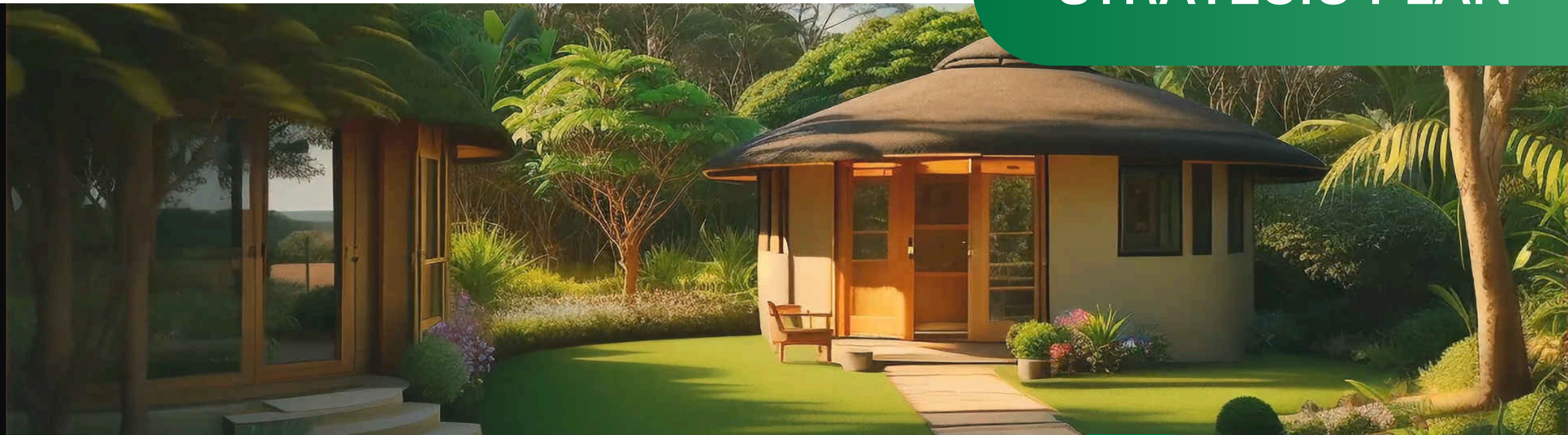


Autistic Haus Limited

STRATEGIC PLAN



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ABOUT US



Autistic Haus Limited is a non-profit organisation that aims to provide specialised accommodation with wraparound support for autistic adults. The accommodation is designed to reduce the processing load experienced by people with the autistic neurotype and to facilitate better access to daily support, leading to improved outcomes.

We will build groups of self-contained small homes, fully accessible for autistic and universal design requirements. A large central building will feature communal facilities, therapy and recreational areas, a spacious kitchen, and a reception area. The small homes will be self-contained, with a bathroom, kitchenette, bed, and lounge area, all built with unique consideration for the varied accessibility needs across the autism spectrum. These small homes will be well-spaced, with an emphasis on fostering both a sense of community and immersion in nature. Residents and guests can stroll the grounds or use common facilities, secure in the knowledge of discreet and dignified supervision by well-trained and respectful staff.



The property will be designed to encourage foot, wheelchair, and mobility device traffic, with every feature and trail fully accessible to promote the benefits of a healthful setting. Autistic Haus presents the best of a considered balance for people who require specific supports delivered individually, while benefiting from a collaborative community environment in which to receive and achieve this support.

There is a significant gap between what is available and what is needed in terms of disability accommodation in Australia. The NDIS can absorb some of this demand for participants above a certain threshold, but there are many others who still need daily support but currently receive it at unsustainable casual rates or not at all. These individuals often do not have their specific environmental requirements met through conventional accommodation. By using a small-scale 'village' model and providing continuity of expert care, we can address these shortfalls, save money, support people more efficiently, and achieve more optimal outcomes, even for those who do not access NDIS support.



While the scale of each housing group will be relatively small, the business model is intentionally designed to be receptive to opportunities for expansion. There will be three phases of construction: respite/STA, medium-term leased accommodation, and permanent accommodation. We can also utilise donated property and other resources flexibly, aiming to have facilities distributed widely across multiple states.

Additional advantages of this model include the ability to thoughtfully construct dwellings with variety for different processing and disability profiles; no need for large construction companies, which can be an obstacle for many new accommodation projects; the ability to implement the most up-to-date climate-resilient and sustainable materials and techniques, varying them as necessary; making it easier for autism specialists and autistic clients to connect and utilise services efficiently; the ability to service numerous clients in one location, saving on transport and time; ensuring continuity of care and enabling us to pay salaries instead of casual rates across separate, varying schedules; and devising fully adaptable facilities for every presentation.



For example, someone who can safely use an electric stovetop unsupervised can have that feature, but we can remove it for those who cannot, allowing them to use the communal settings under available supervision. Surfaces will be height-adjustable. Small homes will need to utilise a significant amount of bespoke furniture in any case.

As Autistic Haus Limited was founded by an autistic person with very specific access needs for their home and environment, we deeply understand how inappropriate many rental properties are for these needs and how our homes can either facilitate or undermine the effectiveness of essential daily and community support.

As some of our members are also carers and NDIS participants, we have realised that the way support is commonly delivered is inefficient. NDIS and government support, when delivered individually, cannot meet best practice standards in terms of sustainability, continuity of care, or promoting the best outcomes for clients.



A participant alone may pay upwards of \$550 for half a day's support at a few appointments, whereas employing that worker full-time would cost about \$220 for the entire day at an average wage. In our experience, this effectively makes participants reluctant to use support for anything related to daily wellbeing that isn't absolutely necessary – including things like getting outside or having assistance with shopping to reduce the number of days they are unable to move afterwards.

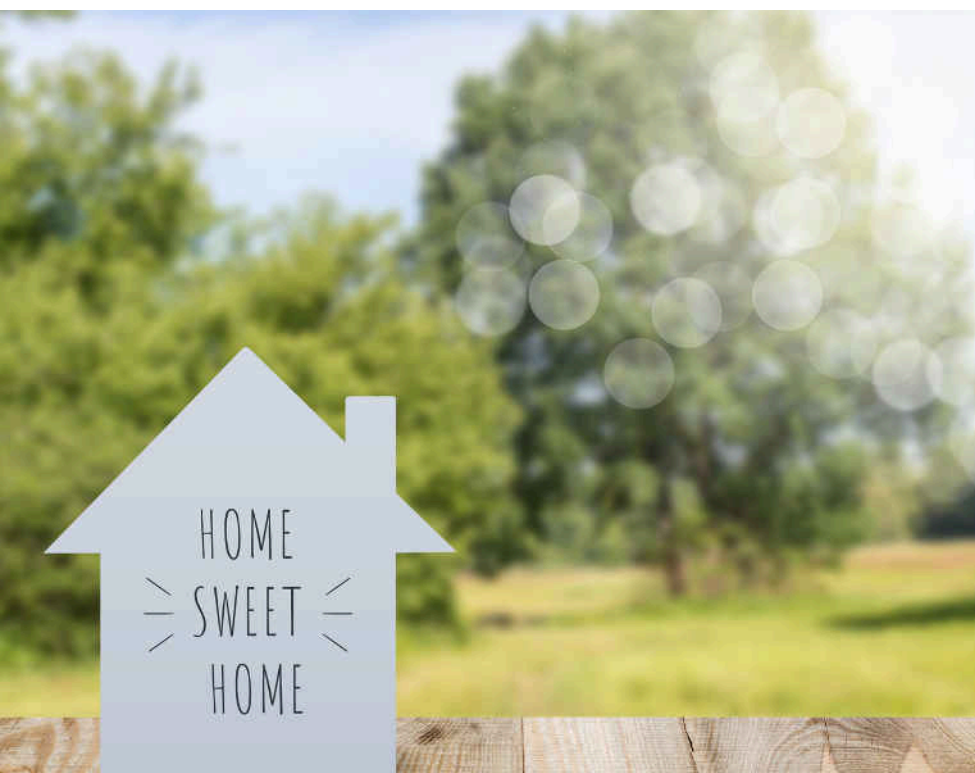
We believe that autistic people deserve access to housing and community infrastructure that does not harm or exclude us due to being built without consideration for how autistic brains process information.

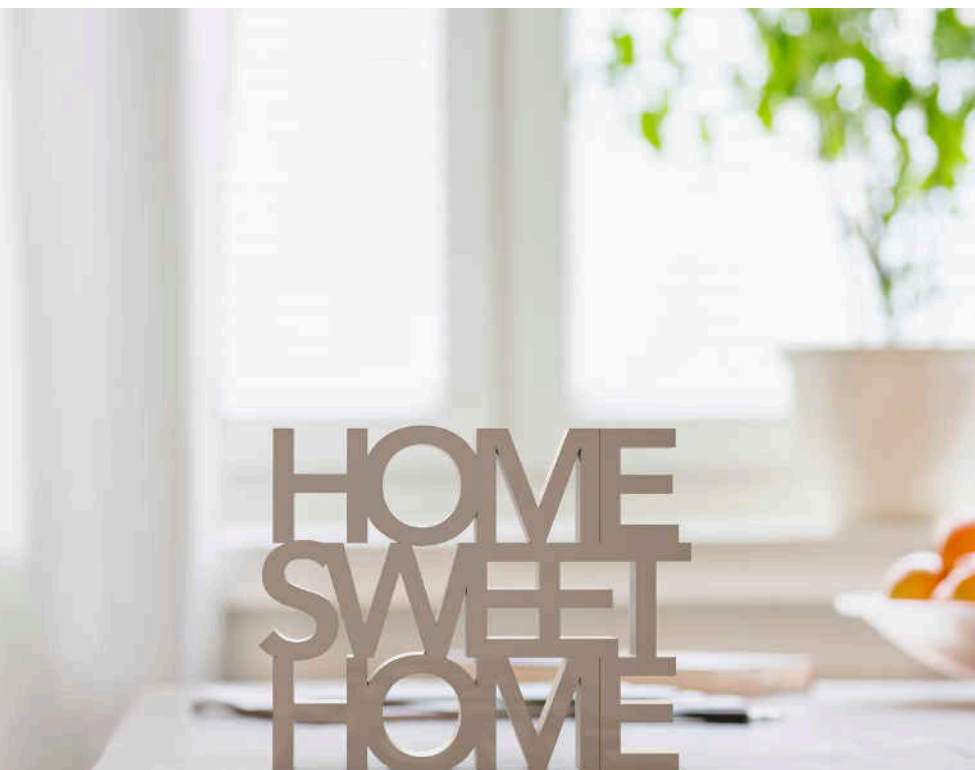
OUR PURPOSE

We at Autistic Haus are an initiative designed for and by the autistic community.

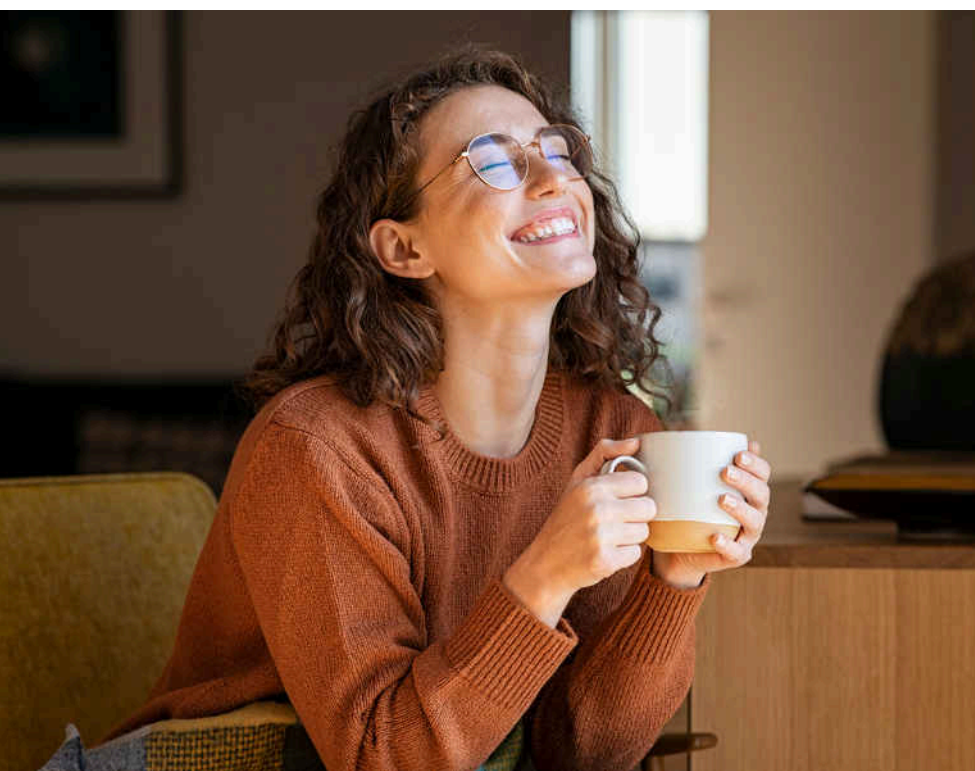
We will improve access to and reduce the cost of funded support that our guests and residents need. This initiative will create savings for the NDIS and help curb both government costs and the burden on disabled people through the design of communal facilities combined with low-maintenance, small individual residences, ensuring that support and services are delivered with the utmost efficiency.

We are founded on qualities of curiosity and openness, both in conduct and in our approach to accommodating the vast differences in presentation styles and support needs within the autistic community. As such, we are thoroughly evidence-based, relying on the most up-to-date, peer-reviewed, and reputable sources. With individually built small residences, we have the optimal opportunity to construct using universal accessibility design practices.





As we are founded by an autistic person with substantial support needs, we are keenly aware of many ways to bridge the gaps between what is available and what autistic people need to thrive in society. Many autistic people who require full-time or significant care have unique care arrangements, such as co-caring relationships where gaps in abilities are complemented. Our dwellings will cater to this variety by offering paired residences that are affordable to people across a range of incomes, from pensions and low income to full-time professionals.



Our model will serve as an asset to local infrastructure, providing long-term, short-term, and respite housing to an exceptionally at-risk demographic while delivering this support autonomously.

MARKET FOCUS

Autistic people over 18 of any support need or presentation, particularly those seeking affordable and accessible housing tailored to their specific needs.



INDUSTRY OVERVIEW

Unique Needs of the Group

Multiple sources highlight the inextricable links between autism and the risk of homelessness. Contributing factors range from insecure employment due to employer bias or discrimination, to a lack of a social safety network to turn to for help, to difficulties navigating a strained housing system and the overwhelm of finding new accommodation, as well as a lack of facilities meeting specific needs.

Strain on NDIS

Recently, a contentious bill was passed that included cuts of \$14 billion to the NDIS. At this critical time, it is essential to protect choice, control, and disability human rights by supporting initiatives like Autistic Haus, which can reduce and stabilise funding needs. The NDIS was created with the intention of improving resources and access to infrastructure for disabled Australians, but this has not been fully realised. Many people with serious support needs still cannot access the NDIS. Autistic Haus can bridge these gaps and maximise efficiency in meeting complex and nuanced support needs while providing much-needed affordable and accessible specialised and supported accommodation.

Housing Crisis

At Autistic Haus, we are acutely aware of the obstacles to fair and affordable housing across Australia. The government faces industry turmoil and myriad factors that impede the realisation of new and adequate housing supply. By nature of our business model, we can bypass many of these barriers. Once established, we can steadily provide new dwellings to alleviate the strain on the market by offering housing that meets autistic requirements.

Renting is Both Inaccessible and Inappropriate for Autistic People

While recent updates to renters' rights have been made, they still fall far short of providing for adaptations that accommodate autism. In our experience, which is mirrored anecdotally but undeniably within our community, it is nearly impossible to find accommodation that allows for modifications in line with autistic-accessible design, even in government or NDIS-provided facilities. The autistic community also has a high prevalence of co-occurring mobility, movement, or chronic conditions that are not catered to in mainstream accommodation.

Autistic Inclusive Design

Several organisations are establishing important standards and requirements for autistic-inclusive design. As autistic people generate more information in response to stimuli, this has a significant impact on what accessibility means for this group. Design that does not take this into account can lead to issues ranging from migraines and inattentiveness to difficulties with wayfinding, increased risk of shutdowns or catatonia, and challenges in accessing reliable language. Despite this, very few places that claim to cater to autistic people thoroughly investigate or implement these principles. In this context, Autism Eye: Built for Learning quotes, “It is interesting to see how changing the environment could make a quick, dramatic impact on the lives of children.” However, autism does not diminish with adulthood – we simply grow up. We continue to have very specific needs and can be easily debilitated by unthinking environments and hostile design practices, which are predominant in many common spaces.

SWOT ANALYSIS

STRENGTHS

- Flexibility, evidence, and guidance. We acknowledge that despite our team's extensive and diverse experience, this endeavour will demand dedication to learning, openness, and patience. Our peripheral support includes teams of renowned professionals such as Professor Tony Attwood, and we are well-positioned to navigate any obstacles, whether unique to our focus or common to emerging nonprofit organisations.
- We are not reliant on the NDIS; instead, we are creating a nexus that facilitates accessible interactions between governments, organisations, and autistic people.
- We are not a group home but provide housing specifically designed for autistic individuals, which is currently far from meeting demand.

WEAKNESSES

- We serve a niche demographic whose unique needs may not be widely understood without specialisation or training.
- Assistance from the NDIS also presents potential risks, with constant, unannounced changes and its relative newness and instability.
- In the current housing and construction market, large or conventional construction projects are facing numerous risks to completion, which could impact us if we need to alter our building strategy.

OPPORTUNITIES

- Evidence, technology, community, autism. While we do not promote the “autism as a superpower” narrative, our demographic possesses unique strengths that align with our aims. By building on a strengths-based and evidence-based approach, we can tailor a dynamic and supportive lifestyle experience.
- Our areas of special focus will include building in a field (autistic inclusive design) that is genuinely accessible to anyone with a sincere interest. The national Housing Future Fund and various cooperative local and federal government initiatives present an ideal opportunity for our venture at this time. While there is currently a national housing crisis, the autistic community has long faced challenges related to housing, and now is the time to address these issues.
- We have engaged in discussions with our local, state, and federal representatives and feel strongly supported by them as we begin to apply for relevant funding.

THREATS

- The most significant threat we identify in our model is any reliance on the NDIS. We proceed with the assumption that many of our residents will have access to supports through the NDIS. Some facilities and services, such as light cleaning and meal preparation, will be payable by the NDIS. However, it is essential that these costs remain largely manageable through general rent or daily expenses. Should residents not have access to the NDIS, they will not need to be excluded from our basic services.
- Land and housing availability: while our model allows for flexibility in terms of site opportunities, this will likely still be a challenge that we need to navigate, perhaps more so than during any other economic period.
- Threat assessments often include competition, but we genuinely believe that our enterprise's ability to thrive will be enhanced by the presence of more disability housing facilities. We can also start from a very modest foundation if necessary.

As a community-focused organisation, Autistic Haus Limited places a strong emphasis on direct engagement with our demographic. Social media and word of mouth are crucial tools for reaching both beneficiaries and donors. We are fortunate to have the support of influential figures in the international autism community, such as Professor Tony Attwood, whose endorsement significantly enhances our credibility.

To deepen our connection with the community, we are prioritising initiatives that foster dialogue around our mission. Alongside traditional fundraising efforts, we will host community forums and virtual events, bringing together carers and autistic individuals. These gatherings will provide valuable insights into the needs of our beneficiaries while raising awareness of our mission, intentions, and expertise. Our website and TikTok presence, which boasts over 4,000 followers, reflect our genuine engagement with our community. We will continue to expand our social media presence to enhance transparency and accessibility as we grow.

A high-angle, top-down photograph of a diverse group of people (approximately 10-12) sitting around a large, dark wooden conference table. They are engaged in a collaborative meeting, with some looking at laptops, tablets, or documents. The scene is brightly lit, likely from large windows out of frame, creating a professional and collaborative atmosphere. The image is semi-transparent, serving as a background for the text.

MARKETING APPROACH

In our sector, staying updated with support options is vital. We actively participate in the spaces where our target audience needs support, reflecting our commitment to the community that autistic individuals and families have worked hard to build.

Our Fundraising and Sponsorship Strategies:

- **Innovative Fundraising and Sponsorship:** Regularly develop new fundraising and sponsorship strategies informed by performance metrics and feedback from donors and stakeholders, ensuring a responsive and effective approach to resource generation.
- **Word of Mouth Marketing:** Leverage the positive experiences of volunteers, supporters, and community members to expand our reach. By fostering genuine relationships and memorable experiences, we encourage others to share our mission and initiatives.

- **Appreciation Events:** Host events to express gratitude to donors, both virtually and in person, strengthening relationships and attracting new supporters.
- **Social Media Engagement:** Share impactful stories, videos, and blog posts that showcase our work. Collaborate with social media influencers and local celebrities to broaden our reach.
- **Partnership Opportunities:** Build robust partnerships with governments, NGOs, businesses, and community organisations. Establish mutual support networks and explore collaborations with local schools and businesses.

ROBUST CORPORATE GOVERNANCE

Our board comprises individuals with diverse expertise across government, business, and the non-profit sector, reflecting a strong commitment to continually enhancing and refining corporate governance. We focus on strategic planning to address evolving industry standards and challenges effectively.

01 Regulatory Compliance

Ensure strict adherence to relevant State and Federal legislation, maintaining operational alignment with all regulatory requirements. Our board establishes robust monitoring mechanisms to oversee compliance, ensuring the charity operates ethically and transparently.

02 Inclusive Decision-Making

Foster a collaborative approach to decision-making by conducting comprehensive consultations regarding the procurement and provision of services and solutions. The board prioritises diversity and inclusion, actively seeking input from a broad range of stakeholders to ensure decisions reflect a thorough understanding of community needs and priorities.

03 ACNC Governance Standards

Adhere to the Australian Charities and Not-for-profits Commission (ACNC) Governance Standards and all relevant legislation.



04 Accountability

Remain accountable to donors, beneficiaries, and the general public, ensuring transparency and integrity in all operations.

05 Financial and Operational Records

Maintain accurate and sound financial and operational records to ensure the effective management of the charity's resources.

06 Autistic Inclusion Guidelines

Comply with the Autism CRC National Guidelines for the Treatment and Inclusion of Autistic People, ensuring that our practices are aligned with best practices for supporting the autistic community.

SERVICES & PROGRAMS

Autistic Haus Limited offers a range of services and programs designed to meet the diverse needs of autistic individuals, recognising the unique challenges and co-occurring conditions associated with autism. By creating an adaptive environment, we aim to conserve the energy of autistic individuals and enhance their overall well-being.

SHORT-TERM ACCOMMODATION AND RESPIRE

Both private and NDIS-funded options, providing flexible and supportive temporary housing solutions.

LONG-TERM ACCOMMODATION

Available independently of NDIS funding, offering stable and supportive living arrangements.

COMMUNAL FACILITIES

Group or supervised meal preparation areas to foster community and provide support.

MODULAR ADAPTIVE DESIGN

Flexible living spaces that can be tailored to meet individual needs and preferences.

AUTISTIC INCLUSIVE DESIGN

Environments and facilities tailored specifically to the needs of autistic individuals.

CLEANING SERVICES

Regular and thorough cleaning to maintain a comfortable and hygienic living environment.

SPECIALIST ACCESS AND COORDINATED CONSULTATIONS

Services separate from support coordination, ensuring access to relevant specialists and coordinated care.

EFFICIENT GROUP OUTINGS AND COMMUNITY ENGAGEMENT

Organised activities that facilitate social interactions and community involvement.

PREPARED MEALS

Nutritionally balanced meals prepared on-site to cater to specific dietary needs.

TOOL AND EQUIPMENT LIBRARIES

Access to a range of tools and equipment designed to assist with daily living and personal development.

ASSISTIVE TECHNOLOGICAL FEATURES

Integration of technology to support independence and ease of daily tasks.

SAFETY SUPERVISION

Discreet and respectful supervision to ensure safety and well-being.

RECREATIONAL AND EXERCISE AREAS

Spaces designed for physical activity and relaxation.

PEER MENTORING

Opportunities for guidance and support from individuals with lived experience.

UNIVERSAL ACCESSIBLE DESIGN

Infrastructure that accommodates a wide range of physical and sensory needs.

STAFF AND CARER ACCOMMODATION

In some circumstances, we understand that it would be more appropriate and beneficial for both staff and residents if we provide onsite accommodation for carers and support persons. This may be efficient across supporting people on flexible schedules, affirming continuity of care goals and promoting community values.

Many disabled individuals, including NDIS participants, face challenges in making full use of their funding due to the fragmented nature of support services. Autistic Haus Limited will address common needs collectively, offering group-based solutions that enhance efficiency and effectiveness. This approach allows us to provide part-time and full-time wages, ensuring continuity of care, expert training, and a dignified support experience.



At Autistic Haus Limited, we recognise the utmost significance of maintaining the highest standards of good governance and compliance. This dedication is crucial in nurturing trust, safeguarding our reputation, and promoting our mission to provide tailored accommodation and support for autistic individuals, enhancing their autonomy and quality of life through inclusive, adaptive design and community-focused services. We acknowledge that our reputation is intricately linked to the level of trust placed in us by our beneficiaries, supporters, and the broader community. By upholding these principles, we not only reinforce this trust but also ensure that our organisation operates in a manner that is consistent with our core values and mission.

ETHICAL GOVERNANCE & LEGAL COMPLIANCE

This section outlines our steadfast commitment to these principles and our methods for guaranteeing transparency, accountability, and ethical conduct in every aspect of our operations. As we delve deeper into the core of these principles, you will discover our unwavering dedication to fostering a culture of openness, responsibility, and integrity, which serves as the foundation for our charity's growth and success.

In our unwavering commitment to these ideals, we pledge to uphold the following key principles:

- **Transparency:** We firmly believe in open and candid communication with our stakeholders, characterised by clear and easily accessible reporting of our operations, financial data, and impact. Our dedication to transparency extends to providing our stakeholders with the information they need to make informed decisions and hold us accountable.
- **Accountability:** We take ownership of our actions and choices, embracing responsibility towards our beneficiaries, donors, partners, and the public, while consistently striving to meet or exceed their expectations. We understand that being accountable is not just a requirement but a testament to our integrity.
- **Ethical Conduct:** We uphold the most rigorous ethical standards across all our endeavours, prioritising integrity, fairness, and honesty in all interactions and decision making processes. Our commitment to ethical conduct ensures that we conduct our work with the utmost integrity and honour the trust that our stakeholders place in us.
- **Legal Compliance:** Our unwavering commitment is to adhere to all pertinent laws and regulations that govern our activities. This encompasses charity laws, financial reporting requirements, sector specific regulations, and the ACNC Governance Standards. Compliance is not just a legal obligation but a fundamental pillar of our ethical and responsible conduct.

Governance Structure

Our organisational framework is meticulously crafted to ensure efficient supervision, strategic decision making, and the protection of our mission and assets. This robust structure is the foundation of our commitment to responsible stewardship. It ensures that we remain steadfast in our dedication to our beneficiaries and the communities we serve.

Key components of our organisational structure include:

- **Board:** Our board comprises experienced professionals from diverse fields, tasked with providing strategic guidance and ensuring our efforts align with our mission and core principles. They bring a wealth of experience and expertise to steer our charity's growth and impact, ensuring that we remain responsive to the ever-evolving needs of those we serve.
- **Specialised Committees:** To enhance specific aspects of our activities, we've established specialised committees, such as finance, audit, and compliance, each responsible for overseeing their designated areas of focus. These committees play a vital role in promoting operational excellence, allowing us to refine our strategies, mitigate risks, and uphold our principles of transparency and accountability.

- **Operating Policies and Procedures:** We've developed a comprehensive set of policies and procedures to govern our operations, covering financial management, risk assessment, conflict of interest management, and whistleblower protection, among others. These procedures go beyond mere guidelines; they testify to our commitment to conducting our work with the highest standards of integrity and ethics. They provide clear guidance to our team, ensuring that our mission remains resolute and that our resources are utilised efficiently to create a lasting impact.

Compliance

Compliance with relevant laws and regulations is a fundamental aspect of our commitment, reflecting our unwavering dedication to responsible stewardship. We understand that our accountability extends beyond our mission and beneficiaries to encompass our broader duty to society.

- **Staying Well Informed:** We maintain continuous vigilance, staying attuned to changes in charity laws, tax regulations, and industry standards. This ensures that we consistently meet the latest requirements, leaving no room for compromise. This commitment to staying well informed is not just a proactive measure but a testament to our agility and adaptability in a dynamic regulatory environment.
- **Transparency and Accountability:** are the cornerstones of our operations. To establish and uphold this, we provide and make available to all.

- **Regular Evaluations:** We routinely assess our operations to identify areas where compliance can be further reinforced and enhanced. This proactive approach helps us maintain the highest standards of governance and ethics, ensuring that we're not only compliant but consistently optimising our practices for the betterment of our cause.
- **Leveraging External Expertise:** We actively seek legal counsel and collaborate with domain experts to ensure that our activities align seamlessly with the legal and regulatory framework. This ensures that our operations are characterised by the utmost integrity and adherence to established norms. Our partnerships with legal experts are a testament to our commitment to ethical and responsible conduct.
- **Comprehensive Annual Reports:** Our annual reports offer an exhaustive overview of our activities, milestones, financial statements, and future objectives. This transparency enables our stakeholders to gain a comprehensive understanding of our journey and impact. We believe that the more information we share, the stronger the trust we build.
- **Financial Openness:** We maintain complete transparency in disclosing our financial information, encompassing income, expenses, and the allocation of funds. This practice ensures that our donors and supporters have a clear understanding of how their contributions are utilised to further our mission. Financial openness is not just a disclosure; it's a commitment to accountability.

- **Measurable Impact:** We consistently measure and communicate the impact of our programmes, highlighting the positive transformation we effect in the lives of our beneficiaries and the community. This reaffirms our commitment to driving positive change and accountability in all that we do. Our focus on measurable impact is not just about numbers; it's about delivering on the promises we make to those we serve and those who support us.

In Conclusion: Autistic Haus Limited remains steadfast in its commitment to the principles of good governance and compliance. We firmly believe that these ideals serve as the foundation of a flourishing and influential charitable institution. Our dedication to upholding the highest standards of transparency, accountability, and ethical conduct propels our mission to create lasting positive change in the lives of our beneficiaries. At the same time, we earnestly strive to cultivate and maintain the trust and esteem of our supporters and stakeholders.



BUDGETARY HIGHLIGHTS AND STEWARDSHIP

Autistic Haus Limited is strategically positioned to leverage various revenue streams to support our mission. Initially, we will focus on establishing our presence as a registered charity, followed by active fundraising and grant applications. We are fortunate to have a supportive community and a network of potential donors who have expressed interest in contributing.

Our access to reputable grant writers and accountants through a specialised nonprofit firm will be instrumental in our financial planning and management.

Property and Accommodation Model

Our innovative approach to accommodation, which involves constructing small residences around a central community building, aligns with current legislation requiring a “normal” building on the property. This model helps us circumvent the industrial constraints that often delay new accommodation projects.



Initially, our operations will centre on providing short-term accommodation and respite care. The founder, an NDIS participant, will serve as an “anchor resident,” providing stability and supporting staff and support workers. Funding will primarily be allocated to staff salaries, establishing best practices in continuity of care, and specialised training. This approach ensures that the costs of respite stays align with the inclusive supports provided. We anticipate constructing six small residences per central building, with capacity for one to two residents per home, depending on care arrangements. Rates for private and NDIS-funded stays will be comparable, with NDIS respite limits set around \$2,000 per day, inclusive of supports and activities.

Expansion and Long-Term Accommodation

Once the initial model is established, we plan to expand by constructing medium-term residences with leases up to five years.



This phase will offer affordable rent options, with residents able to access additional services such as cleaning, prepared meals, transport, and coordinated social engagement through NDIS and personal funding. These residences will cater to a wide range of support needs, from full-time professionals to those requiring 24/7 care. Additional accommodation for workers and carers will also be included.

Permanent Accommodation and Equity Model

Our ultimate goal is to provide permanent accommodation where residents can build equity through rent payments, similar to models developed by organisations like Project Independence. However, our focus on autistic environmental support needs will tailor this model to better meet the specific needs of autistic individuals.



Financial Management and Projections

As a newly established charity embarking on its mission, we deeply understand the significance of financial planning, responsible resource management, and transparency. While our organisation is in its early stages and has yet to receive substantial donations, we are determined in our commitment to efficiently and prudently manage our resources to achieve our goals. The following financial summary provides insights into our current financial position and our projected prospects:

1. UTILISATION OF RESOURCES:

- **Programme Development:** Approximately 60 to 75% of resources will be allocated to developing and launching our charitable programmes.
- **Administrative Expenditure:** Approximately 10% will cover administrative costs, including office supplies and operational expenses.



- **Marketing and Outreach:** 5 to 20% will be directed towards raising awareness and engaging potential supporters.
- **Future Preparedness:** 10% will be reserved for growth, sustainability, and capacity building.

2. FINANCIAL PROJECTIONS:

As a newly established charity, we hold an optimistic outlook regarding the potential growth of our organisation. While we acknowledge that projections are subject to change due to various factors, we've provided a financial overview for the next 1 to 5 years in this business plan, with additional forecasts available in the later sections. Our optimism is rooted in our unwavering commitment to our mission and the generosity of our future supporters. We recognise that in the nonprofit world, financial stability is the cornerstone of our ability to create a lasting impact, and we are committed to achieving it.



- **Anticipated Donations:** We expect a gradual increase in contributions as we build relationships with supporters and showcase our impact.
- **Projected Expenditure:** Expenses will rise proportionally with programme expansion, focusing on programme implementation, administration, and outreach. We view these as investments in our mission and will manage them diligently.
- **Balance Expectations:** We aim to maintain a positive financial balance, aligning growth goals with fiscal responsibility.

3. FINANCIAL ACCOUNTABILITY:

Our dedication to upholding the highest financial transparency and accountability is unwavering. To fulfil this commitment:

- **Record Keeping:** Accurate and well-organised records will track donation receipts and expenditures, promoting transparency and accountability.



- **Internal Assessments:** Regular reviews will identify discrepancies and opportunities for improvement, enhancing our financial practices.
- **Annual Reports:** Comprehensive financial reports will be shared with stakeholders to provide insight into fund utilisation and outcomes, building trust and credibility

4. FUNDRAISING STRATEGIES:

To ensure sustainable growth and financial stability, we will implement a diverse range of fundraising strategies, including:

- **Online Giving:** A user-friendly platform on our website will facilitate donations and engagement.
- **Collaborations:** Partnerships with local businesses, community organisations, and sponsors will provide additional funding sources and create a network of support.



- **Community Engagement:** Fundraising events and campaigns will involve the community, raising awareness and building a committed supporter base.

5. CONCLUSION:

As we embark on our journey, we are dedicated to sound financial management, transparency, and effective resource allocation. Despite our current limited resources, we are committed to optimising their impact and achieving positive change. We look forward to sharing our progress and the transformations we bring to the community we serve.

MEET THE BOARD AND THE TEAM

Kate Marie Walsh

(Director and Secretary of Autistic Haus Limited)

Kate has experience across various industries and environments, which have enhanced her skills in business development roles. Having lived overseas and travelled extensively, Kate has developed an adaptive style of engagement. She is also involved in fundraising for charities that empower women and young girls facing hardship. Kate brings valuable experience from her time in the real estate industry and as an investor. As someone with disabilities affecting her daily mobility, she understands the need for tailored accommodation and support designed to maximise autonomy.

Erica Elizabeth Greaves

(Director and Chair of Autistic Haus Limited)

Erica is autistic and has substantial support needs, including co-occurring disabilities such as hyper-acuity, synaesthesia, and dyspraxia. These conditions impact how she processes information and moves within spaces. Adversely affected by poorly designed public and private spaces, Erica developed a special interest in inclusive design, studying it both formally and informally. Her studies focus on accessibility, both universal and specific to autism. Erica has excelled in completing a course in Business in Design in preparation for founding this non-profit. She enjoys liaising with researchers and leaders in the fields of autism and design. As a founder, Erica is uniquely positioned with a deep commitment to creating a new nexus of support and quality of life through innovative infrastructure.

Edward Joel Matthew Carroll

(Director and Treasurer of Autistic Haus Limited)

Ed is passionate about social justice and equitable access to infrastructure. He dedicates his time to making politics accessible in contemporary spheres and is the Interim Queensland President of The Australian Progressives Party. Ed's expertise will be crucial in navigating systems and ensuring compliance. He is knowledgeable about and actively involved in many areas of public interest, motivated to make a difference for marginalised populations. Ed has also worked extensively on homelessness and recently submitted a petition to the government concerning the housing crisis. He is an invaluable asset to our team.

Aidan Michael Memery

(Director of Autistic Haus Limited)

Aidan is a prominent figure in many local communities, known for leading by example as a professional neurodivergent individual who is greatly admired by his peers. Professionally, Aidan is a Senior Data Engineer and will be an invaluable asset in establishing a smooth-running, modern facility. He has tailored his own home to meet his specific needs and we look forward to his guidance in various areas. Aidan has a genuine ability to recognise the best in people, and it is a privilege to see him engage with all forms of neurodiversity.



Reuben Vivian Bristed


(Member of Autistic Haus Limited)

Reuben has overcome significant obstacles to reach his current position. He is autistic with co-occurring conditions and did not receive timely intervention. Reuben aims to share his experiences in meaningful ways that benefit his community. His lived experience, including challenges with restrictive eating and mobility, represents a crucial perspective in our core team. Reuben has volunteered with local food and homelessness organisations and demonstrates a generous spirit. He has also written about his experiences, contributing published work on topics such as isolation and familial estrangement.



OUR PROMISE

- **A culture of integrity:** We nurture a culture of integrity, ensuring that ethical conduct, transparency, and honesty are central to our organisation's identity. This culture extends to every level of our operations and interactions.
- **Staff recruitment and retention:** We have developed a comprehensive staff recruitment and selection strategy to attract, retain, and engage highly respected and credentialed staff for our organisation. Our goal is to assemble a team that embodies our values and is dedicated to our mission.
- **Performance management:** We have established an organisation wide performance management system that is seamlessly integrated with staff training and development. This holistic approach ensures that our team remains motivated and equipped with the skills needed to deliver quality services.
- **Knowledge sharing:** We are dedicated to sharing knowledge and promoting a learning culture that spans all areas of the organisation. This knowledge sharing allows us to collectively learn, grow, and adapt to the evolving needs of modern beneficiaries.

- 
- **Occupational health and safety:** We maintain the highest standards in occupational health and safety, ensuring that both our staff and beneficiaries are provided a safe and secure environment.
 - **Innovation:** We actively investigate new and improved methods to provide coordinated, well resourced, and comprehensive services to meet the diverse and ever changing needs of modern beneficiary victims. Innovation is central to our commitment to progress and excellence in service delivery.

EMBRACE
DIFFERENCES

RESOURCE ALLOCATION

Funding for the charity will come from a diverse range of sources, emphasising our commitment to financial sustainability and achieving our mission:

- **Private individuals, members of the general public:** We welcome support from individuals who share our vision and recognise the difference they can make through their contributions. These donors are the backbone of our charitable efforts.
- **Crowdfunding campaigns run through the charity's website and social media platforms, engaging corporate 'reporting entities' in campaigns to fund programs to address modern beneficiaries in their supply chains:** We harness the power of crowdfunding to amplify our reach, while also collaborating with responsible corporations to address crucial issues in their supply chains.
- **Government grants:** We actively seek government grants to support our mission and initiatives, fostering collaboration between the public and private sectors in the pursuit of positive change.

- **Grants from Private and Public Ancillary Funds (puAF's and PAF's):** We appreciate the support from Private and Public Ancillary Funds (puAF's and PAF's), which are instrumental in driving our programs and advancing our cause.
- **Corporates who engage the charity to assist them in addressing modern beneficiaries in their supply chains:** We form partnerships with corporations committed to addressing social and ethical issues in their supply chains. These partnerships create a shared platform for positive change.
- **Corporate donations and Corporate Social Responsibility:** Corporate involvement extends to financial donations and fulfilling their Corporate Social Responsibility (CSR) commitments, aligning their business interests with philanthropic endeavours.
- **Family offices:** Family offices provide crucial financial support, playing a pivotal role in our mission's success.
- **Bequests and Gifts in Will:** The generosity of those who choose to remember us in their wills is invaluable, enabling us to plan for a sustainable future.
- **Corporate partnerships:** Collaborations with corporations extend beyond financial contributions, encompassing shared values, expertise, and resources for the betterment of our mission.

- **Sales of goods and services:** We generate revenue through the sale of goods and services, reinvesting the proceeds in our charitable initiatives.
- **Social media campaigns:** Engaging social media campaigns not only raise awareness but also attract support from a global audience.
- **Events:** Fundraising events and campaigns are platforms for our community to actively participate in our mission and contribute to our cause.
- **Ancillary Funds, Trusts, and Foundations:** Grants and support from ancillary funds, trusts, and foundations bolster our financial foundation, enabling us to expand our reach and impact.



ROADMAP TO MISSION SUCCESS

We are dedicated to building and sustaining a competent organisation through a multi faceted approach, including:

- **Providing Efficient and High-Quality Services:** We will streamline our operations to deliver effective support for our programmes, ensuring they meet the highest quality standards and accreditation requirements.
- **Implementing Continuous Improvement and Feedback Mechanisms:** We are dedicated to evolving our services through comprehensive feedback systems that enable us to refine and enhance our support based on the experiences of our beneficiaries and stakeholders.
- **Fostering a Culture of Integrity and Inclusivity:** We prioritise a culture of integrity, equality, and anti-discrimination. Our values of inclusivity and respect guide our actions and shape the environment we create.



- **Developing a Strategic Staff Recruitment and Retention Plan:** Our recruitment strategy aims to attract, develop, and retain skilled professionals who align with our mission and values, ensuring we build a team of high calibre and dedication.
- **Integrating Performance Management with Staff Development:** We integrate performance management with ongoing staff training and development, ensuring that our team remains motivated, skilled, and aligned with our organisational goals.





- **Promoting Knowledge Sharing Across the Organisation:** We encourage a culture of shared learning, where knowledge and insights are exchanged freely among all staff, enhancing our collective expertise and effectiveness.
- **Upholding High Standards in Occupational Health and Safety:** The safety and wellbeing of our staff and beneficiaries are paramount. We are committed to maintaining the highest standards in occupational health and safety, providing a secure and supportive environment for everyone involved.





At our Charity, we are wholeheartedly dedicated to elevating the quality of our projects and services. Our approach is multifaceted, encompassing:

- **Innovating Service Delivery:** We explore novel methods to deliver well-coordinated, adequately resourced, and comprehensive services that address the diverse and evolving needs of our beneficiaries. Our dedication to innovation drives us to seek new pathways to remain agile and responsive to changes in beneficiary needs and our charitable initiatives.
- **Pioneering New Models:** Innovation is at the heart of our mission. We strive to create opportunities for developing pioneering models and services that benefit our beneficiaries, enriching their experiences and enhancing the impact of our mission.



- **Evaluating and Enhancing Services:** We conduct biennial assessments of our service standards and semi-annual reviews of our projects, programs, and services. These evaluations, discussed during our board meetings and annual general meetings (AGM), ensure that we continually refine and improve our work to meet our mission's objectives effectively.
- **Continuous Improvement:** Our approach includes regular reviews and evaluations to ensure that our services remain effective and aligned with our mission. We are committed to maintaining high standards and adapting our strategies based on our findings.



We are committed to establishing a resilient and sustainable organisation by:

- **Fostering Collaboration:** Implementing an integrated organisational model that promotes collaboration and optimises the quality of our services to ensure they meet the needs of our beneficiaries effectively.
- **Engaging Stakeholders:** Actively involving clients, stakeholders, and support workers in the planning and development of our services and programmes, ensuring that their insights and needs are central to our approach.
- **Implementing Recommendations:** Adhering to recommendations from external assessments to continuously refine and enhance our programmes and services, ensuring they align with best practices and our mission.



- **Securing Sustainable Funding:** Obtaining and managing diverse financial resources to support and advance our activities both in the short and long term, ensuring financial stability and growth.
- **Diversifying Revenue Streams:** Reducing reliance on a single income source by exploring and establishing multiple revenue streams, enhancing our overall financial resilience.
- **Leveraging Assets:** Using our assets and investments strategically to ensure long-term viability and to support ongoing growth and development.





- **Utilising Information Technology:** Enhancing our business processes through information technology to improve operational efficiency and effectiveness.
- **Improving Facilities:** Upgrading our facilities and capital assets to support the efficient and effective delivery of our services.
- **Maintaining Strong Governance:** Upholding rigorous governance practices and ensuring compliance with our policies, procedures, and relevant laws to maintain accountability and transparency.



1 YEAR PLAN

In our first year, we will focus on fundraising and community consultation. We aim to build on our foundational understanding of the autistic community's needs, addressing individual requirements and bridging a significant gap in infrastructure.

We will utilise grant writers, accountants, and other specialised advisors for fundraising and brand development. We will host events to discuss, as a group, the requirements for creating an ideal home for our beneficiaries and how this connects to our socio-political roles and challenges. Establishing an ongoing dialogue with the community we serve is crucial for understanding societal challenges faced by autistic individuals, enabling us to build a resilient and thriving demographic.

During this period, we will also begin recruiting and consulting for specialised staff training, and preparing to purchase property by scouting viable sites and materials for swift operational commencement. Ideally, we are looking for large plots of land with an existing main house to renovate into a communal hub, while constructing the small homes. The property should be located in mid-outer suburbs, providing a balance of tranquillity and convenience. We are flexible regarding space and aesthetic, with the choice of homes and materials guided by community feedback, research, and sustainability considerations.

2 YEAR PLAN

In the subsequent years, our focus will shift to actualising housing. With the prior year's investment in utilising our members' and directors' experience in real estate and bureaucratic navigation, we will swiftly transition once Autistic Haus acquires our first property.

We will continue the previous year's efforts in fundraising and community engagement. Social media will be used to generate interest in bookings and maintain contact with our demographic while we are busy with construction. On-site, we will consult extensively with experts on local land care and modern sustainable development. By the end of this period, we will have several small homes constructed and operational. As the construction of small homes causes minimal disruption, we can continue building while accommodating guests.

5 YEAR PLAN

In five years, Autistic Haus will offer short- and medium-term accommodation and begin opening some facilities for permanent accommodation options. As beneficiaries complete long leases, it is a logical point to transition services towards supporting ownership. This model has proven successful for individuals with other disabilities. Residents in this programme will have the same access to services and modified homes as medium-term residents, with funding through personal income, NDIS plans, or a regular payment alongside rent.

Our model is intentionally designed for growth. Provided financial factors and community needs are sustainably balanced, we will expand across sites, enhancing the efficiency and effectiveness of our services. We are also mindful of the community's vulnerability to unstable climate conditions and will plan for long-term resilience and autonomy in materials and spirit. This approach will begin to yield significant benefits from this stage of development.

At the five-year mark, Autistic Haus will have demonstrated the crucial role of balanced community infrastructure. We hope to be part of a movement creating meaningful and lasting change in the lives of vulnerable people in Australia.

Thank you



ABN:98 676 719 663

12 Dunsford St Zillmere QLD 4034

www.autistic-haus.com

CONTACT INFORMATION:

Name: Erica Elizabeth Greaves

Email: autistic.haus@gmail.com

Phone: 0431 053 516