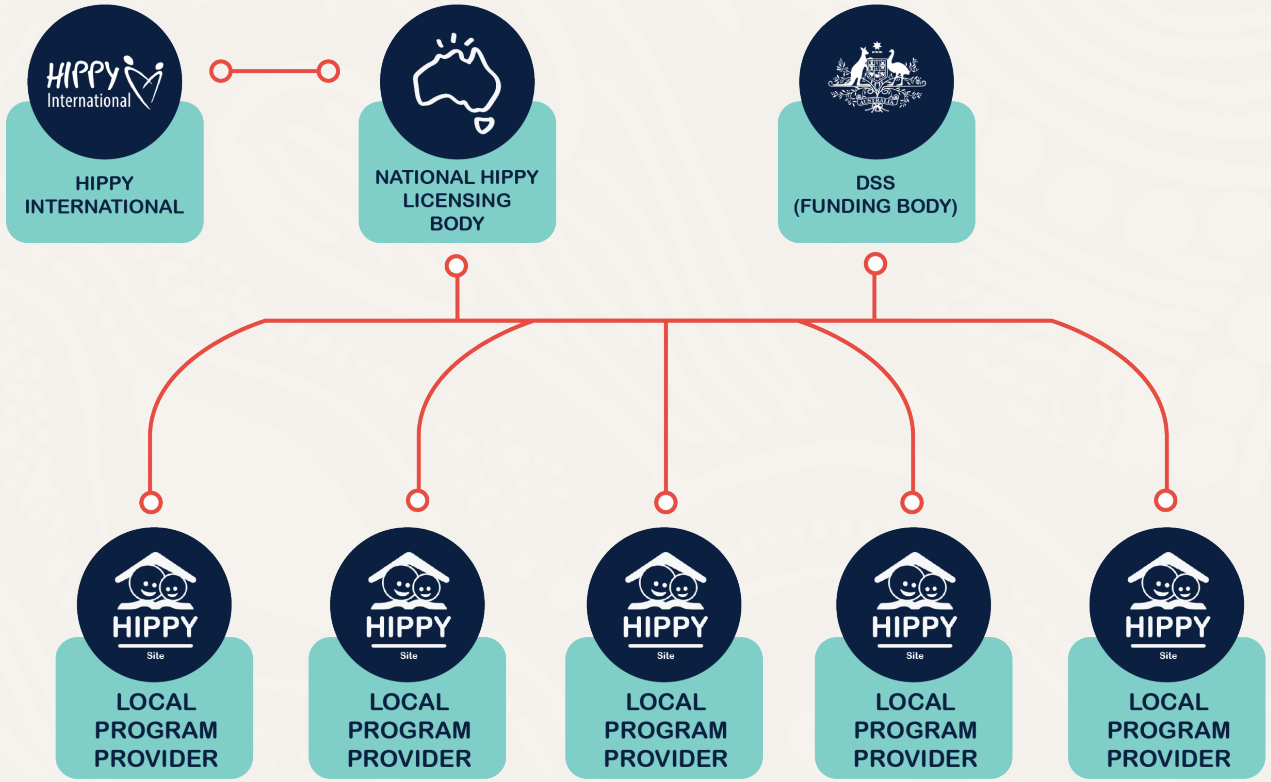
Develop our own early years model/program:
Group comments

Elders having oversight	Intellectual property challenges with HIPPY International	Funding that reflects delivery cost	Collective learning and advocacy
HIPPY works well why would we want to change that	Delivery in a more cultural way; total or partially different way	Would we drift away from the core HIPPY model?	Would we be hurting our communities? Are we fixing something that isn't broken?
Could be more beneficial	ACCO model would be great but in the future	Want ongoing contracts or sub license with good support	Starting all over again is not easy, particularly for remote sites

Develop our own early years model/ program: Key questions

- What are the benefits of developing another early years model or program?
- What are the barriers and challenges?
- If this model was chosen, what would transition look like?
- Are there risks associated with this model?

Individual contracts (direct)

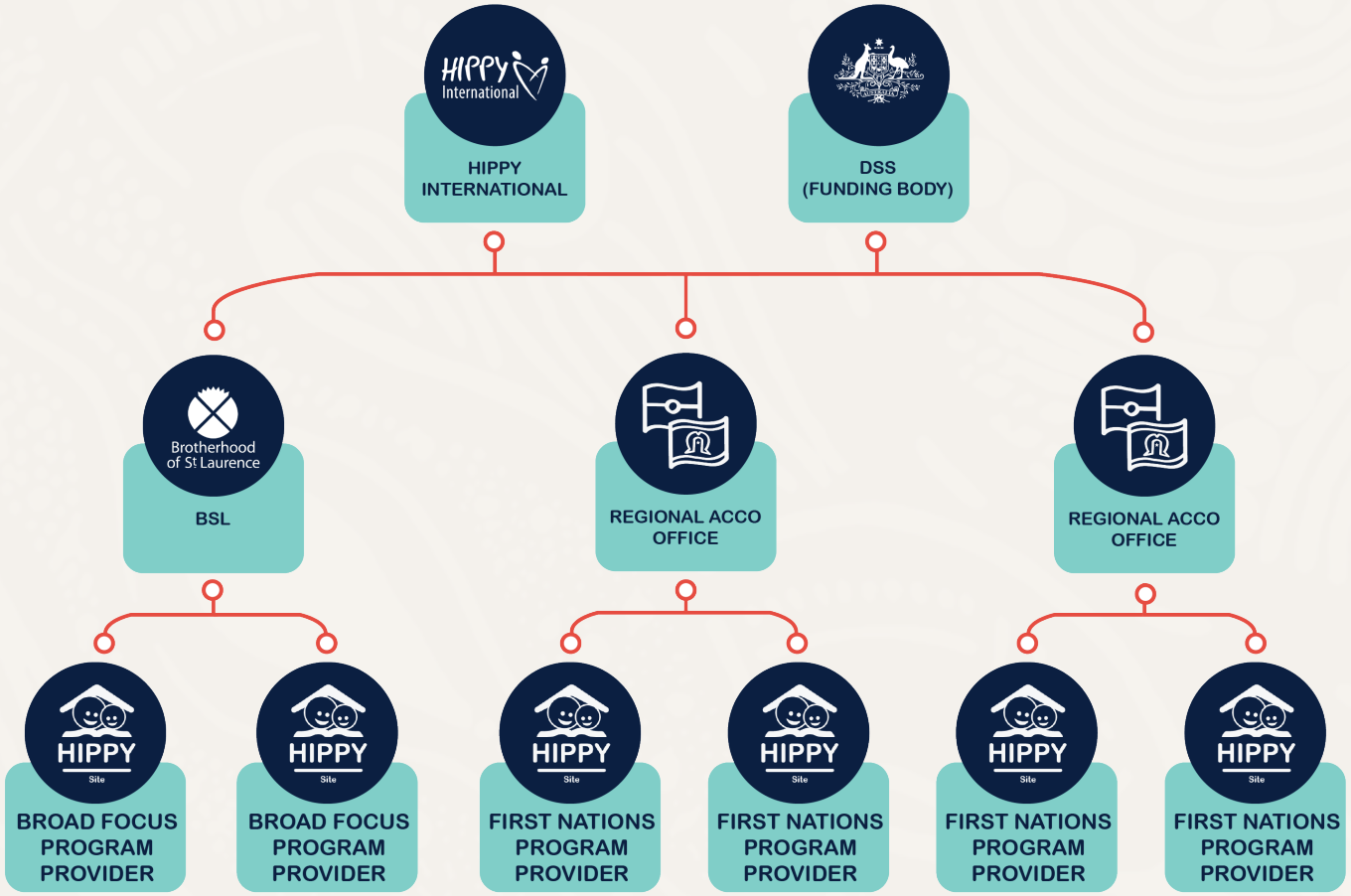


Definition: Individual contracts means that each First Nations provider would have a direct contract with and be accountable to the funding body to deliver HIPPY.

Each provider would have control of their own HIPPY program including responsibility for staff support, performance, quality, curriculum and compliance.

In this model a national licensing body may be needed to hold the HIPPY International licence and facilitate the sublicensing of individual First Nations providers. Individual sites would relate to the National Licensing Body about fidelity to the model.

Individual contracts (with regional offices)



Definition: Creating a model with regional offices and HIPPY sites means that several First Nations providers would have a direct relationship with a regional ACCO office.

The regional ACCO office would have a contract with the funding body and a relationship with HIPPY International. HIPPY sites would relate to the regional ACCO office who would take responsibility for site and staff support, contract performance, quality, curriculum and compliance. The regional ACCO office would allocate funding to each HIPPY site.

Individual contracts: Group comments

ACCOs would struggle individually to be responsible and uphold this

Sustainability on financial side

Opportunity for self-determination

Builds community and organisations capacity

But some organisations will not have the capacity to take on another contract

Could making funding compliance make the process burdensome on individual ACCOs?

It could be a peak body that offers the individual contracts

It will put us into competition with each other

Capacity is a critical issue

Each organisation is different

Individual contracts: Key questions

- What are the benefits of individual contracts? Or individual contracts with regional offices?
- What are the barriers and challenges?
- If this model was chosen, what would transition look like?
- What are the benefits of individual contracts? Or individual contracts with regional offices?

Final thoughts: Has anything been missed?

- Are there other models or combination of models that could be proposed?
- Are there any issues or concerns you would like to share?
- Is there any other information the HIPPY provider group should know?