

Typha Inc

Business Plan 2025-2026

Building Capability • Creating Pathways • Strengthening Communities





When hearts and
hands work
together,
foundations
become
unbreakable

This saying reflects the spirit of Typha Inc — unity, purpose, and shared strength. It reminds us that the most enduring change is built together, through collaboration and compassion. When people combine heart, intention, and action, they create foundations that can withstand any challenge and support growth for generations to come.

CONTENTS

Executive Summary	04
Purpose and Context	05
Operational Focus Areas (FY 2025–26)	06
Quarterly Implementation Plan (FY 2025–26)	08
Workforce and Systems Implementation	09
Risk and Mitigation Framework	10
Monitoring, Reporting and Governance	11
Closing	11

Executive Summary

This Year 1 Business Plan outlines the first stage of Typha Inc's growth under its 2025–2030 Business Plan.

Between July 2025 and June 2026, the organisation will establish operations across Queensland's Northern Corridor — from Moreton Bay District through to the Sunshine Coast — managing 100 affordable homes through a mix of head-lease and management contracts.

Our aim is to provide safe, supported housing that connects tenants to wellbeing, education, and employment opportunities. FY 2025–26 focuses on:

- Achieving Tier 3 registration under the National Regulatory System for Community Housing (NRSCH).
- Delivering tenancy and support services for 100 households.
- Launching two social enterprises to create local jobs and reinvest in housing.
- Building a governance and financial base capable of Tier 2 readiness by 2027.



Purpose and Context

This plan translates the organisation’s 10-Year Strategic Development Plan (2025–2035) and 5-Year Business Plan (2025–2030) into specific, measurable actions for FY 2025–26.

Typha Inc exists to connect housing with capability and community — ensuring that safe homes are the beginning of someone’s story, not the end.

Year 1 will establish a scalable housing and support model for the Northern Corridor that balances social impact with financial sustainability.

Strategic Alignment Overview

Strategic Priority	FY 2025–26 Deliverable	Intended Outcome
Housing & Development	Secure 100-home portfolio (mix of headleases and management contracts).	Stable, compliant housing operations serving the Northern Corridor.
Support Services	Deliver tenancy sustainment and wellbeing programmes to all tenants.	Tenants experience stability, safety, and improved wellbeing.
Social Enterprise & Employment	Launch Maintenance and Cleaning enterprises.	Local employment and reinvestment opportunities created.
Governance & Accreditation	Achieve Tier 3 NRSCH registration and operational compliance.	Recognised governance maturity and regulatory credibility.
Financial Sustainability	Establish blended funding model and publish first Annual Financial Report.	Transparent and resilient financial foundation.
Community & Partnerships	Formalise five MOUs with government, NGOs and local partners.	Trusted regional network supporting integrated delivery.

Operational Focus Areas (FY 2025–26)

Housing and Tenancy Operations

- Establish and manage 100 affordable homes across the Northern Corridor.
- Implement property management and compliance systems meeting NRSCH standards.
- Embed environmental and safety practices across the portfolio.

Support Services and Wellbeing

- Introduce the Integrated Wellbeing and Capability Framework.
- Deliver tenancy sustainment, financial literacy, and life-skills programmes.
- Partner with local health and employment providers for wrap-around support.

Social Enterprise and Employment

- Launch Maintenance and Cleaning enterprises to create local training and employment.
- Develop pathways for 30 participants in Year 1.

Governance and Compliance

- Achieve Tier 3 NRSCH registration by Q3 2025.
- Embed risk, financial, and policy frameworks.
- Commence quarterly Board performance reporting.

Finance and Administration

- Implement financial management and reporting systems.
- Produce monthly and quarterly budget reviews.

Community and Partnerships

- Formalise MOUs with DoH, councils, NGOs, and private partners.
- Host tenant and community forums to co-design services.

Even the stone is
shaped by
pressure, yet it
endures with
Grace

This saying reflects strength, perseverance, and dignity in the face of challenge. Just as stone is shaped by time, weight, and pressure, people too are refined by their experiences. It reminds us that true resilience is not about resisting change, but allowing adversity to shape us into something stronger, grounded, and enduring.

Quarterly Implementation Plan (FY 2025–26)

Quarter	Key Deliverables	Performance Indicators / KPIs
Q1 (Jul – Sep 2025)	Finalise governance frameworks and risk register. Submit Tier 3 application. Secure first 30 homes (DoH and private). Commence staff recruitment and system setup.	<ul style="list-style-type: none"> • Tier 3 application lodged. • 30 homes onboarded. • 5 FTE employed.
Q2 (Oct – Dec 2025)	Achieve Tier 3 registration. Secure remaining headlease agreements. Launch CRM and housing data system. Begin tenancy intake and orientation.	<ul style="list-style-type: none"> • Tier 3 registration approved. • 60 homes operational. • All tenants profiled in system.
Q3 (Jan – Mar 2026)	Deliver tenancy sustainment and wellbeing programmes. Launch Maintenance enterprise. Establish three partnership MOUs. Begin financial audit preparation.	<ul style="list-style-type: none"> • ≥ 90 % tenancy sustainment. • 15 participants in training and employment. • Three MOUs executed.
Q4 (Apr – Jun 2026)	Launch Cleaning enterprise. Finalise Annual Impact and Financial Report. Conduct Board review of Year 1 performance. Plan Year 2 growth and Tier 2 readiness activities.	<ul style="list-style-type: none"> • 100 homes managed. • Annual report published. • Board endorses Year 2 Business Plan.

Workforce and Systems Implementation

Staffing: 10 FTE core team (CEO, Operations Manager, 3 Tenancy Officers, 2 Support Coordinators, Finance & Compliance Officer, Social Enterprise Manager, Admin/Data Officer).

Systems: Unified CRM and finance software with Power BI dashboards for performance reporting.

Training: All staff trained in trauma-informed practice, tenancy law compliance, and data security.

Workforce and Systems Implementation

Category	Estimated Value (AUD)	Notes
Operating Revenue	\$1.8 – \$2.0 million	Rental income and management fees from 100 homes.
Social Enterprise Revenue	\$120 000 – \$150 000	Maintenance and Cleaning contracts.
Grant / Investment Income	\$250 000 – \$400 000	Mix of government, philanthropic and social investment partnerships.
Operating Expenditure	\$1.9 – \$2.3 million	Staffing (≈ \$1.1 m), systems, maintenance and administration.
Target Outcome	≥ 70 % operational cost recovery by 30 June 2026	Establish path to financial self-sufficiency by 2028.

Risk and Mitigation Framework

Key Risk	Potential Impact	Mitigation Strategy
Regulatory non-compliance	Delays in NRSCH registration or funding	Dedicated Compliance Officer; quarterly internal audits.
Funding shortfall	Reduced service capacity or delayed growth	Diversified income model and contingency reserves.
Workforce pressure / burnout	Staff turnover and service instability	Wellbeing programme, training and supervision.
Data security	Breach of tenant information	Secure cloud systems and restricted access controls.
Tenancy risk (non-payment / disruption)	Financial loss and community impact	Early intervention and tenancy support framework.
Enterprise under-performance	Reduced revenue for reinvestment	Quarterly review and performance diversification.

Monitoring, Reporting and Governance

- **Monthly Internal Reporting:** Housing and financial performance submitted to CEO and Board.
- **Quarterly Dashboards:** Occupancy, tenancy sustainment, and impact metrics monitored through Power BI.
- **Annual Impact and Financial Report:** Published each October with audited financials and social impact outcomes.
- **Board Oversight:** Governance and Risk Committee reviews all compliance and audit findings.

Closing Statement

When hearts and hands work together, foundations become unbreakable.

Typha Inc stands ready to deliver real, measurable impact for communities across Queensland's Northern Corridor.

This Year 1 Business Plan sets a clear path toward 100 safe and supported homes, strong partnerships, and a financially sustainable future that keeps people at the centre of everything we do.

From the Typha we learn to rise, from the stone we learn to ***Stand***

This saying reflects the heart of Typha Inc — renewal and strength in harmony. The Typha teaches us to grow, to bloom again after hardship. The stone reminds us to stand firm, grounded, and enduring.

Together they symbolise balance: the resilience to rise and the stability to remain.

Typha Inc stands as a promise — that from strength and renewal, hope will always find its way home.

Document Version Control

Version: Final 1

Date: November 2025

Approved by: Management Committee

Review Date: November 2026