



BOARD & POLICY COUNCIL ELECTION 2019

Meet the Candidates

Inside you will find the information provided by candidates in support of their nomination.

Candidates are listed in alphabetical order by family name, grouped within the category they are nominating for.

The Board.

**Policy Council categories open for election in 2019
are Small Organisation and Large Organisation.**

The ballot paper sets out the categories open for election, the nominees and the names of the nominating organisations.

SACOSS Board Candidate Information

As supplied by the candidates (two pages maximum).

Candidate Name	Nicole Chaplin
Current Position(s) (employed or volunteer)	General Manager
Current SACOSS Board Member?	Yes

Candidate's areas of interest or specialisation

Nicole's areas of specialisation and skills are focused on the expertise of SJYS, young people and the homelessness sector. Nicole also has a broad connection with the community sector with over twenty years' experience across the metro area. A broad range of skills and expertise in planning, developing, implementing and evaluating at both the operational level and strategic level of business.

Nicole has an overall interest and specialisation in Governance of Service Delivery, Policy Development, Partnerships and Human Resource Management.

Nicole is dedicated and skilled in providing real solutions to support disadvantaged people of South Australia.

Sectors, networks and other organisations with which you are connected

Nicole was elected to the Policy Council in 2012 and was re-elected in 2014, 2016 and 2018. Nicole has served three nonconcurrent terms on the Board of SACOSS, her current term has seen her take on the role of Deputy Chair

Nicole is a member of the Australasian Housing Institute, being awarded the South Australian award for Inspirational Leader and is an active participant in housing and homelessness networks.

Nicole has strong links across the broader community services sector stemming from her time in a senior position of a large NFP, and has strong working relationships with a range of cultural organisations and groups, including both CLDB and ATSI, and in establishing strong working partnerships with community leaders. Nicole has particularly strong relationships with several Aboriginal groups, including the Grannies Group, Korna Winmil Yunti and Taoundi College.

Nicole currently Chairs the Anglicare Australia Reconciliation National Network, providing support and leadership across the country on Reconciliation activities.

Nicole represents SACOSS on the "Stop Racism Taskforce" with passion and dedication.

Nicole has a great capacity for working in partnership with a wide range of entities, including both Government and Non- Government, and across organisational, senior and individual levels. She is not only very good at building relationships at the personal level, but is also highly professional in understanding the role and responsibility of each party involved.

In her role at St John's Youth Services Nicole is required to operationalise formal partnerships associated with service contracts with Housing SA, Ladder (an AFL Players Association charity), and Unison, a Melbourne based organisation.

How you can contribute to SACOSS through membership of the Board

Nicole has a very clear understanding of the role of Board and responsibilities that Board membership require of all members. In particular Nicole understands that Board members are not representatives of their nominee and must serve the best interest of SACOSS through proper governance of the organisation and participating in the oversight of the allocation of resources; preparation of the annual budget; contributing to the Strategic direction of the organisation and monitoring the delivery of the strategic plan; and upholding SACOSS moral and legal obligations.

Her skill set will continue to add value to the Boards capacity to meet its various obligations. In particular Nicole has experience in the financial oversight of small a NGO (such as SACOSS) including the development and oversight of budgets, contractual obligations and acquittals; and has a clear understanding of the obligation of maintaining confidentiality; and is also highly skilled in Risk Management, Health and Safety policy and practice, and management of HR , including policy development, implementation of recruitment, supervision, and if necessary disciplinary action, together with experience in negotiation of an Enterprise Agreement

Nicole formally sort knowledge completing the “Governance Foundations for Non for Profits Directors through the Australian Institute of Company Directors.

Over the three non- recurrent terms with the SACOSS Board Nicole has contributed her knowledge, passion and commitment to SACOSS.

SACOSS Board Candidate Information

As supplied by the candidates (two pages maximum).

Candidate Name	Emma Louise Crosby
Current Position(s) (employed or volunteer)	Financial Controller
Current SACOSS Board Member?	Yes

Candidate's areas of interest or specialisation

I am a finance professional, manager and leader, with strong values and a passion for enabling and leading business to meet its operational and strategic direction through long-term financial sustainability, innovation, opportunity and partnerships with internal and external stakeholders. I am seeking the opportunity to consolidate my strong academic qualifications and sound professional leadership capabilities in a strategic board role.

I am ACA qualified Accountant and Business Finance Professional with the ICAEW and ICAANZ and I strive for opportunities that align to my values and work with community organisations.

I have worked for several NFP organisations, including UCWB, RSPCA SA and ECH Inc in strategic management roles. I am currently a Financial Controller for a professional services firm.

I have also established a not-for-profit organisation, Soulmates Animal Society, where I created the strategy, built up the Board and network of Volunteers.

Sectors, networks and other organisations with which you are connected

My board experience includes Treasurer at Soulmates Animal Society (2015 to 2018 and Treasurer at SACOSS (March 2015 to present). These Board positions have provided great networking opportunities with a number of organisations. Attendance at SACOSS events, such as the Treasurers Breakfast has also opened up a number of opportunities.

I have held senior leadership positions (CFO / Finance Manager / Senior Manager) at the following organisations; ECH Inc, Seymour College, RSPCA SA, UnitingCare Wesley Bowden, PwC and KPMG. All this experience has provided me with great insight into the sector, ability to benchmark operations and strategy, define values and motivations and bring a plethora of experience and knowledge from a variety of industries for best practice.

I have extensive networks in the NFP space from Board members to operational staff. My contacts through working at both PwC and KPMG have allowed me to work with a variety of NFPs, a lot of whom are members of SACOSS. Key networks include the SA Commissioner for Equal Opportunity, CEO of NFPs such as VolunteeringSA. I attend a number of CA and CPA events to keep up to date with technical accounting areas. I work with my fellow colleagues at PwC and other accounting firms such as William Buck and Nexia Edwards Marshall to provide a sounding board and seek technical advice. I am a member of the Finance Forum for Aged Care organisations, which is made up of like-minded individuals from across the sector. I have volunteered for several organisations such as Anglicare, Inner Southern Homelessness Service, RFDS and St Basil's.

I also belong to the NFP hub, have connections with Behind Closed Doors and regularly catch up with Government Heads of Department in my current and previous roles (such as DCSI).

How you can contribute to SACOSS through membership of the Board

I am seeking the opportunity to consolidate my strong academic qualifications and sound professional capabilities as a Board member. I am excited by the prospect of using my knowledge, skills, experience and network to offer advice and effective direction to the organisation.

My extensive experience with KPMG and PwC has provided me with considerable management and technical accountancy skills in a variety of sectors, from not-for-profit organisations to ASX listed companies to global enterprises. I have developed excellent analytical skills that allow me to identify and resolve complex accounting issues and develop innovative solutions, all of which I can bring to SACOSS.

I have significant experience in financial strategic leadership and management, long-range financial planning (operating and capital) as well as overall management and performance of financial functions within a range of organisations. In addition to this, I have managed and created complex financial feasibility modelling and risk assessment for mergers and acquisitions, joint ventures and legal structures for major opportunities. I created the annual financial strategic management plan in line with the overall business objectives to achieve operational financial sustainability in line with budget and to maximise our operating outcomes in line with strategic objectives. This work required strong collaboration and communication skills with internal and external stakeholders.

As a leader, I am comfortable interacting and communicating with all stakeholders and leading people through all aspects of their professional careers. I have had hands-on and strategic experience in several NFP organisations where I have been able to direct and implement change and add value.

As co-opted Treasurer on the SACOSS Board in March 2015 (where I have maintained this position), I have a good understanding of SACOSS and its operations along with setting the strategic direction of the organisation. I have driven the organisation to embrace change such as engaging new auditors, obtaining better cash management processes and implementing process efficiencies.

I have broad success in financial and commercial management, I have had over 15 years' experience in high-pressure finance roles advising a variety of organisations in the UK and Australia. I have the ability to strategically analyse the financial results of an organisation and recommend strategies. I have exceptional personal attributes such as leadership, diligence and adaptability, which allow me to inspire others and ensure due process is maintained whilst achieving success.

Along with all the necessary skills and qualifications of an Accountant, I am also a very social and people-oriented person. My communication skills are excellent, as are my leadership and team building abilities. I can communicate at all levels effectively and have strong values, which are enhanced by working in an environment with strong social / community impact.

My education and specific Board and work experience is a great fit for SACOSS, and I look forward to my continuing involvement on the Board.

SACOSS Board Candidate Information

As supplied by the candidates (two pages maximum).

Candidate Name	Astrid Melchers
Current Position(s) (employed or volunteer)	Project Coordinator, Long Stay Transition to Discharge (Hospital Avoidance)
Current SACOSS Board Member?	No

Candidate's areas of interest or specialisation

My main areas of interest are reconciliation between Aboriginal and non-Aboriginal people and health, especially mental health and social and emotional wellbeing. I have worked in various Aboriginal affairs portfolios across the public sector, including in health, education and housing, and I have founded and organised the "Cycling for Culture" reconciliation event held in 2013.

I recently commenced a role in Wellbeing SA's Hospital Avoidance Directorate, to support the timely discharge of patients with complex aged care and disability support needs, which relates to my professional background as physiotherapist. Prior to this, I was employed in the South Australian Health and Medical Research Institute (SAHMRI), undertaking research translation for the Aboriginal Chronic Disease Consortium, and I was a board member of Reconciliation SA from 2016 until 2019.

Having worked in various portfolios as a direct service provider and in various strategic policy, research translation and system design roles, I would bring a well-rounded perspective to the board. Being a migrant from Germany and having lived on Kurna Country for 15 years, I would also bring a culturally different lens to the SACOSS board and experience in cross-cultural communication and engagement. I am also well connected to Aboriginal communities in Adelaide and, to an extent, in Port Augusta and some other country areas.

Sectors, networks and other organisations with which you are connected

I am mostly connected to the public health sector, which includes government and non-government agencies such as SA Health and its local health networks, the Aboriginal Health Council of SA and its member organisations, the Adelaide and Country SA Primary Health Networks and various non-government agencies such as Cancer Council SA, Diabetes SA, the Heart Foundation and SHine SA. My network also spans the federal Department of the Prime Minister and Cabinet Regional Network (centrally and in Port Augusta and Ceduna), the SA Departments for Education and for Human Services, Office of the Public Sector and the Department for Industries and Skills. I am currently connecting with the disability and housing sectors and I am a member of Reconciliation SA.

How you can contribute to SACOSS through membership of the Board

My experiences as Reconciliation SA board member for 3 years and Secretary for 2 years has provided me with valuable insights into the mechanics of a rights-based organisation and the challenges that small quasi "not-for-profit" organisations tend to face. As a member of Reconciliation SA's Financial Sustainability Subcommittee, I have contributed to some of the organisation's strategic and governance improvements, in collaboration with external agencies. As Secretary, I have worked with staff to introduce new standards the board documentation to improve the organisation's governance. I have also undertaken governance training through the Leader's Institute of SA.

I have also worked for the Health Performance Council (HPC) Secretariat whose role was to support and enable the HPC board.

SACOSS Board Candidate Information

As supplied by the candidates (two pages maximum).

Candidate Name	Pam Simmons
Current Position(s) (employed or volunteer)	Self-employed
Current SACOSS Board Member?	Yes

Candidate's areas of interest or specialisation

I am currently working in governance, public policy reform, and management and leadership coaching. In 2016-17 I was the Executive Manager of Strategic Initiatives at UnitingSA. In 2015 I completed two terms in the then newly created position of Guardian for Children and Young People.

Immediately prior to this position, I was Executive Director of SACOSS, a position held for more than five years. My work history has primarily been with non-government organisations in Thailand, England and Australia, working in the areas of youth homelessness, housing, women's services, environment and development, aged care and primary health care.

My qualifications are in social work, a Masters degree in public policy and administration, and a Diploma as a Company Director (AICD).

In summary, my areas of interest are social justice, child protection, youth justice, philanthropy, ethical investment, public policy, advocacy, community development, research and development, human services and human rights, housing and homelessness, refugees and asylum seekers and Aboriginal voice and reconciliation.

Sectors, networks and other organisations with which you are connected

I am a current Board member of SACOSS, Community Centres SA, the Wyatt Trust and the Broadley Trust. I have been a Board member of Welfare Rights Centre, SA (2010-2016), Australian Red Cross, (SA Division 2004-2008), Australian Red Cross (national 2006-2008), Board Services committee Australian Red Cross, (national, 2010 – 2015), Energy Industry Ombudsman of SA (2002-2004), Chair, Social Work and Social Policy Advisory Group, University of SA (2001-2004), Foundation member, Business Vision 2010, (2000-2003); Shelter SA, (1985-1987), Junction Theatre Company (1986-1987).

How you can contribute to SACOSS through membership of the Board

I have long experience in human services and governance, including as a board director for not-for-profit organisations, ranging from under \$0.5million in revenue to over \$450million.

My professional knowledge and experience extends to social impact investment, ethical investing, media and stakeholder engagement, public policy process and systemic advocacy.

I love working as part of a team in developing and delivering on progressive policy reform and human services.

SACOSS Policy Council Candidate Information

As supplied by the candidates (two pages maximum).

Candidate Name	Chris Chalubek
Current Position(s) (employed or volunteer)	Mental Health & AOD Manager
Nominating Organisation (if applicable)	Sonder

Candidate's areas of interest or specialisation

Chris has a long-standing interest, specialisation and commitment to the areas of mental health and alcohol and other drug service delivery. This has been achieved and sustained for over a decade through his work as a social worker supporting young people; program manager, working in headspace, establishing peer led services, supporting families through a program that was awarded an Australian and New Zealand Mental Health Service Achievement award for best practice, excellence and innovation and as an executive in the NGO sector managing the transition of psychosocial mental health services to the NDIS, establishing NDIS services under the NDIS quality and safeguards commission and establishing In Home Withdrawal services. In 2015 Chris extended his commitment and specialisation through a successful Endeavor Fellowship to explore opportunities to develop social capital, explore models of change, community awareness and community engagement. Underpinning all of this is a lived experience of mental illness and a willingness to use and share this experience in the support of others as well as the creation of better systems, policy and services.

The force driving his work for over a decade has been the belief of citizenship through the opportunity to live a contributing life. Access to supports that enhance connectedness, hope, identity, meaning and empowerment are core to this. The chance to contribute to the SACOSS Policy council is exciting and one that is aligned with my expertise.

Finally, if you asked Chris, "what do you stand for?" He would speak to social justice, the importance of relationships but the reason for all of that is opportunity. He stands for opportunity. Opportunity gives agency in uncertainty, it gives hope, it sustains, it nourishes. For Chris it's okay that you cannot guarantee the outcome; people just need to meet their responsibility to give change the best chance to happen and that's exciting!

Sectors, networks and other organisations with which you are connected

Throughout his career Chris has actively sought to develop successful partnerships that create opportunity, accessibility and efficiency. This approach has contributed to the formation of binding and successful relationships with key stakeholders. Current key networks extend across Adelaide's NGO's, state government, universities and include SAHMRI's Mind and Brain Theme, as well as the Adelaide Primary Health Network. Chris is current director on the SANDAS Board.

In the past Chris has sat on the SA Health NGO NDIS Implementation Group, the SA Health Mental Health Plan Workforce workgroup, been Vice President of the SA Branch Management Committee of the AASW and sat on the University of South Australia, School of Psychology, Social Work and Social Policy Advisory Board and Flinders University Advisory Committee for the Master of Social Work.

In late 2018 Chris actively supported the Business SA *Minds at Work: Is Your Business Mentally Healthy?* Discussion paper. Chris lent his story as an executive with lived experience to the paper. The paper contains information about what mental health at work looks like, the cost of mental health to your workplace and how improving the environment can lift productivity and reduce sick leave, and how your workplace can become more supportive. The paper also shares some very personal stories about mental health at work, as well information about mental health first aid training and where to get help.

How you can contribute to SACOSS through membership of Policy Council

As an experienced NGO executive and someone with a lived experience of Bi Polar Chris is deeply cognisant of the power of contemporary attitudes to people with mental ill health and AOD issues. This is exemplified by the notion of 'what next?' instead of 'you can't because'; the focus and creation of opportunities for individuals to be empowered to take control of their lives. The SACOSS Policy Council and its work is and will be a fulcrum to changing attitudes, creating opportunity as well as broadening accessibility. Chris looks forward to contributing to this.

His abilities to think conceptually, analyse complex issues, develop innovative solutions within organisational constraints combined with a high level of self-motivation will be key characteristics of his contributions. Additionally, his applied this knowledge in supporting communities to design and achieve social outcomes through dynamic, collaborative community capacity building work will be significant contributors. For Chris need, design and implementation are and have been achieved in partnership, through regular stakeholder participation, advisory group processes and participatory action research.

If nominating in an organisational category, tell us a little about your organisation and your role there

Sonder has a long 26 year history of working with and for general practice. Sonder has a diverse funding base which includes both the Adelaide Primary Health Network and Country South Australia Primary Health Network, headspace national, state government, in addition to private funders. Sonder is proud to have been selected by the Adelaide Primary Health Network as the preferred provider to deliver mental health services in the northern and central western suburbs. This is in addition to services delivered by Sonder in the Country SA Primary Health Network region; the Gawler-Barossa corridor. As a result, Sonder is one of the leading and largest providers of high quality, mental health services available to the community. Over the past 25 years, we have earned a solid reputation for the provision of high quality, evidence-based clinical psychological therapy services that are relevant to the complex needs of the local community. We deliver clinical services across the age range and complexity of mental health concerns.

Additionally, Sonder delivers a range of Integrated Community health services including employment support and Aboriginal health.

As Mental Health and AOD Manager Chris is responsible for the strategic leadership of the Mental Health & AOD portfolio which supports an integrated suite of recovery orientated clinical mental health and alcohol and other drug services that support individuals across the western and Northern suburbs as well as the Gawler Barossa region. Sonder's programs are designed for specific groups of people, including children and families, expecting mothers, young people, people from culturally diverse backgrounds and people coping

SACOSS Policy Council Candidate Information

As supplied by the candidates (two pages maximum).

Candidate Name	Libby Craft
Current Position(s) (employed or volunteer)	Employed – Chief Executive Officer
Nominating Organisation (if applicable)	UnitingSA

Candidate's areas of interest or specialisation

Libby has a broad range of interests including social justice, a fair go for everyone, housing, aged care, health services and community sector development and sustainability.

Sectors, networks and other organisations with which you are connected

Mental Health, Aged Care (residential, home care, Community home support, and transitional care), Disability, Multicultural, Housing and Shelter SA, ADE (supported employment), Emergency Assistance, Family and youth services, National Uniting Care Australia, National Aged Care Network. There are also cross sector connections.

How you can contribute to SACOSS through membership of Policy Council

Libby has over 30 years' experience in human services having worked in director service provision, advocacy, and policy, research, management and community development within state and federal governments and more predominately in the community services sector. She has balanced views and is values driven, with an honors degree in Social Work, MBA and completed the Stanford Exec Leadership course. She can contribute to policy across a broad portfolio, campaigns, governance (she is a GAID), and is solutions focused. UnitingSA has 35 managers, managing portfolios across the spectrum of community that could also contribute to making a difference and supporting SACOSS.

If nominating in an organisational category, tell us a little about your organisation and your role there

Libby Craft has been the CEO of UnitingSA since 2006. UnitingSA is a not for profit organisation which is all about respect, compassion, courage and justice. Our vision is for a compassionate, respectful and just community in which all people can participate and flourish. UnitingSA delivers a diverse range of programs across aged care, community, disability, mental health, youth and child development and employment. With more than 900 employees and approx. 120 volunteers, UnitingSA is dedicated to supporting South Australians with a proud history of building stronger communities.

SACOSS Policy Council Candidate Information

As supplied by the candidates (two pages maximum).

Candidate Name	Dr Susan Errington
Current Position(s) (employed or volunteer)	Legal, Policy and Compliance Adviser to the Director
Nominating Organisation (if applicable)	Legal Services Commission of South Australia

Candidate's areas of interest or specialisation

I have a strong commitment to access to justice for all persons and especially the more disadvantaged in our community. I have worked extensively in legal aid and consumer protection. I have extensive experience in addressing issues which act as barriers to justice including the cost of justice and the need for the effective application of available funding.

Sectors, networks and other organisations with which you are connected

I am an assessor for the SA Litigation Assistance Fund. I am a member of the Law Society's Justice Access Committee where I am presently involved in a project to consider how best to assist self-represented litigants. I represent SACOSS on the Courts Community Reference Group. I am or have been a member of national and local legal aid working groups dealing with legislative and policy changes which impact on access to justice and equality before the law.

How you can contribute to SACOSS through membership of Policy Council

I can provide SACOSS and Policy Council with a justice perspective by reporting on changes to legislation which will affect SACOSS members. I can assist in the preparation of submissions which have a legal flavor. I can advocate for SACOSS in forums outside its regular sphere of influence.

If nominating in an organisational category, tell us a little about your organisation and your role there

The Legal Services Commission is the largest provider of legal assistance services in South Australia. Annually the Commission provides around 130,000 services to members of the public. The Legal Services Commission is particularly concerned with access to justice for disadvantaged people as they can be seriously affected by legal matters. A recent Legal Needs Survey found that the most vulnerable groups in Australian society, particularly disabled people, single parents, the unemployed and Aboriginal people, had the most legal problems, and the most substantial legal problems. The Legal Services Commission believes that lack of access to justice has a detrimental affect on social well-being in Australia. My work in the policy area of the Legal Services Commission concerns responding to proposed changes to legislation which can adversely affect legal rights, preparing funding submissions for assistance projects, advising the Director, representing the Commission on working parties.

SACOSS Policy Council Candidate Information

As supplied by the candidates (two pages maximum).

Candidate Name	Tracy Chapman
Current Position(s) (employed or volunteer)	General Manager Reintegration Services
Nominating Organisation (if applicable)	OARS Community Transitions

Candidate's areas of interest or specialisation

Justice, Housing / Accommodation, Restorative Justice Principles, Social Inclusion & Participation

Sectors, networks and other organisations with which you are connected

I have over many years developed strong networks within the Department for Correctional Services, Homelessness Strategy and the Exceptional Needs Unit as well as numerous non-government and community organisations. I regularly attend meeting related to reintegration and rehabilitation, housing and homelessness as well as clients with high and complex needs. I attend the Southern Round Table Governance meetings as well as the Home Detention Integrated Support Service Governance Meetings and Integrated Housing Exits Program Governance Meetings.

I have regular contact with the Exceptional Needs Unit, attending Case conferences and Management Assessment Panels to discuss clients with high and complex needs and how we as a service support these clients.

How you can contribute to SACOSS through membership of Policy Council

I have a varied area of knowledge and understanding in the criminal justice system, overseeing the Home Detention Integrated Support Service as well as the Ex Custodial Accommodation Service and Specialised Intervention Service. All programs support people interfacing with the criminal justice system and their families through intensive case management, reintegration, and rehabilitation and community connectedness.

If nominating in an organisational category, tell us a little about your organisation and your role there

OARS Community Transitions is a not for profit non-government organisation dedicated to crime prevention and reducing harm to the community.

SACOSS Policy Council Candidate Information

As supplied by the candidates (two pages maximum).

Candidate Name	Abbey Kendall
Current Position(s) (employed or volunteer)	Director, Working Women's Centre SA Inc
Nominating Organisation (if applicable)	Working Women's Centre SA Inc

Candidate's areas of interest or specialisation

The status of women, feminist politics and their intersection with formal and informal labour markets, industrial relations, queer politics, the status of migrant workers, unionism.

Sectors, networks and other organisations with which you are connected

Women's and DVF sector on a state and federal level: SA Government's Workplace Respect Governance Group Member, ES4W member, Member of the SA Sex Worker Decriminalization Action Committee, Endorsed Our Watch trainer.

Trade union movement: SA Unions Standing Women's Committee member, ASU member.

Industrial relations/Ethical Clothing sector: Committee member of SA Branch of the Australian Labour and Employment Relations Association (ALERA) and a *Fairwear* SA branch representative.

How you can contribute to SACOSS through membership of Policy Council

Through my work at the Working Women's Centre and community activism, I am at the grassroots of organizing around women and work. I am very keen to help effect structural change with respect to the status of women, specifically vulnerable (often working-class women) in our community.

I would like to contribute to our community by developing progressive policies with an aim to maximizing impact for vulnerable, low income women and gender diverse people in South Australia.

People focused policies that aim to redistribute wealth and ensure dignity for all can be at the core of all good policy and I will use my legal, advocacy and organising skills to continue the progressive policy platform of SACOSS.

If nominating in an organisational category, tell us a little about your organisation and your role there

The Working Women's Centre is a not for profit organisation that provides free industrial information, advice and representation to vulnerable women and workers. The WWC is also engaged in research, education and training in areas that effect women, gender diverse people, vulnerable workers and work. The WWC, in its 40th year of operation, has a strong history of being at the forefront of law reform and social change for working women and people in South Australia.

SACOSS Policy Council Candidate Information

As supplied by the candidates (two pages maximum).

Candidate Name	Fiona Endacott
Current Position(s) (employed or volunteer)	Chief Executive Officer
Nominating Organisation (if applicable)	Connecting Foster & Kinship Carers South Australia

Candidate's areas of interest or specialisation

The rights of Foster and Kinship Carers are upheld and that their voice is represented at both a legislative and policy level.

Sectors, networks and other organisations with which you are connected

We are very well connected to stakeholders within Child Protection Sector such as the peak for children and young people (CREATE), the peak for foster care agencies (CAFFSA), non-government foster care agencies, the Department for Child Protection at an executive level including the Chief Executive (Cathy Taylor), the Minister for Child Protection (Rachel Sanderson), the Shadow Minister for Child Protection (Jayne Stinson) and our membership of over 800 individuals who include Foster Carers, Kinship Carers and professional associates.

How you can contribute to SACOSS through membership of Policy Council

Connecting Foster & Kinship Carers SA (CF&KC-SA) is the peak body for Foster & Kinship Carers across South Australia. The organisation was developed over 20 years ago and as of 2018 is the funded advocacy service for Carers, as per Nyland recommendation 116. We have a membership of over 800 individuals, whom we regularly consult with regarding issues facing Foster & Kinship Carers. We are aware that as of July 2019, SA has reached an all-time high of just over 4000 children and young people under guardianship of the Minister. We are aware that children are entering care earlier and remaining in care for longer. The state government is committed to ensuring that these children and young people are placed within family based care, such a foster & kinship care, yet the recruitment and retention of carers is a struggle due to poor treatment and support by the Department for Child Protection and associated stakeholders. It is important to note that the cost of family based (foster & kinship care) is approximately \$48, 985 per year as opposed to non-family based residential and emergency care of \$540, 639 per year. This cost is almost 10 times higher than placing with a Carer family. Our concern is any budget or policy measure to increase family based care is merely to ensure a decrease in the overall state budget bottom line, without attention to the ongoing needs and support our Carers require to care for some of our states most traumatized children and young people.

In addition, to the above it is important to note that we engage in an annual survey with our Carer community to track the areas of success and identify areas of challenge. The data gleaned from our annual survey guides our systemic advocacy and information we provide to the Carer community by way of education sessions and Carer guides.

If nominating in an organisational category, tell us a little about your organisation and

As Chief Executive, my role is to ensure the voice and rights of Foster and Kinship Carers are upheld in order to provide the best possible support to children and young people under guardianship of the Minister. I believe our Carers are undertaking the incredible task of caring for some of our most vulnerable and traumatized children. It is our duty to ensure Carers have the best possible support, guided by accurate policy and legislation, to ensure the children they care for are awarded every opportunity to become the best versions of themselves as they possibly can.

SACOSS Policy Council Candidate Information

As supplied by the candidates (two pages maximum).

Candidate Name	Alex North
Current Position(s) (employed or volunteer)	National Coordinator
Nominating Organisation (if applicable)	AUWU

Candidate's areas of interest or specialisation

Social Security, employment services system, Poverty, Job creation schemes

Sectors, networks and other organisations with which you are connected

Accountable income management network, SACOSS, Getup.

How you can contribute to SACOSS through membership of Policy Council

My work with the AUWU allows me unique access to the people directly affected by poverty, unemployment, and the job creation system and allows me to represent their voice in SACOSS policy decision making. Additionally I draft and coordinate the AUWU senate submissions and have experience researching and analyzing government policy.

If nominating in an organisational category, tell us a little about your organisation and your role there

The AUWU is a national volunteer organization dedicated to advocating and representing the interests of unemployed, underemployed and unwaged workers as well as all recipients of social security in Australia.

My role in the union is as National Coordinator. I am responsible for coordinating the union's national team and ensuring that the aims of the annual plan are met.

SACOSS Policy Council Candidate Information

As supplied by the candidates (two pages maximum).

Candidate Name	Shona Reid
Current Position(s) (employed or volunteer)	Executive Director, Reconciliation South Australia Inc.
Nominating Organisation (if applicable)	Reconciliation South Australia Inc.

Candidate's areas of interest or specialisation

Ms Reid is a proud Eastern Aranda Woman, with family connections that extend into the Hart Ranges in the Northern Territory. With a Bachelor of Behavioral Science Degree from Flinders University, Shona has devoted her knowledge, experience, professional and personal life to the advancement and rights of Aboriginal children, young people, families and communities for over two decades. As the Executive Director of Reconciliation SA, Shona brings with her a passion for reconciliation and 15 years of experience working across the child protection, young offending and the out-of-home care sector in predominately regional and remote areas, including the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands.

Shona has come to Reconciliation SA from the role of the Executive and Research Officer for the Aboriginal Lands Parliamentary Standing Committee. In this capacity, she has worked closely with Parliamentary Members from many different political parties and persuasions in assisting with their connection to and understanding of matters that are important for Aboriginal South Australians. In addition, Shona hold positions on the SA Youth Centre Review Board (Youth Parole Board) and the South Australian Housing Trust Board of Management.

Shona has worked as the Executive Director at Reconciliation SA since January 2019 and has closely with Aboriginal communities, government (federal, state and local), corporate organisations, not-for-profits and non-government organisations with regards to support, advocacy and education around reconciliation and the relevance of reconciliation in their respective organisations.

Sectors, networks and other organisations with which you are connected

Reconciliation SA has positioned itself within South Australia as the peak body to engage in discussions and activities that relate to the reconciliation movement and First Nations advancement. Reconciliation SA carries out this work across many different sectors, across all of South Australia from the following sectors, including:

- Aboriginal community, Aboriginal community-controlled organisations, Local and state government, Educational sector (schools and early learning), Community and non-profit sector, Faith-based organisations, Private and business sector

Reconciliation SA connects many organisations across these sectors including (but not limited to):

- Aboriginal Affairs and Reconciliation (Department of the Premier and Cabinet)
- Department of Education
- State Government Departments and Statutory Authorities
- South Australian Parliament
- Members of Parliament
- Commissioner for Aboriginal Engagement
- Commissioner for Children and Young People
- Commissioner for Aboriginal Children and Young People
- Local Government Councils and Mayors

- Local Government Association
- Association of Independent Schools SA
- Australian Education Union
- Catholic Education of SA
- Reconciliation Australia
- Australian Reconciliation Network
- Aboriginal Veterans of South Australia
- Don Dunstan Foundation
- Australia Day Council of South Australia
- Anglicare
- Uniting Communities
- Welcome to Australia
- ActNow Theatre
- Lutheran Church of Australia
- Turkindi (member)
- Tauondi Aboriginal College
- PriceWaterHouse Coopers
- PwC Indigenous Consulting
- Australians for Native Title and Reconciliation
- Blackwood Reconciliation Group
- Stolen Generation Groups
- Tertiary Institutions (private and public)
- South Australian School sites (and principals) both private and public

How you can contribute to SACOSS through membership of Policy Council

As the peak organisation for reconciliation in South Australia, Reconciliation SA and provide a connected, current and comprehensive advice and guidance with regards to the state of reconciliation in South Australia, more specifically in the areas of race relations and issues relating to equity and equality for First Nations peoples across SA.

Reconciliation SA can also provide advice and advocacy with regards to national movements on reconciliation and activities that are occurring with reconciliation partners interstate. This connectedness truly enables a coordinated and effective movement building for reconciliation and has the capacity to support initiative and advocacy at the local SA level.

Reconciliation SA can support, guide and advise the policy council in its discussion and advocacy more fair and equitable services and engagement with Aboriginal people across the key areas of focus for the policy council. Reconciliation SA is also able to support and engage with non-Aboriginal allies in how their services and organisations can support the reconciliation movement and Closing the Gaps in the disparity of quality life outcomes for Aboriginal people in areas such as (but not limited to), health, housing, education, employment.

If nominating in an organisational category, tell us a little about your organisation and your role there

Reconciliation SA:

Reconciliation SA is a not-for-profit community and member-based organisation. We champion a safe and inclusive South Australian society free from racism through education, information, conversation and advocacy. We strive towards a society that understands, values and actively supports the inclusion of First Nations people in all aspects of life within South Australia. As a committed and dedicated team, we:

Aim to abide by cultural protocols, Work in partnership and collaboration with communities and strategic partners, Are inclusive of the whole community, Work to empower people through listening and giving voice, Promote social justice, Work to strengthen resilience and capacity, Operate with integrity and accountability, Embrace systemic change through policy critiquing and advocacy

Reconciliation SA are also known as leaders of education, information, support, and advocacy for the Reconciliation movement. We demonstrate the positive impact on the advancement of a reconciled South Australia through a focus on the dimensions of reconciliation. We are also a sustainable and dynamic organisation with effective governance and viable operations.

Reconciliation SA's strategic focus is based on the dimensions of reconciliation developed by Reconciliation Australia. These dimensions provide the overarching fundamentals to guide us to a reconciled Australia in which Aboriginal and Torres Strait Islander cultures, heritage and history are recognised, valued and form part of a shared identity.

#1 RACE RELATIONS: We seek a State free of racism where relationships between all Australians are respectful of cultures, rights and experiences.

#2 EQUALITY AND EQUITY: We seek a State where First Nation rights are upheld, and all First Nation people can participate and equally experience positive social and economic opportunities.

#3 INSTITUTIONAL INTEGRITY: We seek a State where the principles of reconciliation underpin political, business and community structures.

#4 HISTORICAL ACCEPTANCE: We seek a State where the relationships between all Australians are based on an understanding and acceptance of the wrongs of the past and their impact.

#5 LEADERSHIP AND REPRESENTATION: We strive to be a reputable, effective, inclusive and sustainable movement for reconciliation.

Reconciliation SA aims to:

- Grow the next generation of South Australians committed to an inclusive society free of racism, through the promotion of reconciliation values in local communities
- Encourage and leverage the collective efforts of Reconciliation Action Plan (RAP) partners to grow social inclusion and economic participation
- Advocate for the inclusion of the 'Statement from the Heart' principles to be included in public policy, governance and organisational practices.
- Promote Reconciliation through development of local resources on the history of First Nation cultures across South Australia and advocate for practical and symbolic signs of reconciliation in the local community
- Build the reconciliation movement in South Australia and develop campaigns that call communities to reconciliation action.

Executive Director

Shona Reid provides leadership as the Executive Director at Reconciliation SA and provides leadership of the strategic direction as set by the Board of Reconciliation SA.

Shona links closely with members, reconciliation partners, Aboriginal community and organisations who are yet to engage on a formal reconciliation journey. These stakeholders extend across the state, interstate and internationally.