

# 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 – ALAN CAMERON

Alan has extensive experience in public and private sector governance, serving as the Chair of the Australian Securities and Investments Commission (ASIC) for seven years. Prior to that he was Commonwealth and Defence Force Ombudsman and a judicial member of the NSW Equal Opportunity Tribunal and Chair of the Business Law Section of the Law Council of Australia.

Since leaving ASIC in 2000, Alan has been both a company director and involved in regulatory projects, law reform and governance reviews of various kinds in Australia and overseas. He was Deputy Chancellor of the University of Sydney and a previous Chair of the Sydney Peace Foundation, the NSW Law Reform Commission and the Tristan Jepson Memorial Foundation, which addresses well-being in the legal profession.

Alan is currently Chair of the Legal Services Council and Chair of .au Domain Administration Limited. He was appointed as a Member of the Order of Australia in 1997, and as an Officer in 2011.

## ELECTED MEMBER – JOSHUA EDWARDS

Senior Policy Officer, Global Development Group

Joshua Edwards is an experienced Senior Project Officer at Global Development Group (GDG). Joshua graduated with Honours for his Bachelor of Business in 2012 and has worked at GDG since 2013. During his time at GDG, Joshua's primary role has been the senior management of GDG's largest project region, Africa. In this role Joshua has worked alongside Australian and overseas partners to ensure projects are operating according to the approved project description which aligns with the requirements of DFAT, ACFID, ACNC and ATO.

Joshua is passionate about a robust, accountable and effective international development and humanitarian sector and sees the ACFID Code of Conduct as a key component of this. He has experience in project management, policy development, developing and delivering training, and monitoring and evaluating projects.

## ELECTED MEMBER – MEREWYN FORAN

Executive Director, Hagar Australia

Merewyn is an accomplished fundraising, marketing and communications professional with experience working across the not-for-profit and corporate sectors, including 12 years in management and leadership roles. She has extensive experience in the non-for-profit sector in Australia across operational management, fundraising, communications, marketing and executive leaderships roles for World Vision, Hagar Australia, RSPCA and Hanover Welfare Services. She has also held senior executive roles in various organisations which is backed up with academic qualifications in business, advertising, marketing, and strategic planning.

Merewyn is currently the Executive Director of Hagar Australia. Merewyn has a real passion for international development and the work of Hagar and its objective to free and heal communities of the trauma associated with trafficking, slavery and abuse.

## ELECTED MEMBER – TRISHA HOPPER

Compliance and Contracts Partner, The Fred Hollows Foundation

Trish Hopper is a lawyer with over 7 years' experience in the not for profit sector. She has been at The Fred Hollows Foundation since 2018, and in that time has worked to enhance and embed compliance processes and frameworks across the organisation and synthesize relevant codes and standards with internal policy development.

As part of her current role Trish has carried out significant projects mapping DFAT, ACFID and DFID reporting requirements and has played a key role in preparing The Foundation for Accreditation as part of the Accreditation Working Group. She is also responsible for ongoing monitoring and reporting in relation to the organisation's compliance requirements including ACFID, the ACNC, and aspects of DFAT compliance.

As one of The Foundation's Safeguarding Focal Points, Trish conducts safeguarding and child protection training across the organization and with implementing partners where required.

Trish is a firm believer that good compliance, as with good governance, should be embedded in everything we do rather than considered onerous or an afterthought. She is keen to encourage and support the international development sector to operate to high

ethical and socially responsible standards and believes that the sharing of knowledge and resources across the development community is vital.

Prior to her current role Trish was at Wesley Mission where she was a member of the Quality, Risk & Compliance committee (non-Board). She is a member of ACFID's Safeguarding and Risk & Compliance Communities of Practice

### **ELECTED MEMBER – TRICIA KEYS**

Head of Operations, Act for Peace

Tricia Keys had been working in the not-for-profit and international development sector for nearly 15 years.

Tricia has extensive experience in regulatory compliance, is currently the Head Operations at Act for Peace and has wide ranging knowledge of the ACFID Code, its requirements and application. Coming from an allied health and program management background Tricia also has a thorough understanding of development, its issues and practical implementation measures. She has a special interest in evaluation and measuring impact, including ensuring systems are in place to better ensure effectiveness and accountability.

Her strengths include international program management, operations management, program evaluation, improving regulatory compliance, risk management, shaping organisational structure and strategic planning.

*Bachelor of Optometry, Grad Cert in Program Evaluation, Master of Public Health*

### **ELECTED MEMBER – NIMARTA KHUMAN (Deputy Chair)**

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 – 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 organizational management experience and serves in several advisory committees. She has practical experience in developing and implementing Organisational effectiveness and compliance frameworks within the context of international development partnerships. Leah has a great interest in strengthening international aid and development practice through policy accountability and transparency processes and actively participates in various related dialogues through formal and informal Groups and Networks within the sector.

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

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### **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 is the Chair of Access Industries for the Disabled and a member of the Audit Committee of that organisation. 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.*

### **SPECIALIST APPOINTMENT – REBECCA MACFARLING**

Marketing and Fundraising 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 Deputy Director at St Vincent's Foundation. Previously, Rebecca was the Chief Executive Officer of Melbourne Writers Festival and 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 was a founding member of Women in Aid & Development.

### **SPECIALIST APPOINTMENT – RENEE MARTIN (Deputy Chair)**

NGO and Partnership Specialist

Renee has experience across the public, private and not-for-profit sectors and is currently employed at Sefa (Social Enterprise Finance Australia) – an impact investing intermediary that is focused on supporting for-purpose organisations to access the capability and capital that they need to deliver social impact. Renee was previously a management consultant in the Economics and Policy team at PwC and she has also 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 – PETER WOODS**

Australian Community Representative

Peter is an experienced consultant specialising in corporate governance and information and communication technology. Previously he worked in various Senior Executive roles in the Australian Government Environment portfolio, and has formally represented the Australian Government at international environment forums including ECOAsia, the Asia Pacific Forum for the Environment and Development and UNESCO.

Peter has had extensive experience in public policy development, program management and community engagement in several different subject areas at both Australian Government and State/Territory government level. These include aviation, arts, community services, environment, health, heritage, housing, recreation, territories and welfare.

Peter has been a board member and Deputy Chair of the Banksia Foundation and served on the boards of the Centre for Environmental Education (Australia), AFL Canberra and COTA ACT.