

Your Candidates for 2021



**Election of candidates to PeakCare
Queensland's Board of Governance**



PeakCare
Queensland Inc.

March 2021

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INTRODUCTION

This document has been produced to assist Member organisations of PeakCare Queensland Incorporated (PeakCare) to consider their election of nominated candidates to PeakCare's Board of Governance and avail themselves of the opportunity to vote for their preferred candidates.

Information contained within the document includes:

- Candidate Election Statements prepared by persons who have been nominated, and have accepted their nominations, to stand for election to the Board
- rules for the election of candidates to the Board as stated within PeakCare's Constitution, and
- guidelines for authorised Voting Delegates to lodge a proxy vote in the event they are unable to attend and cast their vote during the Annual General Meeting

Number of Board vacancies

This year, an election will be held to fill five (5) vacancies on the Board. PeakCare's Constitution states that Board members are elected for a term of two (2) years, with a maximum of three (3) consecutive terms to be served prior to the member having to step down. The Constitution allows for the election of up to seven (7) Board members including office bearers.¹

The Constitution also allows the Board to 'co-opt' up to two (2) additional Board members. Co-opted Board members do not hold voting rights held by elected members. Board members who are co-opted are eligible to be nominated and stand for election at an Annual General Meeting subject to them meeting eligibility requirements stated within the Constitution that apply to all prospective candidates. In the event a Board member vacates their position, the Board may elect a person to 'casually' fill the vacancy until the next Annual General Meeting is held, at which time a nominated candidate is elected to fill the position.

The five (5) vacated Board positions that are to be filled by election during the Annual General Meeting to be held at 6.30pm on 31 March 2021 at MIRRA, 86 Bridge Street, Fortitude Valley are those currently held by:

- Ms Cara Benoit²
- Mr Michael Currie³
- Ms Sammy Bruderer⁴
- Ms Sharon Lowe⁵, and
- Ms Helena Holdaway ('casual' appointee to the Board)⁶

¹ Office bearers (i.e. President of the Board, Vice-President and Treasurer) are elected by the Board

² Ms Benoit has chosen to not stand for re-election to the Board

³ Having not completed three (3) consecutive terms as an elected Board member, Mr Currie has accepted his nomination to stand for re-election to the Board to serve a further term

⁴ Ms Bruderer has chosen to not stand for re-election to the Board

⁵ Having not completed three (3) consecutive terms as an elected Board member, Ms Lowe has accepted her nomination to stand for re-election to the Board to serve a further term

⁶ After having been co-opted to the Board, Ms Holdaway was subsequently elected by the Board to 'casually' fill a vacancy on the Board when an elected member resigned. Ms Holdaway has chosen to not stand for election to the Board

Ms Joanne Allen-Keeling



Thank you for your consideration of my nomination for election to the PeakCare Board. I am currently employed as the National Manager Children and Families for **yourtown** and am responsible for delivering evidenced based services across Australia for vulnerable children and families. Since graduating with an honours degree in Social Work, and more recently an Executive MBA, I have an extensive background in clinical, operational and strategic service management in government and non-government services from my 25 years' of experience in multiple health, child protection and community environments.

Prior to my employment with **yourtown** in mid-2020, I worked for Children's Health Queensland (CHQ) for 19 years. My most recent role prior to leaving CHQ was as Divisional Director for the Child and Youth Community Health Service where I led and managed 11 innovative child and youth community health services across the continuum of care from promotion, prevention and early intervention, through to treatment services for identified high risk populations. Across the programs that I led, I was accountable for more than 600 multidisciplinary staff across 78 sites. Some of these programs I led included:

- **Navigate Your Health** – partnership with Child Safety, Youth and Women and the Aboriginal and Torres Strait Islander Community Health Service to improve the health outcomes of children in OOHC through integrated service delivery
- **Child Health Services** – universal and targeted parenting support, developmental assessments, groups and intensive home visiting
- **Child Development Services** – family centred specialist service for children who have complex developmental needs

High level communication has been a requirement in all of my previous roles and I have regularly utilised negotiation and models of open communication. My current role requires significant communication and networking skills to ensure optimal access to creative solutions and partnerships, the fostering of goodwill across the sectors, and advocacy strategies to continually promote the corporate objectives of excellence for our clients. Engagement with both internal and external stakeholders is also pivotal to my current role and I have worked collaboratively with other government and non-government agencies.

My Education achievements include:

- **2019 Ministers Award for Excellence** for the Yarrabilba Family and Community Place initiative (integrated placed base hub)
- **Executive Masters of Business Administration** (with Distinction) – QUT – Graduated 2018
- **Award for the female graduate with the best overall performance in the Executive Master of Business Administration** – QUT – 2018
- **QUT Directors Award for Academic Excellence** – Dec 2017
- **Bachelor of Social Work (Honors)** – University of Queensland – 1996
- **Justice of the Peace Qualified**

The work of PeakCare aligns with my career long commitment to strengthen the safety and wellbeing of children and families and if elected to the PeakCare Board I would bring this commitment and my experience in the stewardship and governance of services. I value the importance of PeakCare in being a strong independent voice in the sector, acting in the interests of its members, to advocate for social reform. The PeakCare vision of Safe and well children – safe and well families provides a clear direction and is something I would love to contribute to.

Proposed by: Ms Tracy Adams, yourtown | **Seconded by:** Ms Janet Wight, Youth Advocacy Centre

Ms Vivien Bull



Vivien Bull is employed as the General Manager Family and Disability Services Greater Brisbane Region at UnitingCare. Viv oversees a broad range of programs including Family Intervention Services, Family Support Services, Foster and Kinship Care and an extensive Residential Care portfolio.

Viv has worked for UnitingCare since 2016, first as Regional Manager for the Wide Bay and Fraser Coast regions and since January 2019 as the General Manager in Greater Brisbane. Prior to her work in Uniting Care Viv worked in remote Aboriginal Communities such as Aurukun and Imanpa, spent time working for Save the Children on Manus Island and Nauru ensuring Child Protection was a key focus in offshore detention considerations of service providers, and managed a Women's Refuge in NSW among other roles.

Viv has great passion for justice for those who are vulnerable and at risk, especially young people from diverse backgrounds. Viv has a Master of Humanitarian Assistance from Deakin University, a Graduate Certificate in Leadership from Deakin University, a Graduate Certificate in Domestic and Family Violence from CQ University and a Management degree from the University of Surrey. In her free time she breeds chickens and rides a Quad Bike before returning to her professional self as a Senior Leader.

Proposed by: Mr Tom McIntyre, Act for Kids | **Seconded by:** Mr Brent McCracken, UnitingCare

Mr Michael Currie



Currently employed as the Principal Advisor, Indigenous Development at The Benevolent Society responsible for building and supporting the organisation's cultural capability through demonstrated and measurable Reconciliation efforts. Michael has over 20 years' experience in working with vulnerable children and their families in the areas of Youth Justice and Child Protection across the jurisdictions of Queensland, Northern Territory, Western Australia and Tasmania. This experience includes prevention and early intervention program delivery and also includes management roles in working with children in custodial secure care and 5 years remote child protection.

Michael is currently the Co-Chair of Family Matters Queensland working in collaboration with SNAICC and the signatories of the campaign to eliminate the over-representation of First Nations children in out of home care by 2040.

Most relevant experience, skills, and knowledge include:

- Leading and working with Aboriginal and Torres Strait Islander Community Controlled Organisations, Peak Organisations, Government and the Non-Government sector in developing effective and culturally responsive services
- Current member of the Family Matters National Leadership Group and a member of the Jurisdictional Leaders Groups in N.S.W. and Queensland on behalf of The Benevolent Society
- Experience in facilitating a voice for Aboriginal and Torres Strait Islander children and families in decision making in the Child Protection and Youth Justice Systems across jurisdictions and geographical locations
- Chairing and establishing Aboriginal and Torres Strait Islander Advisory Groups
- Participation on Expert Advisory Groups – Family Matters/Family Led Decision Making/ Service Reform/Conference Panels
- Championing Reconciliation through relationships and partnership

Proposed by: Ms Leith Sterling, The Benevolent Society | **Seconded by:** Ms Tracy Adams, yourtown

Ms Carly Jacobitz



I am excited by the opportunity to apply for a position on the PeakCare Board. PeakCare's charter and principles, the essence of the vital work undertaken by the organisation, align with my own professional and personal commitments to provide advocacy on delivery of child protection, out of home care and related services. My career has been devoted to the protection of children and young people, and in ensuring the best possible outcomes in the foster and kinship care sector. I believe I have the passion, energy, contemporary knowledge, and governance experience necessary to offer to the PeakCare Board.

Relevant Experience

My current role, as Life Without Barriers Director Child Youth and Family, Queensland, has been the culmination of a career spanning more than 15 years in front line and operational delivery of child and family services.

I joined the Department of Communities, Child Safety and Disability Services in 2007, as a Child Safety Officer after returning from Washington DC in 2006, where I worked as a Trade Analyst honing my negotiation and project management skills. Realising my personal and career aspirations better aligned to social and human services, the Department offered me the chance to progress to Senior Team Leader, where I built and sustained high performing teams who met and exceeded all relevant KPIs. I worked in various Senior Team Leader positions, including the Regional Intake, Investigation and Assessment and Children Under Orders (Permanency). I managed all issues across the child protection spectrum including investigation of harm, removal from primary parents/carers, attachment, and permanency planning.

In 2014, I joined Life Without Barriers as the Operations Manager in Brisbane Region, where I returned funded services to capacity and built and sustained critical stakeholder relationships with both government and non-government agencies. In June 2017 I progressed to Regional Director, South Queensland and, in April 2020, I was appointed Director Child Youth and Family for Queensland. My responsibilities are to lead Child Youth and Family client service delivery across Queensland including complex programs in the areas of child protection (out of home care and care leavers), youth justice, early intervention programs, and domestic and family violence. I am an active member of LWB's Reconciliation Action Plan (RAP) Committee and am dedicated to ensuring Life Without Barriers' commitment to cultural competence and support to Aboriginal and Torres Strait Islander staff and clients is undertaken with enthusiasm and professionalism in every respect.

Skills and Knowledge

I hold two Bachelor qualifications in Business and Psychology and a Master of Applied Psychology. These qualifications enhance my experience in the strategic, operational, financial and therapeutic management of complex human services programs; augmented by my registration as a psychologist.

Thank you for the opportunity to be considered for the PeakCare Board.

Proposed by: Mr Brad Swan, Life Without Barriers | **Seconded by:** Mr Tom McIntyre, Act for Kids

Ms Kym Langill



My name is Kym Langill and I am the Executive Director leading the Families and Young People Directorate for Mercy Community which delivers a very broad range of child and family services across Queensland. My responsibilities include over 40 programs spanning an extensive service system continuum from early intervention and prevention through to both community and residential out of home care. I joined Mercy Community in December 2017 having moved from Northern NSW where I held a range of positions both within NSW Government and the NGO sector. I believe my range of experience in the human services sector spanning over 25 years provides capacity to both represent and contribute to PeakCare's strategic and reform agenda.

This includes experience as a senior policy advisor to the then NSW State Minister for Community Services and Minister for Juvenile Justice, The Hon Carmel Tebbutt. Additionally I have held positions such as Executive Director of Commissioning services for FACS in NSW with a key focus on NGO sector engagement working through a significant reform agenda in Housing and Homelessness, Domestic and Family Violence and embedding an Outcomes Framework in Out of Home Care. If I was successfully elected to the Board of PeakCare QLD Inc, I bring to the role leadership and experience in delivery from sector operations, through to government policy development and political legislative reform. I have extensive financial management experience with a focus on sustainability and impact and am currently responsible for circa \$60m of program funding from both State and Federal agencies. I have demonstrated expertise in change management and partnership engagement from both a policy and service system design perspective. In NSW I contributed to the reform of the Out of Home Care system in NSW as a working member of the Statewide steering committee. Additionally, I have been a leader in strategic engagement and partnership development. Most importantly, I am passionately committed to working with all stakeholders in the sector to make a difference for the lives of those engaged in the child protection system including the over representation of Aboriginal and Torres Strait Islander children and families. I am a relationship builder, a strategist and a strong collaborator and am known for my friendly, energetic, can-do attitude. I believe that PeakCare holds a critical independent role on behalf of both Government and the Sector which is even more important given forces such as a global pandemic and increased community fear fuelled by the media. As such, I am very interested in the opportunity to share my industry knowledge and my passion for ensuring children and families receive the best possible care across this diverse and changing child and family service system. I would welcome the opportunity to collaborate with Board colleagues of PeakCare.

Proposed by: Ms Shelley Wall, Infinity Community Solutions | **Seconded by:** Ms Toni Cash, YFS

Ms Sharon Lowe



Relevant experience

I have over twenty-five years experience in the child protection sector. Initially, I worked sixteen years in State Government covering areas across North Queensland including Mount Isa, Gulf of Carpentaria, Townsville and Burdekin. More recently, I have worked ten years in the non-government sector with Churches of Christ Care – Children Youth and Families. As Regional Manager for Far North Queensland and the North Queensland Early Intervention Services, I cover a diverse range of programs. My responsibilities include oversight of tertiary programs such as the Cape York Foster and Kinship Care Service, along the continuum to Early Intervention programs such as our parenting program and an early childcare access program.

My role also includes the oversight of a number of state-wide projects. Some of these projects have included the organisation's State-wide foster and kinship carer survey, development of the leadership program for middle managers of the Children, Youth and Families division, among other diverse and interesting initiatives.

My Passion and Interest

In the most recent years, my focus has been the development of relationships with some of our Aboriginal and Torres Strait Islander organisation partners. Some of these formal partnerships have included the joint delivery of the Cape York Foster and Kinship Care Service with RAATSICC (Remote Area Aboriginal and Torres Strait Islander Child Care) and the embedding of Gudjuda Aboriginal Corporation case workers in our Burdekin Intensive Family Support. Another example is the partnership with Uncle Alfred Smallwood to deliver Uncle Alfred's Men's Group and the provision of consultancy for other programs such as Townsville Social Good Initiative.

Further areas of interest include exploration of partnership and committee oversight of programs. This includes the coalition arrangements for the delivery of the Social Good Initiative in Townsville. This coalition is formed from membership of a range of stakeholders including large business, service groups, government departments and non-government organisations from a range of sectors including child protection, youth justice, disabilities, and Aboriginal and Torres Strait Islander organisations. The aim of this program is to have some of the most disadvantaged and marginalised in our community participate in positive recreational, vocational and experiential pursuits. Another example, is our work in the provision of programs for specific targeted local community and their needs under the Townsville Communities for Children committee.

Qualifications

My experience has been supported by an undergraduate qualification in psychology, and post-grad qualifications in adult education and public sector leadership. My aim in 2021 is to finalise my studies in a Master of Leadership.

What I Could Bring to the Board

If re-elected to the PeakCare Board, I would bring –

- Continued commitment to the work of the PeakCare Board
- A regional perspective including rural, remote and discrete community experience and knowledge
- Experience in senior leadership in both government and non-government sectors
- Strong community engagement skills and knowledge
- Strong practice knowledge in the child protection and family support sectors

Proposed by: Ms Leanne Rutherford, Churches of Christ in Queensland |

Seconded by: Mr Bryan Smith, Foster and Kinship Care Queensland

Ms Joanne Roff



Jo Roff has 25 years' experience working in the child protection sector and holds the position of Operations Manager with Integrated Family and Youth Services (IFYS). IFYS delivers a range of specialist support and intervention programs for children, young people and families. Jo oversees service delivery of child protection and family support services across the Moreton Region as well as leading a statewide project in Kinship Care.

Jo has worked across government, non-government and in higher education. Jo has an undergraduate and Masters in Social Work. Her passion is with not for profits and Jo is known as an innovative leader who invests strongly in the professional development of staff to achieve the best outcomes for children and families. Jo is proud of the work she has done with Melbourne University advocating for Young Kinship Carers, receiving a Child Protection Award with PeakCare and the Young Carers for their media coverage in 2020.

Jo was accepted by the PeakCare Board as a as a co-opted member in 2020 and is keen to continue to work with her Board colleagues to continue to assist PeakCare to influence the sector. Jo offers extensive industry experience and a regional perspective to the board.

Proposed by: Ms Helen Brafield, Integrated Family and Youth Services (IFYS) |

Seconded by: Mr Tom McIntyre, Act for Kids

Ms Shelley Wall



My name is Shelley Wall, I am a social worker with over 25 years' experience in the child protection system. I am the Chief Executive Officer of Infinity Community Solutions Ltd (ICS). In addition to my role at ICS, I am the current Chair of the National Therapeutic Residential Care Alliance as well as the Qld Chapter of the Alliance. In recent times, I had the opportunity to expand on my non-government experience whilst I was the Executive Director of Out of Home Care for the Department of Child Protection in South Australia (2018-19). During this time, I led a major sector reform process which specifically targeted improved care outcomes for children in out of home care. This experience provided me with a great insight into working in government which now underpins my approach to working in strong partnership with

government across the country. If elected to the Board of PeakCare Qld Inc, I would bring to the role a wealth of governance and strategic leadership skills and experience. I successfully completed the Australian Institute of Company Directors Course in 2017 which has further sharpened my board governance skills. I am an experienced leader with extensive workforce planning and human resources management skills which further enhances my offering to the work of the PeakCare Board. I have extensive experience in financial management which will assist my contribution to ensuring the ongoing sustainability of the organisation. As a strong, membership driven, peak body, it is essential for PeakCare to be responsive to members' needs but most importantly, it is essential PeakCare operates as an independent voice for an appropriately resourced child protection sector that partners with the Queensland Government to deliver high quality services that strive for positive outcomes for families, children and young people across all our Queensland communities, including our regional and remote areas and takes on the important improvement activities such as working to address the over representation of Aboriginal and Torres Strait Islander children and families involved in the child protection system. I have proudly served on the PeakCare Board in the past and have a strong record for leading improved governance, including ensuring a strong policy and procedure framework to guide effective board governance was in place. Operating as part of the Board of a membership driven organisation is a complex proposition which requires strong separation of Board governance from the operations of PeakCare to ensure its independence from individual organisational interests to allow the organisation to execute its strategic agenda in the interests of an improved child protection system. I am a committed member of the sector, and one that devotes a large portion of my time to working for an improved child protection system. If elected, I will appropriately focus my energies to the activities and strategic agenda of the organisation in order to play my part on the Board to deliver results for the membership but most importantly, to ensure we are striving for an improved child protection system that supports the many and varied Queensland communities we serve.

Proposed by: Ms Toni Cash, YFS | **Seconded by:** Ms Kym Langill, Mercy Communities

RULES FOR THE ELECTION OF CANDIDATES TO THE BOARD

As stated within PeakCare's Constitution, the election of Board members shall take place in the following manner:

- Any two voting representatives of member organisations are at liberty to propose and second any other member to serve as a member of the Board (**Note: Only Ordinary Members of PeakCare who have been financial for a continuous period of two (2) years are entitled to propose other members to serve as a member of the Board**)
- The nomination, which shall be in writing and signed by the nominee and their proposer and seconder, must be lodged with the secretary (i.e. PeakCare's Executive Director) at least seven (7) days before the annual general meeting at which the election is to take place
- A list of candidates' names in alphabetical order, with the proposers' and seconders' names, are to be posted in a conspicuous place in the PeakCare office for at least seven (7) days immediately preceding the annual general meeting or published on the organisation's website
- Balloting lists shall be prepared, if necessary, containing the names of the candidates in alphabetical order and each representative of a voting member present at the annual general meeting shall be entitled to vote for any number of such candidates not exceeding the number of vacancies
- If, at the commencement of the annual general meeting, there is an insufficient number of candidates nominated, nominations may be taken from the floor of the meeting provided that the nomination is accepted by the majority of voting members or their proxies who are present
- Every representative of a voting member present at the annual general meeting is entitled to one vote ⁷
- In the case of an equality of votes, the chairperson shall have a second or casting vote
- Voting is by show of hands or a division of members, unless not less than one-fifth of the members' representatives present demand a secret ballot ⁸
- A representative of a voting member may vote in person or by proxy or by attorney
- The instrument appointing a proxy shall be in writing in the form provided by Rule 14.12(e) under the hand of the member agency's representative
- A proxy must be a member of PeakCare.

If unsure about the identity of the representative delegated to vote on behalf of your organisation or in the event that your organisation wishes to change this delegated authority to another representative, contact should be made with Mr Tom Allsop, PeakCare Queensland (email: tallsop@peakcare.org.au) to receive the appropriate advice.

⁷ It is noted that only Members who have been financial for a continuous period of two (2) years are entitled to exercise this privilege. It is further noted that the entitlement held by a representative of a Member organisation to vote is subject to their organisation's annual subscription being no more than one month in arrears at the date of the meeting.

⁸ It is noted that a secret ballot will be held at this Annual General Meeting

CONFIRMING OR CHANGING THE PERSON AUTHORISED TO SERVE AS YOUR ORGANISATION'S VOTING DELEGATE

Only a person who has been properly authorised by a Member organisation to serve as their Voting Delegate is able to vote for candidates nominated for election to the Board.

No other representative of the organisation is able to vote unless written advice is received confirming that an attorney or other representative of their organisation is duly authorised by the organisation to vote on its behalf, prior to commencement of the Annual General Meeting at 6.30pm on Wednesday, 31 March 2021. It would be preferred if this advice could be forwarded to the Board Secretary (i.e. Executive Director, PeakCare) C/- Mr Tom Allsop (tallsop@peakcare.org.au) by no later than **close of business on 24 March 2021**.

In order to vote, an authorised Voting Delegate **MUST** also physically attend the Annual General Meeting (unless written advice has been received that this entitlement has been assigned to an attorney or another representative of the organisation who will be in attendance, or that they have properly assigned their vote to a 'proxy' who will be in attendance).

Please check that you are aware of the person that PeakCare has recorded as your organisation's Voting Delegate and that this person will be present at the Annual General Meeting.

It is recommended that you email Mr Tom Allsop (tallsop@peakcare.org.au) confirming your organisation's authorisation of the person nominated to serve as your Voting Delegate, preferably by **no later than close of business on 24 March 2021**. This email should contain the person's name, position title, postal address, email address and contact phone number/s.

In the event that you wish to change the person registered to serve as your organisation's Voting Delegate, an appropriately authorised person within your organisation is required to notify the Board Secretary (i.e. Executive Director, PeakCare) of this change as soon as possible. This notification must include details of the new Voting Delegate including their name, position title, email address, postal address and contact phone number/s, and be emailed to the Board Secretary C/- Mr Tom Allsop (tallsop@peakcare.org.au) preferably by **no later than close of business on 24 March 2021**.

GUIDELINES FOR VOTING DELEGATES TO LODGE A PROXY VOTE

In the event that a Voting Delegate is unable to attend the Annual General Meeting, a proxy vote may be lodged.

A proxy must be an employee of a PeakCare Member organisation.

A completed Proxy Voting Form must be deposited with the Board Secretary (i.e. Executive Director, PeakCare) prior to commencement of the Annual General Meeting at 6.30pm on Wednesday, 31 March 2021.

It would be preferred if the completed form is deposited with the Secretary (i.e. Executive Director, PeakCare) by **close of business on 24 March 2021**. The completed form can be emailed to the Board Secretary C/- Mr Tom Allsop (tallsop@peakcare.org.au).

A Proxy Voting Form is attached to this document.

Yours sincerely

A handwritten signature in black ink, appearing to read 'L. Wegener', written in a cursive style.

Lindsay Wegener
Executive Director
PeakCare Queensland