



Code of Conduct Committee – who are we?

The Committee is made up of:

- An independent honorary chair
- Six members elected by and from the Council of ACFID members;
- One appointed representative of the Australian community
- Up to three specialist-based appointed positions, with skills and experience in accordance with current requirements of the Committee.

INDEPENDENT CHAIR – CLARE PETRE

Clare was most recently the Energy & Water Ombudsman NSW for over 16 years. Prior to that she was a Senior Assistant Commonwealth Ombudsman. This work has given her in depth experience in complaint handling, identification of systemic issues, application of codes and standards. She was Chair of the Australian and New Zealand Ombudsman Association for several years.

Clare has extensive experience in the community sector, with government, and the media. She has worked with community legal centres - Redfern Legal Centre, the Intellectual Disability Rights Service, and the Public Interest Advocacy Centre. She has also worked as a reporter with ABC TV's 4 Corners and The Investigators, and in the health system.

Clare is Deputy Chair of the Asylum Seekers Centre and also Chair of the New Energy Tech Consumer Code Council. She is the Customer Advocate (Wealth) at NAB, and previously the Commissioner of the Greyhound Welfare and Integrity Commission. Clare has served as a Board member of Energy Consumers Australia and City West Housing.

Clare has a Bachelor of Social Studies, Diploma of Criminology, M.Sc Social Administration

ELECTED MEMBER – LEAH ODONGO

Deputy Executive Director/Program Director, Australian Lutheran World Service

Leah has over 12 years hands-on experience in international aid and development and has spent a number of years working in refugee camps and their host communities in the East and Horn of Africa and most recently with communities impacted by poverty, injustice and disasters in the East Asia, the Pacific and Broader Sub Saharan Africa. Prior to her work in the International Aid and Development Sector, Leah who is also a qualified Human Rights Lawyer worked in the Legal Department - Complaints and Redress Section of the Kenya National Commission on Human Rights.

Leah has several years of management experience and is currently the Chair of the Steering Committee of the Church Agencies Network Disaster Operation (CANDO) that is responsible for the governance, representation and strategic direction of the consortium. She has practical experience in developing and implementing Organisational effectiveness

and compliance frameworks. Leah has a great interest in strengthening international aid and development practice for enhanced accountability and transparency and actively participates in various policy dialogues through the ACFID communities of practice and other Sector Development Groups and Networks including LinkedIn.

Masters degree in Business Administration, Post Graduate Diploma in Law, Bachelor of Academic Laws (BAL) and Bachelor of Law (LL.B).

ELECTED MEMBER – GREG CADMAN

Compliance Manager, Global Development Group

Greg is a member of Global Development Group and also has the responsibilities of Compliance Manager and Administration Supervisor at Global Development Group.

Under the Executive Director, Greg has been very involved in policy review and development and has managed the preparation of Global Development Group's Annual Report, overseen Global Development Group's in-house training for staff and project partners on the ACFID Code of Conduct and managed the completion of ACFID CSA since 2009. He has also been involved with various ASIC reporting requirements and researching and advising on accounting issues and legal issues.

In the role of Administration Supervisor Greg works closely with the Administration Manager, assisting with the oversight of the Administration team. As well as providing ongoing procedural and system support – and improvements- he helps ensure that all administration personal are performing effectively and in accordance with Global Development Group's policies and procedures.

Prior to this Greg worked as an experienced graduate accountant for chartered accounting firms in both Melbourne and Sydney, working mainly with financial accounts and income tax returns preparation for small businesses, trusts and individuals, along with additional audit exposure and experience.

Bachelor of Commerce, Bachelor of Theology

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ELECTED MEMBER – KAREN KANDUR

Chief Operating Officer, ActionAid Australia

Karen has 13 years of financial and operational experience in international development, with a focus on microfinance and community development programs across Asia. Her previous role was as Chief Financial Officer at Opportunity International Australia, where she was responsible for the organisations' finance, compliance, risk management, technology and human resources functions. Prior to her time in the development sector, Karen built a solid career in chartered accounting, working at BDO and Pitcher Partners, where she qualified as a Chartered Accountant.

Karen is passionate about gender equality and breaking the intergenerational cycle of poverty and has completed volunteer assignments working within communities in India and Vanuatu. She has a Masters in International Development and an Executive Masters in Business Administration. She volunteers as a Peer Support Ambassador with Pink Elephants Support Network and is a Mentor with the Institute of Chartered Accountants Australia and New Zealand.

ELECTED MEMBER – NIMARTA KHUMAN

Committee of Management, Projects and Strategy Sub Committee and Fundraising Sub Committee at Assisi Aid

Nimarta has over a decade of experience working across humanitarian relief and development for both the not for profit and private sectors including Médecins Sans Frontières, Norwegian Refugee Council, The Fred Hollows Foundation, Credit Union Foundation Australia and GHD. She has held roles based at headquarters and in the field across East and South Asia, most recently as Interim CEO of Assisi Aid Projects in Melbourne and co-leading the Protection Cluster in Afghanistan.

Nimarta has a compliance background and has worked closely on accreditation and systems development. Her experience includes operations management, program development, policy, gender and social inclusion. She has worked at the community to national government level across microfinance, governance, emergency aid, health systems, women's empowerment and protection.

Nimarta is currently on the Committee of Management, Fundraising and Projects and Strategy Sub-Committees of Assisi Aid Projects, a member of the redr Australia Roster and is a consultant in the sector. She holds tertiary qualifications in Media and Communications, majoring in Politics and International Relations and has recently been trained in profiling coordination of internally displaced people and working in insecure environments.

ELECTED MEMBER – MICHAEL WERE

General Manager of Open Heart International, ADRA (Adventist Development and Relief Agency)

Michael is the General Manager – Open Heart International, at ADRA Australia. Open Heart International is a health system strengthening and clinical intervention program acquired by ADRA Australia in 2016. Michael has been with Open Heart International since 2009. He has overall responsibility for the coordination of all Australian activities including volunteer engagement, fundraising, marketing, relationship management, inventory, planning, reporting and governance.

Prior to joining the international development sector, he spent 13 years in the insurance industry in various sales and relationship management roles. At the same time, he was volunteering with a number of not-for-profit organisations focused on supporting at risk children in developing countries.

Michael holds a Diploma of Business.

ELECTED MEMBER – SIMON MILLER (CCC Deputy Chair)

General Counsel, Save the Children Australia (Deputy Chairperson)

Simon completed his law degree (1998) and restricted legal practice in Perth (1999-2001) before moving to London where he practised as a solicitor working on a range of large corporate matters including the Enron bankruptcy (2001-2006).

Upon returning to Australia he worked in the corporate team of large firm in Melbourne before commencing a role as in-house legal counsel with World Vision Australia (WVA) (2007-2010) where he provided advice on a broad range of commercial, contractual and compliance matters as well as being engaged with not-for-profit regulatory reform processes. While at WVA Simon was lead author of its annual reports 2008-2011 (PwC Transparency Awards runner-up 2008; winner 2009; juror 2010) and chair of the Policy Committee.

From 2010 to 2013 he was Senior Accountability & Transparency Advisor for World Vision International (WVI) during which time he was lead author of WVI's Accountability Reports and secretary of the Disclosure and Policy Coordination Committees.

In his role with WVI I also worked closely with the International NGO Accountability Charter Company (based in Berlin) and was a member of Global Reporting Initiative's (GRI) anti-corruption working group and the International Aid Transparency Initiative's (IATI) civil society working group.

In 2013 he returned to legal practice with a boutique corporate law firm in Perth advising on corporate and commercial matters for ASX listed companies. In June 2014 he joined Save the Children Australia as Legal Counsel and Policy Advisor

Bachelor of Law and Arts, Masters in Public and International Law

SPECIALIST APPOINTMENT – PROF SIMON RICE

Australian Community Representative

Professor Simon Rice has worked and researched extensively in anti-discrimination law, human rights and access to justice issues.

After a period in private commercial practice he worked at Redfern Legal Centre in Sydney and co-founded Macarthur Legal Centre. He was Director of Kingsford Legal Centre while director of clinical legal education programs at the University of NSW. He has been a board member of Macarthur Legal Centre, Redfern Legal Centre, Redfern Legal Centre Publishing, the Communications Law Centre, the Disability Discrimination Legal Centre, the Intellectual Disability Rights Centre, and the ACT Welfare Rights and Legal Centre.

In 1989-95 he was a lecturer in the UNSW Law Faculty and director of clinical programs, and in 2000-01 he taught at Sydney University Law Faculty. He was a senior lecturer in Law at Macquarie University from 2005-07.

He has practised extensively in poverty law in community legal centres, particularly anti-discrimination law. In Australia and internationally he has trained and advised a wide range of businesses, agencies and NGOs in human rights and anti-discrimination law and has consulted to NGOs on organisational management and strategic planning.

In 2002 he was awarded a Medal in the Order of Australia for legal services to the economically and socially disadvantaged, and he has received a UNSW Alumni Award. In 2008 he was an invitee to the Australian Government's 2020 Summit.

SPECIALIST APPOINTMENT – RENEE MARTIN

NGO and Partnership Specialist

Renee has experience across the public, private and not-for-profit sectors and is currently employed as a management consultant in the Economics and Policy team at PwC. Prior to this role she worked as a Health Specialist with the Australian Department of Foreign Affairs and Trade where she supported the design, delivery and financing of Australia's health investments across the Asia Pacific region. She brought to that role more fifteen years' of experience working with Governments and NGOs in developing countries where she was collaborating with partners and local counterpart teams to design, deliver and finance sustainable health programs that were appropriate to local conditions. Renee also has experience working in Indigenous health in Australia having spent time supporting health service delivery activities in remote communities in the Northern Territory.

*Bachelor of Accounting, Master of International Studies,
Master of Public Health*

SPECIALIST APPOINTMENT – REBECCA MACFARLING (CCC Deputy Chair)

Communications and Marketing Specialist

Rebecca MacFarling holds the specialist fundraising and marketing role on the Code of Conduct Committee. She has spent two decades working as a marketer and fundraiser in both the not-for-profit and corporate sectors. She is currently the Interim CEO of the Museum of Australian Democracy at Eureka (MADE) on the site of the Eureka Stockade in Ballarat. Prior to her appointment at MADE, Rebecca was the Deputy CEO & Head of Fundraising for CUFA, an Australian NGO working on economic inclusion and financial literacy.

Rebecca holds tertiary qualifications in politics, management and digital media, and is a member of the Fundraising Institute of Australia. She is also a co-convenor of Women in Aid & Development.

SPECIALIST APPOINTMENT – BANDULA GONSALKORALE

Accounting Specialist

Bandula is a management consultant with over 15 years' experience in the overseas development sector. He provides advice on finance, governance, strategy and risk management. He is a DFAT accreditation financial assessor. He was the Finance and IT Director and Company Secretary at ChildFund Australia and before that, the Chief Financial Officer and Company Secretary of Austcare (now Actionaid Australia). Prior to joining the overseas development sector, Bandula held senior management roles in the commercial sector. He was a part-time lecturer in Finance at the Australia Graduate School of Management and taught in the Executive MBA program.

He is the Chair of Access Industries for the Disabled and also the Chair of the Audit Committee of the organisation and a member of the Remuneration Committee. He is a CPA and a member of the Australian Institute of Company Directors. He previously served in the Committee for 6 years as an elected member and was Co-Deputy Chair for 2 years

Master of Business Administration, Certified Practising Accountant.