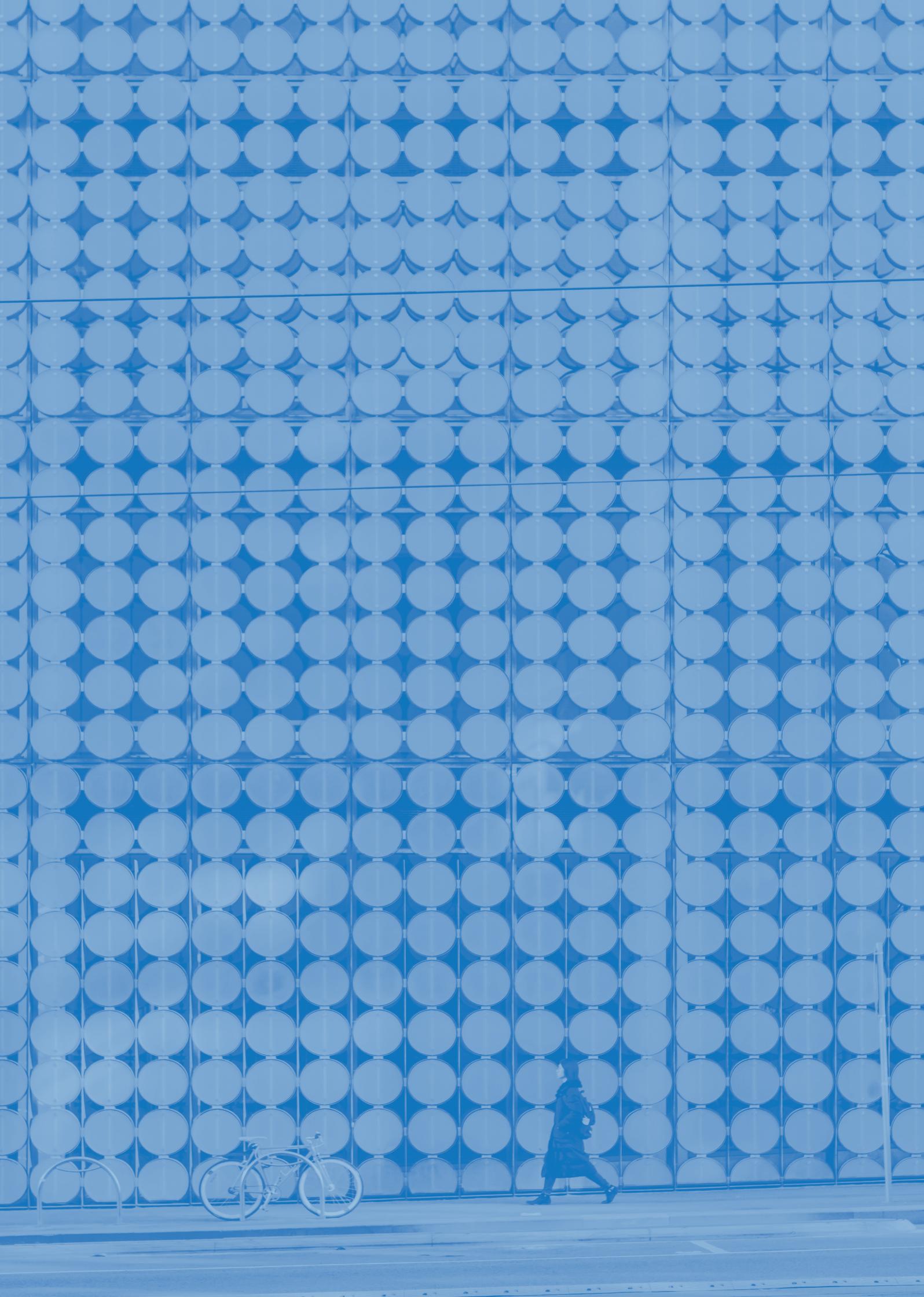




# ANNUAL REVIEW

UDIA VICTORIA, 2023-2024





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# OUR COMMITMENT

## MISSION

To be the most member - focused industry association in Victoria.

## PURPOSE

To connect the urban development industry and provide a strong and powerful voice.

## VALUES

### LEADERSHIP

Be a thought leader in public debate and policy reform on behalf of the industry.

### INNOVATION

We seek opportunities to drive positive change and deliver new benefits to members.

### COLLABORATION

We work with the UDIA community for the betterment of the industry.

### EXCELLENCE

We are committed to delivering the very best for our industry.

### INTEGRITY

Our stakeholders work with us because we are trustworthy.

### CONNECTION

Provide a forum for our industry to connect.



# Raw Population Numbers - Quarterly Change



Melb. Sales and Change in Population

## UDIA VICTORIA TEAM

UDIA Victoria has a dedicated and professional Board and Team, supported by a strong Committee structure, all working together to best represent Victoria's urban development industry.



**LINDA ALLISON**  
Chief Executive  
Officer



**JACK VAUGHAN**  
Director of Policy



**DANIELLE TRUDGEON**  
Membership,  
Sponsorship  
and Business  
Development  
Manager



**LUKE GREEN**  
Professional  
Development  
and Marketing  
Manager



**NIKITA BOURBOS**  
Commercial  
Manager



**CALLUM WILKINSON**  
Policy and  
Communications  
Officer



**ZOE COATES**  
Events and  
Member  
Engagement  
Coordinator



**ZOE QUICK**  
Team Assistant

# CEO REPORT



LINDA ALLISON  
Chief Executive  
Officer

UDIA Victoria

There is no question that the industry continues to experience some of the most difficult conditions in living memory. In the face of these challenges, the members and UDIA Victoria team that I work with every day demonstrate a remarkable resilience and a commitment to overcoming those challenges to continue to shape communities and deliver residential development for Victoria.

I thank each one for their valuable contributions.

As I approach 12 months of leading UDIA Victoria, our Board, committees, and team have demonstrated the strength of the organisation; its influence at all levels of government, its commitment to delivering exceptional member value, its drive and passion to deliver new research and insights to influence policy across Victoria. From niche technical issues, to the big strategic questions of what kind of city and state do we want to be, UDIA is there representing its members.

UDIA Victoria has delivered new member offerings this year with a firm commitment to providing strong value at a time when costs are high. We value every dollar invested in UDIA, and we never take it for granted. You can read more about our innovations and highlights throughout the report.

We continue to relentlessly pursue reform to ease the cost burdens on development and to attract new investment. We will continue to fight on behalf of our members on the issues that matter. I thank our members for their loyal support of UDIA Victoria. With your help, we grow our voice and our impact. I look forward to working with you again in 2024-25.



*Linda Allison*

# PRESIDENT'S REPORT



TOM TREVASKIS  
CEO, Moremac  
President

UDIA Victoria

**In what has been another challenging year to navigate for the property sector, UDIA Victoria has enjoyed a successful year.**

There has never been a more important time for our industry to come together, support each other and share our collective voice with Government to drive positive change for the future.

Despite the challenging economic times, it was most pleasing to see the loyalty demonstrated by members and their engagement at our events, briefings and professional development – many of these reaching record attendance. This demonstrates UDIA Victoria's ability to deliver timely, relevant and valuable member services. I am also pleased that the organisation is in a strong financial position and able to reinvest back into its advocacy program which will benefit our members and industry immensely.

The UDIA Victoria Board of Directors has worked closely with our highly professional and dedicated UDIA Victoria team to hear the challenges of our members, and advocate for our industry. I thank my fellow Directors and UDIA Victoria's staff for their incredible work during the past 12 months. Their passion for our industry and their collaborative approach to strive for better outcomes is exemplary.

I would also like to thank our retiring director

Ed Krushka from Stockland, who has provided a significant contribution to UDIA Victoria over the past 6 years. Ed's insight, leadership and impact on the industry has been an asset to not only the Board, but our industry more broadly.

Finally, I want to thank UDIA Victoria's Committees for their commitment, energy and contribution in particular to driving our advocacy agenda forward, and for supporting the team in advocating on the dozens of issues tackled this year. The expertise embedded in our committees forms the foundation of our research and evidence we present to the Government which helps shape policy discussions for our state. There has never been a more important time for this contribution as we've navigated the past few years and to see more than 215 people represented on our committees is testament not only to the strength of UDIA Victoria, but more importantly the willingness of our members to collaborate for better outcomes.

The coming year will present further challenges and the Board and UDIA Victorian team are well positioned to support our members. Our Board of Directors remains united and committed to leading our industry to a stable, secure and bright future.

A handwritten signature in blue ink, appearing to read 'Tom Trevaskis', written in a cursive style.

The UDIA Victoria Board of Directors comprises leaders in Victoria's urban development industry. The Board informs our policy priorities and advocacy strategy, ensuring the development,

building and construction sector is effectively represented by UDIA Victoria. We thank the Board for volunteering their time and expertise for the benefit of both the industry and the community.



**TOM TREVASKIS**  
Moremac  
**PRESIDENT**



**SEAN PINAN**  
Catalyst Development  
Services  
**VICE PRESIDENT**



**KATHY JOHNSON**  
Yarraport  
**TREASURER**



**DEAN GOLD**  
YourLand  
**COMPANY  
SECRETARY**



**ALICIA DAVIDGE**  
Lendlease



**ANDREW DUGGAN**  
Villawood



**KATE HILBERT**  
Mirvac  
**(ON PARENTAL LEAVE)**



**NICK HOLUIGUE**  
Maddocks



**ED KRUSHKA**  
Stockland



**OSCAR STANLEY**  
ABN Group



**NICOLA SMITH**  
Niche Planning  
Studio



**LARA KOZENIAUSKAS**  
Mirvac

# MEMBER ENGAGEMENT



## 2023-2024 MEMBERSHIP BENEFITS

- The leading voice on industry issues including Melbourne Water, CHMPs, Earless Dragon, land supply, taxation reform.
- Delivering a range of events in different formats and price points.
- Providing free webinars on advocacy issues.
- A brand new Professional Development Program to equip your team with the best property development skillset.
- Exclusive member content including latest research and exclusive data to inform your business.



- Modest increase of FY25 member fees, well below CPI.
- Unparalleled access to Government to advocate on behalf of industry.
- Regional presence in Geelong, Bendigo and Ballarat (new!).

# 7,500

UDIA VICTORIA COMMUNITY  
Member Contacts

# 6,500+

AUDIENCE ATTENDANCE  
Briefings, Events & Education

# 215

COMMITTEES MEMBERS  
Briefings, Events & Education

# 325

MEMBER COMPANIES  
Member Contacts

# 45+

ENGAGEMENT ACTIVITIES  
Briefings, Events & Courses

# STAKEHOLDER ENGAGEMENT

## NUMBER OF MEETINGS, MEDIA AND OTHER ENGAGEMENTS



**81,741,982**

Potential media audience



**2,264**

Followers on refreshed Instagram page



**582**

Individual media stories



**11**

Regular dialogue with Ministers, Shadow Ministers and CEOs of Statutory Authorities



**334,825**

Impressions on LinkedIn



**100+**

Government meetings, briefings and workshops



**8,369**

LinkedIn followers



# POLICY AND ADVOCACY

UDIA Victoria has a strong and practical advocacy agenda that delivers for the urban development industry.

Our focus is targeted, drawing on deep industry and technical expertise.

In the past 12 months, we've shown that our advocacy gets results.

Our standing as the peak body for the urban development industry has never been clearer.

UDIA Victoria is the industry voice with integrity and reason; with credible expertise; with fierce determination; with members at its heart.

We are your voice and we've got your back.

## OUR ADVOCACY PILLARS

# 01

**A strong supply pipeline to put downward pressure on prices.**

Ensuring Greenfield development continue to play its part and to create an environment for infill development to flourish

# 02

**Facilitating Development.**

Ensuring the right policy settings and resources are in place to ensure timely delivery of homes – referral authorities, incentives, planning reform etc.

# 03

**Instilling confidence in the market for investors and consumers to ensure feasibility of projects.**

Positioning Victoria as a place to attract investment – tax reform and incentives.

# 04

**Creating efficiencies and reform.**

Driving industry forward through technology and imagination, reforming the policy and regulatory environment.

# 05

**A fair and equitable approach to infrastructure provision.**

Certainty for industry contributions, timely delivery of infrastructure, innovation in funding.

## ADVOCACY RESULTS

- Notwithstanding our opposition of Windfall Gains Tax, our advocacy led to a reduction of the WGT impacts on industry, securing transitional exemptions and a fairer approach to the scope of uplift in land value. delay in the commencement of the tax by 12 months and publicly called for a cap to protect regional development.
- Worked with Government and Melbourne Water to deliver improved outcomes and streamline water authority processes.
- Secured late changes to the State Taxation Acts and Other Acts Amendment Bill 2023, including industry concessions and reduced impacts.
- Secured a Government announcement to adopt the recommendations of the Red Tape Commissioner.
- Secured a delay to the introduction of costly changes to the National Construction Code.

## ONGOING ADVOCACY

- Ensuring greenfield supply remains part of Victoria's housing affordability solution – advocating for a strong pipeline of developable zoned land in Melbourne's growth areas and in regional Victoria to ensure that Victorians can live in the locations and types of homes they choose.
- Working closely with local government to unwind red-tape, and permit delays. We have developed comprehensive business cases advocating for third-party certification of engineering and planning approvals.
- Leading the calls for property tax reform to the highest levels of Government to ensure both domestic and international investors have confidence to invest in Victoria and the current impact of Windfall Gains Tax on our regions is understood.
- Providing an authoritative industry voice to Government on difficulties within Cultural Heritage Management Plans to bring together key stakeholders and create better outcomes for the sector.
- Leading the way on Biodiversity with in-depth consultation with all levels of Government following the discovery of the Grassland Earless Dragon and its impact on the development of Melbourne's western growth corridor.
- Providing thought leadership through research highlighting the significant reduction in buyer borrowing capacity, land shortages, the impacts of material and labour shortages and forecasting apartment creation in central Melbourne.

## 2023/24 HIGHLIGHTS

UDIA Victoria's achieved substantial wins for industry over the last 12 months including:

# GAIC SPENT

More than \$400 million of GAIC revenue collected has been earmarked for reinvestment back into the community as a result of our advocacy.

# P&E REFORM

The Government has committed to implementing all of the recommendations of the Red Tape Commissioner's Planning and Building Systems Review and comprehensive reform of the State's planning laws.

# HOUSING STATEMENT

The State Government released its Housing Statement in response to industry advocacy for a clear plan to address the growing housing crisis. UDIA Victoria is a signatory of the Government Affordability Partnership, aimed at providing unprecedented industry consultation on a range of issues.

# CHMP REFORM

Worked to secure a Government Review of the State's Cultural Heritage Management Plan processes.

# FINANCE AND INVESTMENT COMMITTEE



NICHOLAS LEE  
Riverlee

Chair

## PURPOSE

- Explore how taxes, charges and the cost of finance influence the budgets of households and developers purchasing and investing in property.
- Communicate the impact and nature of the taxes and charges affecting the industry to state government and the urban development industry.
- Engage and represent UDIA Victoria members on all matters and issues arising in the finance and investment field of the development industry.
- Consider the nexus between infrastructure funding, delivery and the cost of commuting / access to services for homebuyers.
- Promote better access to finance from various funding streams through increased engagement with the financial sector, and advocate for regulatory and tax reform that will support a healthy housing market.

## POLICY PRIORITIES & PROJECTS

- Advocating to the government on the factors that impact housing affordability and project feasibility including:
- Assessing how the cost of taxes and statutory charges in Victoria influence the cost of buying a home and the proportion of an overall house and / or land price they impact.
- Understanding the influence changing economic conditions and government policies has had on worsening housing affordability in Victoria.
- Reviewing the increases in costs of construction driven by materials and supply chain constraints to demonstrate the delivery pressure that exists in the market. Discuss how these factors are not consistent with tax increases.
- Measures to encourage greater investment in social housing, key worker housing and new asset classes including build to rent.
- Addressing changes to the availability of finance and how this influences buyers and developers and what do these changes mean for future development models and dwelling types.

## COMMITTEE MEMBERS

Nicholas Lee, Riverlee (Chair)  
Kathy Johnson, Yarraport (Deputy)  
Zoe Chung, King & Wood Mallesons  
Brett Marshall, Fordham  
Ken Fehily, Fehily Advisory  
Heather Maxwell, Development Victoria  
Ellen Grant, Urbis

Paul Beatty, URPS  
Michael Staedler, RPM Group  
Robert Kissane, YourLand  
Sam D'Amico, Ratio Consultants  
Richard Brice, APP Group  
Charles Tandy, Metric Credit Partners  
Joe Katz, Madgwicks Lawyers

Pavla Ford, Lendlease  
Matthew Biel, Keyton  
Lance Willie, Oreana Property  
Stewart Skerman, Satterley Property Group  
Eric Allilomou, Stockland  
Adriana Zuccala, Supra Capital Ltd

# INNOVATION, SUSTAINABILITY AND TECHNOLOGY COMMITTEE



NICOLA SMITH  
Niche Planning  
Studio

Chair

## PURPOSE

- Championing new thinking, the Innovation, Sustainability and Technology (IST) Committee is focused on emerging policy areas in both built form and greenfield developments.
- Inspires the adoption of new technologies and innovations that will advance our communities and encourage sustainable urban development.
- Provide industry expertise to government policy development through submissions and working group participation in the ESG and technology spaces.

## POLICY PRIORITIES & PROJECTS

- Our working groups advocate and provide leadership on the delivery of smart cities and placemaking; application of adaptable housing and circular economy principles within built form; and ESD and climate change adaptation.
- Provide insight to the membership on emerging and best practices. Connecting industry leaders with community, key stakeholders and government policy- and decision-makers through events.
- Provided industry guidance to Government through multiple technical submissions and participation in working groups.
- Led the initiative of formulation a national position on net zero and circular economy for UDIA.

## COMMITTEE MEMBERS

Nicola Smith, Niche Planning Studio (Chair)  
Brett Young, Ratio Consultants (Deputy)  
Matthew Bradbury, Spiire  
Paul Lowe, R.Corporation  
Victoria Cooke, Yarra Valley Water  
Lucia Allende, Development Victoria  
Maureen Benier, VPA  
Matthew Bowler, NBN  
Steve Hay, Core Projects

Shane Young, Beveridge Williams  
James Lofting, HWL Ebsworth  
Tavis Lavell, MNG Spatial  
James Senior, Nightingale Housing  
Matt Gaunson, ABN Group  
Michelle Hoggan, Burbank Group  
Drew Dalton, Dalton Consulting Engineers  
Josh Maitland, Ethos Urban  
Les Finnis, Finnis Communities

Anthony Scafidi, iHiprojects  
Arthur Berisha, RPM Group  
Minh Nguyen, SMEC  
Jonathon Howe, Veris  
James Saunders, YourLand  
Ben de Waard, Sustainable  
Development Consultants

# GREENFIELD DEVELOPMENT COMMITTEE



SEAN PINAN  
Catalyst  
Development  
Services

Chair

## PURPOSE

- To advocate for the timely provision of new housing and communities in greenfield suburbs.
- Ensure infrastructure and services meet the needs of new communities without adversely impacting the affordability and accessibility of land prices and housing.
- Cultivate and sustain close and productive relationships with key councils, referral authorities and state government agencies.

## POLICY PRIORITIES & PROJECTS

- Advocacy to secure a steady long-term of developable zoned land in Victoria's growth areas.
- Challenging of PSP processes, evidence to demonstrate land undersupply, and campaign on staging proposals.
- Tackling and improving post-PSP lot production challenges.
- improving services from water authorities - response times, backlog management, strategic planning unlocking and technical process efficiencies.
- Secure improvements to Melbourne Water processes in their capacity as a floodplain management authority in the growth areas.
- CHMP Reform – campaign for speedier processes and approvals.
- Ongoing dialogue with service providers including water corporations, power companies, local government and road authorities to reduce delays and red tape.
- Contribution regime reform – continuing industry representation and engagement with government.

## COMMITTEE MEMBERS

Sean Pinan, Catalyst Development Services (Chair)  
Dean Gold, YourLand (Deputy)  
Jill Lim, Frasers Property Australia  
Sommer Liston, Stockland  
Steve Watters, SMEC  
Bruce Hunter, SIG Group  
Andrew Perkins, Wingate  
Rebecca Scullion, Urbis  
Anthony Caligiuri, Califam  
Nick Bosco, ID\_Land

John Forbes, Dennis Family Corporation  
Chris Engert, MAB  
Mark Roberts, Peet Limited  
Paul Wheate, CBRE  
Morne Henderson, Spiire  
Stuart Worn, Lyssna Group  
Jack Hoffmann, Satterley Property Group  
Christian Zatorski, Lendlease  
Brihony Boan, Gadens  
Michael Taylor-Sands, Maddocks  
Leah Wittingslow, Mesh Planning

Niki Brown, 3L Alliance  
Gregory Bursill, Bursill Consulting  
Ashwin Subramaniam, Villawood Properties  
Brett Howard, NBN  
Terry Portelli, Red23  
Sam Nettelbeck, Plan B Services  
Tim Hyland, RPM Group  
Mike Day, Hatch RobertsDay Pty Ltd  
James Cappellari, Dalton Consulting Engineers  
Peter Hood, Development Victoria  
Mina Wahba, ABN Group

# URBAN RENEWAL AND BUILT FORM COMMITTEE



**NICK HOLUIGUE  
Maddocks**

**Chair**

## PURPOSE

- To advocate for the innovative and responsible re-development of urban renewal precincts.
- Undertake industry leading research on the impacts of property sector taxation, regulation and policy on the delivery of multi-residential development in infill settings. Provide industry advice and insights to government policy- and decision-makers.
- To address matters affecting affordability and accessibility of housing in our established and growing communities, with a focus on policies that may affect the development industry's ability to deliver Melbourne's urban renewal precincts.

## POLICY PRIORITIES & PROJECTS

- Taxation reform - advocating for property sector tax relief to improve the commercial viability of multi-residential development in infill settings.
- Research to quantify the number of apartments in inner and middle Melbourne that are completed but yet to settle, to use as the basis to advocate for greater support within the infill market as well as documenting the impacts of government policy on development viability.
- Advocating for the industry in a range of planning scheme amendments.

## COMMITTEE MEMBERS

Nick Holuigue, Maddocks (Chair)  
David Allt-Graham, MAB (Deputy)  
Sean Hogan, ISPT  
Robert Stopajnik, Development Victoria  
Luke Thornton, Beulah  
David Scalzo, Perri Projects  
David Lee, Riverlee  
Darren Blair, Blair Property Group

Edelene Loke, Ratio Consultants  
Amy Conti, Apollo Investment Marina  
Basille, Colin Biggers & Paisley  
Karl Forse, Metrics Credit Partners  
Brian Motz, Housing Choices Australia  
Simon MacLennan, Lendlease  
James Holding, ID\_Land  
Simon Lee, Bridge42 Pty Ltd

Guy Sedunary, YourLand  
Phillip Vassiliadis, Moray & Agnew Lawyers  
Nemesia Kennett, Gill Family Corporation  
Cellina Cellinachristoffelz, Pask Group  
Jessica Liew, Plus Architecture  
Faten Sadek, Stockland  
Guy Williamson, Growland  
Chris Hamer, Wingate

# PLANNING COMMITTEE



**MIMI MARCUS**  
Marcus Lane

Chair

## PURPOSE

- Drive, reform and improvement of Victoria's planning system to facilitate development that meets housing, community and urban development needs.
- To create an opportunity for open and constructive dialogue between the development industry, state government, councils and referral authorities
- Ensure industry representation and drive better outcomes on approvals processes related to cultural heritage protection, biodiversity and ecological conservation.

## POLICY PRIORITIES & PROJECTS

- Introduction of code assessment pathways to streamline planning processes across local and state governments.
- Major reform of the State's Planning & Environment Act 1987 and planning and building approval processes.
- Reform of post-permit approvals processes, and advocating for a fast-track pathway to VCAT for post-permit disputes.
- Review of the biodiversity offsets for the removal of native vegetation on land not covered by the Melbourne Strategic Assessment (MSA).
- Review critical elements of Residential Zones and their impact on developable land as they arise, such as: Garden area requirements, Guiding height definition and application and Reforms to CHMP processes to ensure better outcomes for all stakeholders.
- Advocating for change to the Planning Scheme Amendment process to better facilitate urban renewal opportunities.
- Providing industry expertise on prospective affordable housing legislation and advocating for policy implementation support for industry and local government.

## COMMITTEE MEMBERS

Mimi Marcus, Marcus Lane (Chair)  
Tim Peggie, Ethos Urban (Deputy)  
John Cicero, Best Hooper Lawyers  
Aaron Organ, Ecology & Heritage Partners  
Randah Jordan, Veris  
Tim Pepper, Pask  
Justin Slater, Tract Consultants  
Bart O'Callaghan, Urban  
Nick Hooper, Taylors

David Vorchheimer, HWL Ebsworth  
Paul O'Shea, CS Town Planning  
Cameron Dash, Hatch RobertsDay  
Alex While, ID\_Land  
Andrew Duggan, Villawood Properties  
Scott Gregory, Peet Limited  
Adela Alexandra, AVJennings  
James Sutherland, Development Victoria  
Chris Raywood, Oreana Property

Eve Dimitrakakis, Egis  
Tom Crompton, King & Wood Mallesons  
Kim Kyle, Lendlease  
Alice Maloney, Ratio Consultants  
James Moussa, Stockland  
Maria Anenoglou, Gadens  
Maryam Alizadeh, Urban Paradigm  
Samanatha O'Shaughnessy, Perri Projects  
Saraid Mitten, Beveridge Williams

# GEELONG CHAPTER (BARWON REGION)



**NICK CLEMENTS**  
Tract Consultants

Chair

## PURPOSE

- To create an opportunity for open and constructive dialogue between the development industry, councils and referral authorities.
- To advocate on behalf of the industry on planning and development issues in Geelong and the wider Geelong region.
- To inform government at all levels on planning strategy and timing, including around the provision of infrastructure and population forecasting.
- To work directly with the City of Greater Geelong to improve planning and engineering approval time frames.

## POLICY PRIORITIES & PROJECTS

- Research land supply and advocate to the State Government and the City of Greater Geelong for them to take action to ensure a minimum of 15 years of zoned land is created for Geelong.
- Advocate for Geelong and its status as Victoria's second largest city, ensuring there are government resources and funding that reflect the level of activity and growth in the region.
- Advocate for a balanced approach to the long-term strategic planning and development of Greater Geelong, including an appropriate mix of infill and greenfield supply

## COMMITTEE MEMBERS

Nick Clements, Tract Consultants (Chair)  
Adam Jacques, Maddocks (Deputy)  
Ewan Wymer, Urbis  
Celia Konstas, Villawood Properties  
Shane McGlynn, SMEC  
James Hamilton, Ratio Consultants  
Gary Wilson, ABN Group  
Roger Munn, Spiire

Damien Chappell, Landserv  
Damon Messias, NBN  
Leigh Prossor, Loetis  
Bethanie Ferraro, ID\_Land  
Megan Rovers, Geelong Property Hub  
Claire Bickerstaff, Stantec  
Ben Stewart, Core Projects  
Trudi Ray, Haven Home Safe

Chris Wheaton, LBDG Developer Pty Ltd  
James Agustin, Maker Eng  
Jacob Peterson, Mesh Planning  
Nicholas Lacarruba, Red23  
Tina Puopolo, Soho Living  
Lachlan Atkins, Stockland  
Adam Davidson, Hygge Property Consultants

# BENDIGO CHAPTER (NORTHERN REGION)



ANDREA  
TOMKINSON  
Tomkinson Group

Chair

## PURPOSE

- Constructive collaboration on regional planning and development issues and concerns, between developers, consultants and stakeholders for the greater Bendigo region.
- Advocate to Council and Referral Authorities on industry issues and planning strategies.
- Provide input into broader UDIA policy, particularly on regional issues, and representing the development industry to a range of other industry bodies.

## POLICY PRIORITIES & PROJECTS

- Providing a forum to share expertise and foster understanding between industry and key government representatives.
- Advocate for a sustainable pipeline of appropriate housing supply in the greater Bendigo region.
- Promote leading industry practices to ensure that the professionalism of our membership base is recognised.

## COMMITTEE MEMBERS

Andrea Tomkinson, Tomkinson Group  
(Chair)  
Julian Perez, Villawood Properties  
Darren Pitson, Dunlop and Pitson  
Earthmoving  
Cameron Clarke, Spiire

Damien Cranage, Total Property  
Developments  
Gerard Gilfedder, Currie & Brown  
Emily Marson, Best Hooper  
Henry Wallis, Ethos Urban  
Jordan Senz, Terraco

Will Gabriel, Beveridge Williams  
Emma Arkesteijn, Development Victoria  
Jose Virguez, Human Habitats Pty Ltd  
Joe Cannatelli, NBN  
Ali Jamshidi, Urban Paradigm

# DIVERSITY AND ENGAGEMENT COMMITTEE



**MARNIE DALTON**  
Dalton Consulting  
Engineers

Chair

## PURPOSE

- To encourage greater participation, engagement and exposure from diverse lived experiences across the sector, including women, LGBTIQ+, people with disability, and culturally and linguistically diverse backgrounds.
- To promote diversity and address barriers to industry participation, and developing progressive, meaningful and fun engagement pathways for all people in property.
- Focus on inclusion, equity, education, mentoring and community engagement to encourage greater diversity and workforce participation across the sector.

## POLICY PRIORITIES & PROJECTS

- Educate and foster networks for new and young property professionals through UDIA Victoria's annual mentoring program.
- Support diversity and inclusion through a program of events, education opportunities and social media campaigns (e.g., Humans of Property).
- Demonstrate leadership on issues of diversity, engagement and inclusion.
- Commence works on a UDIA Victoria Reconciliation Action Plan (RAP).
- Proposed changes to the UDIA Board Constitution that were accepted and announced at the 2023 Annual General Meeting to make allowances for Directors to take a period of parental leave without needing to stand down from the board and include a range of provisions pertaining to fertility treatment, pregnancy-related illness and becoming a kinship carer or foster parent.
- Held an industry event that provided key insights on inclusion for LGBTQIA+ people, pathways for indigenous employment and women in property.

## COMMITTEE MEMBERS

Marnie Dalton, Dalton Consulting Engineers (Chair)  
Fiona Slechten, Egis (Deputy)  
Simon Beardall, Stantec  
Jaymi Davies, ID\_Land  
Amy Watson, Clayton Utz  
Mark Smith, Oliver Hume

Teena Lynch, Wingate  
Leanne Nickels, SMEC  
Alicia Davidge, Lendlease  
Stella Usanovic, Capstone Recruitment  
Sara Williamson, Core Projects  
Mario Lasso, Mesh Planning  
Candice Ng, Plus Architecture

Nikita Jenkins, scouted.  
Scott Watson, Stockland  
Davina Sher, Villawodd Properties  
Kate Aston, Oreana Property  
Susan Penning, Jinding

# OUTLOOK YOUNG PROFESSIONAL COMMITTEE



**JUSTIN KING**  
Lendlease  
Co-Chair



**OLIVIA COOTES**  
Cootes Quarry Products  
Co-Chair

## PURPOSE

- To represent young professionals within the urban development industry and to assist in promoting greater engagement, participation and exposure across the industry.
- To promote participation and assist in the development journey of young professionals entering the workforce through university outreach programs.
- Improve communication and engagement across the sector and with the wider community, across various channels, including through social media.
- To create a growing community of young professionals through the creation of an annual event series to promote greater connection to the industry.
- Provide opportunities for young professionals to develop their confidence and build soft skills required for the industry through event planning, networking, public speaking opportunities and mentorship.

## POLICY PRIORITIES & PROJECTS

- Deliver key networking and professional development events.
- Participate in and help drive any strategic initiatives across the UDIA.
- Encourage participation and involvement of young professionals within the development industry across all UDIA activities.
- Provide an annual fundraising and networking event in conjunction with the young professional committees of VPELA and PIA.
- Utilise social media platforms to promote UDIA's message and increase its impact through information sharing, bringing a focus to greater participation of young professionals in property.
- Foster connections with universities, tertiary education providers and institutes to promote coordination between organisations.

## COMMITTEE MEMBERS

Justin King, Lendlease (Co-Chair)  
Olivia Cootes, Cootes Quarry Products (Co-Chair)  
Bernice Mwenye, Stockland  
Chiara De Pellegrini, Urbis  
Ben Thomson, Ratio Consultants  
Nikola Reljic, Dennis Family  
Holly McFall, Urban Planning Collective  
Melissa Govic, Simonds Group

Madison Kelly, Core Projects  
Josh Rock, Arcadis Australia Pacific  
Alyshia Pisani, Frasers Property  
Nicola Mann, HWL Ebsworth Lawyers  
Aaron Zhou, Dahua Group  
Isha Sarniak, Dalton Consulting Engineers  
Nitaya Nicholson, Maddocks  
Ben Yao, Egis  
Alexia Yacoubian, Ethos Urban

Zoe Christodoulou, Gadens  
James Rush, Hygge Property  
Lauren Catalano, Pask Group  
Shuan Cheng, Peet Limited  
Gerard Colreavy, Veris Australia  
Connor Gibbons, Wel.Co  
Tom Barbour, Colliers Engineering & Design  
Mayuran Sritharan, SMEC



# UDIA AWARDS 2023

In 2023, the UDIA Victoria Awards program redeveloped its brand identity to represent quality and innovation across our ever changing urban development industry.

Now in its 28th year, we are pleased to continue to acknowledge the best in urban development across the State.

In consultation with our National counterparts, UDIA Victoria's specialised award categories and criteria were updated to provide members with an improved experience and consistency across states.

UDIA Awards provides a platform to highlight projects that exemplify built-form outcomes, embrace innovation and celebrate leaders throughout our industry. Specialised categories range from affordable housing and proptech to high-rise apartments and masterplanned communities.

Winners were announced at the UDIA Awards Gala Ceremony in December at Crown Palladium with over 800 delegates in attendance. The event was proudly supported by RPM. Acting Lord Mayor Nicholas Reece applauded the industry for their commitment to excellence.

**UDIA  
AWARDS**

**RPM**

**CELEBRATING  
EXCELLENCE**





## UDIA VICTORIA AWARDS 2023 PROGRAM - WINNERS

CATEGORY	ORGANISATION / PROJECT NAME
Affordable Housing Award	38 Albermarle Street by Assemble Communities
Apartments (High Rise) Award	Focus Melbourne by Central Equity Ltd
Apartments (Mid-Rise) Award	Fitzroy House by Piccolo
Boutique Development Award	Fenwick by ANGLE
Consultants Excellence Award	Armstrong Estate, Mesh Planning by Villawood Properties
Design Award	R.Iconic by Plus Architecture and R.Corporation
Marketing Award	Care Worker Support Program by Villawood Properties
Masterplanned Communities Award	Arcadia by Satterley Property Group
Medium Density Development Award	Topaz Parkdale by Lowe Living
PropTech Award	GRIP Insights by Core Projects
Residential Subdivision Award	Minta Estate by Stockland Development Pty Limited
Seniors' Living Award	Mordialloc by TLC Healthcare
Social and Community Infrastructure Award	Delaray Wetlands by Villawood Properties
Sustainability Award	Olderfleet, 477 Collins Street
Urban Renewal Award	Yarraville Place by ID_Land
Project of the Year Award	38 Albermarle Street by Assemble Communities

CATEGORY	INDIVIDUAL / EMPLOYER
Women in Leadership Award	Jane Macey, Spiire Australia
Young Leader's Award	Tom Barbour, Colliers Engineering and Design



## UDIA NATIONAL AWARDS FOR EXCELLENCE 2023 PROGRAM - WINNERS

CATEGORY	ORGANISATION / PROJECT NAME	STATE
Affordable Housing Award	38 Albermarle Street by Assemble Communities	VIC
Apartments (High Rise) Award	ONE Subiaco by Blackburne	WA
Apartments (Mid-Rise) Award	Navali by Urban Property Group	NSW
Boutique Development Award	Jonson Lane by JD Property Group	NSW
Design Award	R.Iconic by Plus Architecture and R.Corporation	VIC
Diversity in Development Award	SA Housing Authority	SA
Marketing Award	Care Worker Support Program by Villawood Properties	VIC
Masterplanned Communities Award	Exchange at Curtin University by Curtin University	WA
Medium Density Development Award	Burwood Brickworks by Frasers Property Australia	VIC
Residential Subdivision Award	Henley Brook By Mirvac	WA
Seniors' Living Award	Stockland's B by Halcyon	QLD
Social and Community Infrastructure Award	Sunshine Coast City Hall by Sunshine Coast Council	QLD
Sustainability Award	Witchcliffe Ecovillage by Sustainable Settlements and Perron Developments	WA
Urban Renewal Award	Heritage Lanes, 80 Ann Street by Mirvac and M&G Real Estate	QLD
Project of the Year Award	Witchcliffe Ecovillage by Sustainable Settlements and Perron Developments	WA

CATEGORY	INDIVIDUAL / EMPLOYER	STATE
Women in Leadership Award	Isabel Duffy, Northrop Consulting Engineers	NSW
Young Leader's Award	Patrick Elias, Urban Property Group	NSW



# PROFESSIONAL DEVELOPMENT

As the premier peak body for the urban development sector with 49-years' experience representing the Victorian urban development industry, the UDIA is a trusted and credible provider of training. Our courses are constructed from the developer's perspective to help improve project outcomes and align the expectations between the development industry and local government teams.

## PROPERTY DEVELOPMENT ESSENTIALS

Property Development Essentials is a two day intensive course that covers the key areas of the rapidly changing property development industry in Victoria. It introduces participants to the various areas of knowledge required to operate effectively in Victoria's residential property development sector, and to provide professionals with the core knowledge and confidence required to better manage future projects.

Across the 2 days participants will review a live case study and conduct a group assignment to enhance understanding of the residential property development lifecycle and apply the practical concepts taught throughout the course.

Course topics covered the following areas:

- Analysing the Opportunity
- Property Development Market
- Planning Policy and Framework
- Due Diligence and Securing the Deal
- Finance and Tax
- The Legal Framework
- Design and Visioning
- Design Development
- Sales and Marketing Strategy
- Sustainable Development
- Project Management Framework

## PRESENTERS AND FACILITATORS

Ken Munro, UDIA Facilitator,  
Oreana Property  
Stewart McKenzie, Charter Keck Cramer  
John Yuen, Villawood properties  
Bronwyn Pettitt, Mesh

Leah Wittingslow, Mesh  
Jabin Henderson, Yarraport  
Alison Kennedy, Clayton Utz  
Andrew Gibbons, Clayton Utz  
Jacob Peterson, Mesh

Ben De Waard, Sustainable  
Development Consultants  
Sara Andreadis, Core Projects  
Ben Stewart, Core Projects  
Andrew Hoyne, Hoyne



## EDUCATION SHORT COURSES

UDIA Victoria's short courses are delivered over two to four hours and designed for urban development graduates and professionals. The intensive sessions have been developed in collaboration with industry leaders to provide practical knowledge on key policy changes and meet the demands of the industry. In 2023/24 there was an initial focus on accessibility via online delivery, but due to the feedback of our members the focus was shifted to face-to-face session, which subsequently sold out.

Educational topics included:

- Strategic Placemaking and Urban Design
- Planning Fundamentals
- Digital Marketing
- National Construction Code (NCC)

## RECOGNITION

The UDIA Victoria is dedicated to providing education that has been reviewed externally and provides professional development support to our members.

We hold membership with Continuing Professional Development (CPD) Accreditation and accredit our courses that are offered over multiple intakes to our members.

Approved courses assign one CPD point per one hour of learning.



EDUCATION PARTNER



PROGRAM HOST



**MENTORING KEY TOPICS INCLUDE:**

- Negotiation
- Public Speaking
- Building your Personal Brand
- Leadership – Managing Up, Down and Across
- Management Conflict
- Networking Skills
- Ethics/Governance
- Work/Life Balance
- Technology and AI
- Work/Life Management - Mental Health



# MENTORING

## OUR PROGRAM

The UDIA Mentoring Program has been based on the 'lean-in' model and is aimed at early to mid-career professionals. The objective is to help fast-track their career and provide an existing network with strong bonds forged with the mentor and fellow mentees.

UDIA is a trusted and credible provider of mentorship to industry professionals. In 2023, over 40 participants benefited from our unique program, which we proudly continue to evolve and develop year-on-year.

This year we welcomed the opportunity to continue to expand the program by introducing an additional professional development networking event titled 'Growing Me'. This event held at the mid point of the program provided a fantastic opportunity for mentees to network across mentor groups and hear from a range of inspirational leaders.

We express our gratitude to our volunteer mentors for their continued support for our industry's development.

## PROGRAM OUTLINE

Through a series of guided group mentoring sessions you will explore a range of relevant topics with a senior industry professional. Participants will have the opportunity to broaden industry networks as well as learn new skills and gain the knowledge required to progress as tomorrow's leaders.

- The UDIA Mentoring Program engaged an exemplary group of senior professionals to volunteer as mentors for small groups of 3-4.
- The peer format brought participants and mentors together for five sessions combined with three networking evenings, featuring presentations from industry experts. This provided mentees with various opportunities to learn from both their mentors and peer group.
- The broad objective of the program is to empower and build the confidence, knowledge and skills of early to mid-career professionals.

## UDIA MENTORING PROGRAM



# ENVIRODEVELOPMENT

EnviroDevelopment has gone from strength to strength since its launch 18 years ago. The nationally recognised rating tool is valued by property professionals across the country and consumers are actively seeking out certified developments to call home.

The last 12 months we have seen the brand mature, and our certification become a highly sought-after commodity for developers. We have grown nationally, bringing the number of certified projects tally to over 235.

## Rebrand – A Mark of Respect

As part of our national strategy to make EnviroDevelopment the premier sustainability rating tool in Australia, we have undergone a large scale brand refresh to complement the needs of the industry.

Throughout the branding process, we have identified new opportunities to expand our reach in the development industry and promote sustainability in a more accessible and clearly understood framework.

## Technical Standards

Our latest Technical Standards (4.0) launched in December 2023 to reflect the changing industry conditions and advancements in a population where environmental awareness continues to rise. We are constantly looking ahead to refine our processes to support the pathway to certification while improving upon criteria to provide a tool that accurately assesses sustainability.

## Best Practice Tool

In line with our national strategy to promote best practice sustainability outcomes, we are in the early stages of developing an additional certification tool that will look at rewarding Australian best practice projects.

EnviroDevelopment has been designed to benefit a large range of groups as well as the environment in which we live. The system offers numerous benefits for home buyers, government and environmental groups and participants in the development industry.

Gaining accreditation enables a development to quantify and communicate a strong commitment to sustainability initiatives.

This National EnviroDevelopment Board comprises representatives from all participating states and is charged with achieving consistency of assessment across all projects nationally. We believe that by streamlining the assessment of projects around the country we will deliver an even more rigorous assessment model, whilst still retaining the very important local input by having state appointed representatives.

All of this activity and progress would not be possible without the ongoing commitment to this program by our dedicated and expert National EnviroDevelopment Board, all of whom have played an integral role in ensuring the program continues to be transparent, consistent and in accordance with the national technical standards.





**ENVIRODEVELOPMENT CONTACT**

TAYLOR HOOD  
 thood@udiaql.com.au

Visit [envirodevelopment.com.au](http://envirodevelopment.com.au) to view the certified projects and companies committed to environmental and social best practice outcomes.

**ENVIRODEVELOPMENT PARTNERS**

**Quantum** *UNITED*  
 Redefining communities



**ENVIRODEVELOPMENT NATIONAL BOARD MEMBERS**

Sarah Macoun  
 Partner (Chair)  
 HopgoodGanim Lawyers

Graham Marshall  
 Business Development  
 Manager  
 National Affordable Housing

Leanne Weekes  
 Special Counsel  
 Minter Ellison

Nelson Wills  
 Director

New Ground Environmental

Kirsten Wilson  
 Associate Director - Strategy  
 and Place  
 Wolter Consulting Group

James Coutts  
 Program Director Urban  
 Growth  
 Sunshine Coast Council

Aaron Organ  
 Director  
 Ecology and Heritage Partners

Lex Barnett  
 Managing Director and Partner  
 Taylor Burrell Barnett

Paul Cassidy  
 Director Outer Melbourne  
 Victorian Planning Authority

Peta-Maree Ashford  
 Owner  
 Director and Principal  
 Landscape Architect  
 Emerge Associates

# PARTNERS AND SPONSORS

UDIA Victoria's valued partners are an integral part of the success of UDIA's member services including events, briefings, professional development, research and networking.

We thank our partners for investing in UDIA and for their commitment to growing our industry.

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## UDIA INDUSTRY PLATINUM PARTNERS



## UDIA EDUCATION PARTNER

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## UDIA PROPERTY DEVELOPMENT COURSE PARTNERS



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## UDIA RESEARCH PARTNERS



UDIA INDUSTRY PARTNERS



# THE VOICE OF URBAN DEVELOPMENT



UDIA Victoria continues to be a highly professional and informed organisation, responsibly representing the views of the development industry.

The value of our UDIA membership increases over time as we form new relationships within the industry. Our alliance strengthens our professional network, our understanding of the market and how the sector works together for mutual benefit.

PETER LEVINGE – CEO, DENNIS FAMILY CORPORATION



UDIA Victoria works tirelessly to represent the interests of its members. For my business, UDIA membership offers unparalleled access to the best network in the industry, data and intel to inform my commercial decisions, and the reassurance that our industry concerns are being heard at the highest levels of government.

KATHY JOHNSON - MANAGING DIRECTOR - YARRAPORT



The contribution that UDIA makes to the development industry is a significant one, providing much needed education and networking opportunities for businesses and individuals that work in this field. Most importantly though, the voice they provide on behalf of the industry is instrumental in achieving positive change for business and community alike. Without it, the evolution of policy would not at all be possible.

KEN MUNRO - GENERAL MANAGER - OREANA PROPERTY





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