

Candidates were asked to demonstrate their skills/experience in six categories identified by the Board as areas where the current Board could improve. The 21 candidates selected each have at least two of these skills.

All appointments are subject to background checks and receipt of consents.

Rebecca Hardy – Young Woman



Richmond, VIC

Skills include: Governance, risk and compliance; Strategic Finance

Rebecca is a registered Financial Adviser with more than ten years' experience in financial services and postgraduate qualifications in both applied and investment finance.

Qualified in the provision of financial planning advice,

including superannuation and pension advice, to High Net- Worth ("HNW") and Ultra-High Net-Worth ("UHNW") private clients, in addition to being accredited for providing personalised advice in government debentures; stocks and bonds; and, securities.

Commercially astute adviser, accomplished in strategic communications, investor relations, corporate governance and regulatory compliance. Demonstrable business advisory leadership, having successfully advised executive management of publicly listed entities and private corporations through periods of crisis and high-profile commercial activity, including corporate transactions; regulatory and organisational reform.

Michelle Crawford

Preston, VIC

Skills include: Board experience, Government relations

For 30 years, my personal and professional goal has been to promote diversity and inclusion. In addition to social endeavours, as CEO of a medium sized NFP, Director on two NFP Boards and involvement as a Rotarian sees opportunities for positive impact.

Every woman, young woman and girl deserves every opportunity to realise their full potential in a safe, respectful, supportive and enabling environment. While gender parity is still not a reality, I am driven by a desire that my skills, knowledge, network and experiences are applied to address inequality.

I love travel and have seen that in spite of the absence of equality when it comes to economic, social, geographic and digital opportunities for women, young women and girls, progress is being made. I would draw on governance and executive experience including knowledge of complex funding relationships, stakeholder engagement experience, and service provision in a wide variety of settings.



Annette Swann

Balgowlah, NSW

Skills include: Board experience, Commercial property & Asset Management

I am/have been a Managing Director, Board member & Treasurer, Committee Member and

executive with almost twenty years of board level experience particularly with expertise in strategy, finance, M&A, audit and cultural change.

I am passionate about the advancement of women and female leadership. Having been a senior executive in male dominated industries, and with a daughter of my own, I strive to be a strong advocate for diversity, equality, female potential, and positively address structural bias and unconscious bias at work, school and in the broader community. I would be excited and dedicated to the opportunity to



continue this in the capacity of a Board member at the YWCA.

I would suggest, and hope, that this unique combination of senior commercial acumen, strategic consulting and leadership coaching skills, together with a genuine passion for the advancement of all women would bring considerable value to the YWCA Australia Board.

Freya Mulvey - Young Woman



Nightcliff, NT

Skills include: Board experience (Young Women's Council); Governance, risk and compliance

I am a commercial lawyer from Darwin in the Northern Territory. In my spare time, I am involved in a range of extra-curricular activities shaped around justice and advocacy. In 2019 I had the privilege of being on the YWCA's Young Women's Council. I am passionate about gender equality and am invested in contributing to the YWCA's movement and vision of a better future for Australian women, young women and girls.

I would love the opportunity to continue to work closely with the YWCA as an Australian Director. I perceive a directorship with the YWCA as an excellent way to use my industry expertise and experience to continue to contribute and collaborate for the ongoing growth and success of our organisation. I believe through the collective agency of our member base we will continue to accelerate the advancement of gender equality and empowerment of women.

Isabelle Chassain



Toowoomba, QLD

Skills include: Board experience, Governance, risk and compliance

Isabelle is passionate about strengthening and building her community through leadership, education and advancing gender equality. As a Mother to two young

girls, an admitted solicitor, a Student Advocate, the current Vice President of YWCA Australia, a small business owner and a student studying her PHD in Law Isabelle knows how to stay focused, forward thinking and agile.

Living in a regional Queensland town she understands first-hand the continuing challenges that all women face in furthering their education, entering and re-entering the workforce. Isabelle is and always has been a strong advocate for self-determination through the building of knowledge, skill, communities and networks where women and young people are supported to become their own best self.

Isabelle is excited for the prospects of continuing with the YWCA Board, coming from being Deputy-Chair in Queensland, being Queensland Representative on the Merger and Vice President of the National Board, she is eager to continue to share the unique History of the YWCA while helping it take bold new paths.

Stephanie Purcell – Young Woman



Surry Hills, NSW

Skills include: Commercial property & Asset Management, Government Relations

Stephanie is a Sydney based infrastructure projects lawyer at commercial law firm Herbert Smith Freehills. She specialises in social infrastructure and complex government procurements across a range of sectors, including social and affordable housing, education and transport. Stephanie was previously a Tipstaff to Judges at the Supreme Court of NSW and during university served as a Board Director and President of her university Union, during which time she targeted gender equality reform.

Stephanie is currently a Board Member of the University of Technology Sydney Law Advisory Board, a volunteer for the Refugee Advice & Casework Service, a Coordinator of the LEAPS (Lawyers Encouraging and Assisting Promising Students) Mentoring Program and a Mental Health Champion at her workplace.

Outside of law, Stephanie loves yoga, all water activities (swimming, surfing, floating, etc.) and is a movie buff (for both cinematic and popcorn related reasons). She previously represented Australia in the

sports of surf and royal lifesaving. Her feminist superheroes include the Spice Girls (girl power!), Annabel Crabb, Jacinda Ardern and Janine Allis.

Sarah Fowler



Brunswick West, VIC

Skills include:

Governance, risk and compliance, Senior Executive Management experience

I have dedicated my career to the pursuit of

fairness and equity in Australian workplaces. This, coupled with my deep and profound understanding of organisational effectiveness, will make a valuable contribution to YWCA and its future. I have provided senior leadership at Australia's largest university and at a prominent housing and homelessness organisation in Victoria.

I now run my own boutique consultancy which focuses on advancing workforce effectiveness and fostering fair, respectful and diverse workplaces in which all employees can thrive. I am a proud feminist, a mother and a passionate advocate for a fairer and more equitable future for women. I want to help ensure that women – regardless of their race, abilities or choices – can participate in all aspects of their life equally, safely and confidently.

Jennifer Duncan



Hilton, SA

Skills include:

Governance, risk and compliance; Board experience

I am an experienced for-purpose director and executive based in South Australia. A committed feminist, I have dedicated my career to advancing the interests and issues of young people, with a

particular focus on young people from vulnerable and marginalised communities.

Skilled in governance and strategy, my leadership

roles have spanned: child and family welfare; youth and community development; volunteerism and social participation; evidence-based policy and evaluation; and social advocacy.

With over a decade's experience as a non-executive director and chief executive, I've led the creation, growth and transformational change of diverse for-purpose organisations. I hold a Master of Business Administration and am currently undertaking a Doctor of Business Leadership.

I'm committed to the rights of young people to engage in decisions and the decision-making structures that impact on their lives. I endeavour to live my values of respect, inclusion, creativity and excellence in everything I do.

Molly George – Young Woman



Kensington, VIC

Skills include: Board experience; Governance, risk and compliance

Molly is creative, curious and motivated. With a background in fine arts, she loves arts and culture, learning about food, and is constantly inspired by creativity

within the Australian feminist sphere.

She works as the Media Learning Manager of SYN Media, overseeing the social enterprise 'SYN Media Learning'. Previously as Pathways Manager, she supported and engaged over 500 young members. She also co-founded Melbourne Artists for Asylum Seekers (MAFA) in 2013, an art collective connecting artists with newly arrived asylum seekers. Her experience has had her developed strong relationships across the arts, youth and community sectors, and delivered high level youth leadership and mentoring programs.

She's the current Youth Representative on the Community Broadcasting Association of Australia (CBAA) board, and in 2019 will participate in the Foundation for Young Australians (FYA) 'Young Social Pioneers' program for her proposal to improve governance diversity and inclusion policies and practices.

Jo Scard



Canberra, ACT

Skills include:

Government relations;
Board experience

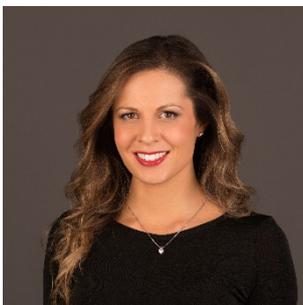
As Chief Executive Officer and Founder of Fifty Acres - The Communications Agency, a location

independent government engagement, communications, marketing and PR firm I have over 25 years' experience in communications, political advisory roles and journalism, and am one of Australia's foremost strategic advisers to Not-For-Profits and government.

I am a respected former journalist in the UK and Australia working with ITV, Associated Press, Seven Network, SBS, ABC and Fairfax and a trained lawyer, graduating from Macquarie University with a Bachelor of Arts and Bachelor of Laws.

I am was previously on the Board of the Australian Women Chamber of Commerce & Industry and currently on the Boards of Hockey ACT and human rights law centre, the National Justice project and a member of the NSW Council of the Public Relations Institute of Australia. I am a former senior adviser to former Federal Immigration Minister Senator Chris Evans where I managed the Senate in a whole-of-government role negotiating complex pieces of legislation and former adviser to NSW Attorney General Frank Walker.

Samantha Badcock



Prospect, SA

Skills include: Board experience; Government Relations

I am a well networked Deputy Chair, Board Member and CEO with over ten years of

executive and board level experience across the commercial, government & not for profit sectors, and hold a Bachelor of Commerce and have completed the Company Director's Course AICD.

The work and values of the YWCA align with me personally and professionally, and are lived through my experiences to date, including having served as a

Mentor for the YWCA She Leads program for four consecutive years and having advocated for women to step into key leadership roles.

Julie Hourigan Ruse



Phillip Bay, NSW

Skills include:

Governance, risk and compliance; Board experience

I am a results focused leader achieving better outcomes for vulnerable children, young people, families and

communities. I have a broad experience across a range of public, private and community sectors with:

- Proven capacity to drive results and create an environment of collaborative practice
- Demonstrated expertise in the design and implementation of outcomes measurement systems internally and with key stakeholders to achieve collect impact
- Experience working with a Board to implement the high-level strategies through an operational business plan
- A reputation for acting with integrity always and leading by example
- Highly effective communicating skills to influence, negotiate and articulate complex concepts
- People management skills to build and motivate effective teams
- Capacity to manage multi-faceted projects on time and on budget, including in a regulatory environment
- An ability to accurately interpret and apply complex legislation

Lina Tchung



Waverton, NSW

Skills include: Strategic Finance; Commercial property & Asset management

A dedicated and experienced leader with a broad background in finance, audit, risk and governance. Lina is also a wife and mother of two children, who balances

life as a full time working mother and considers it important to contribute back to the community.

Lina recently joined Macquarie Group as the Head of Internal Audit leading the Banking, Investment Management and Leasing audit portfolios globally. She previously worked as a Director at EY in the financial services assurance practice. Having spent 17 years at EY, Lina specialised in wealth and asset management and worked in both Sydney and San Francisco.

Lina was appointed as an U30 Director of YWCA NSW in 2009 and continued to serve on the Board, Finance, Risk and Compliance Committee and later as a strong advocate on the NSW Merger Committee until the organisations integrated on 1 June 2018.

A capable and confident leader who is a fast learner, adaptable and able to respond positively to challenges, Lina is excited about joining the Board and contributing her skills and experiences.

Ruth Wong

Collingwood, VIC

Skills include: Governance, risk and compliance; Strategic Finance



I am motivated by a desire to enhance morale and the welfare of people around me. I have an ability to show support, empathy and encouragement - especially to those who are experiencing setbacks. I approach tasks with passion, intensity and care deeply about performing well. While pleasant and tolerant I am willing to take a stand on issues that

involve values and principals. Orderly and dependable, I understand and appreciate the importance of plans however I am able to change directions and show flexibility when necessary. I am a practical problem solver who stays on task and keeps focused even when problems are repetitious.

Jennifer Cordingley



Darling Point, NSW

Skills include: Board experience, Senior Executive Management experience

Lifelong feminist; social services professional; strategic marketer; expert in advocacy for systems change; property and services

industry specialist; experienced board member; country girl and city woman; mother of three girls...

I am passionate about women and girls achieving equality so that we create a more equitable and sustainable society.

Kat Panjari

Melbourne, VIC

Skills include: Commercial property & Asset management; Government Relations



Kat Panjari is an experienced senior manager in local and state government in Victoria. She is also keen traveller with an adventurous spirit. A desire to seek out courageous leadership opportunities encouraged Kat to answer a job advertisement in the paper which asked "Do you want to be the coolest leader in the world?"

Kat answered the ad and is now fulfilling a lifelong ambition to work in Antarctica as a Station Leader. In 2017 Kat led a 12 month expedition to Mawson Research station in East Antarctica. This year, Kat is leading the Macquarie Island research station in the sub-Antarctic Southern Ocean, where she is leading the first gender equal team of expeditioners for an Australian Antarctic program. A precedent she is most proud of, and keen to see continued in the future.

Kat is an experienced senior manager in local and state government in Victoria. For over 10 years Kat managed services for children, families and young people in Victoria. Kat's passion for social inclusion and community development led her career towards leading large urban renewal projects and community infrastructure projects in Melbourne.

Kat would be delighted to lend her experience in government and leadership to the YWCA Australia Board.

Osnat Oren

Watson, ACT

Skills include:

Commercial property & Asset management;
Government relations



Osnat Oren brings with her leadership experience, focused on achieving results and building working networks based on her diverse work experience in the private and public sectors, nationally and internationally. Osnat's expertise includes project management, change management, property, construction, risk and governance. Among Osnat's roles were project managing the \$43m ACT's Bimberi Youth Justice Centre and the Design of DFAT's Australian Financing Facility for the Pacific (AIFFP).

Osnat believes that all women and girls in Australian should be safe and respected, with equal access to power, opportunity and resources. Osnat was among the founders of DFAT's Culturally and Linguistically Diverse (CALD) Network.

Merry Cloutier

Robina, QLD

Skills include: Strategic Finance, Board experience



I feel that it is important to give back to groups/society, as life has been pretty good to me.

I believe that if you set objectives there is a reason, and so I will follow through on them to ensure they are achieved or understand why they weren't achieved, as a learning for next time.

I am an organiser as it makes things easier, and time and effort doesn't get wasted. Everyone has what they need when they need it and can spend their time on important issues.

I love books and learning and exploring new things, ranging from a new restaurant to a painting style to figuring out the train system in Spain, to doing volunteer English teaching in Vietnam. My humour is a bit on the dry side

Merrilyn Tinsley

Orange, NSW

Skills include:

Governance, risk and compliance; Board experience



I am a senior leader who has worked across rural, remote and regional Australia in the minerals and defence industry. I enjoy collaborating to build strength within the teams I operate and particularly enjoy working closely with community groups. I have worked, and continue to be a member of various not-for-profit community boards and councils at both state and national level.

In my current role I regularly engage local and state members as part of our community engagement strategy. I am a qualified leadership coach and am passionate about supporting and mentoring young people, particularly females, to help them achieve their professional goals, recently demonstrated when I led a Lean-In Circle for professional women in South Australia, a small group of female peers who met regularly to support each other and learn new skills. As a life long learner I seek ways to hone my personal effectiveness as a leader so that I might continue to help build strong, socially aware young people.

Katharina Glynne – Young Woman



Clifton Hill, VIC

Skills include:

Government Relations;
Governance risk and compliance

I am young, adaptable community development professional with extensive experience in

strategy, contract compliance and program delivery domestically and in the Asia-Pacific, and am highly motivated by working alongside communities to create sustainable outcomes for children and families.

My voluntary and professional experience in program delivery has fostered in me a deep belief in quality education as a fundamental right and a vital foundation of opportunity for adulthood, while also equipping young women with the skills and critical worldview to transform the structures that perpetuate inequality. I am passionate about the full, equitable access and participation of women in civic and political life, and would love to work alongside the women of YWCA to advance the rights of women and girls across Australia.

Karina Albanese – Young Woman



Fulham Gardens, SA

Skills include: Strategic Finance; Government relations

Empathetic, analytical problem solver with passion and enthusiasm. I am a numbers person who loves to contribute and help drive good decision making. Team player.