

WHGNE Board Prospectus

2024-2025

**WOMEN'S
HEALTH**
Goulburn North East



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Overview

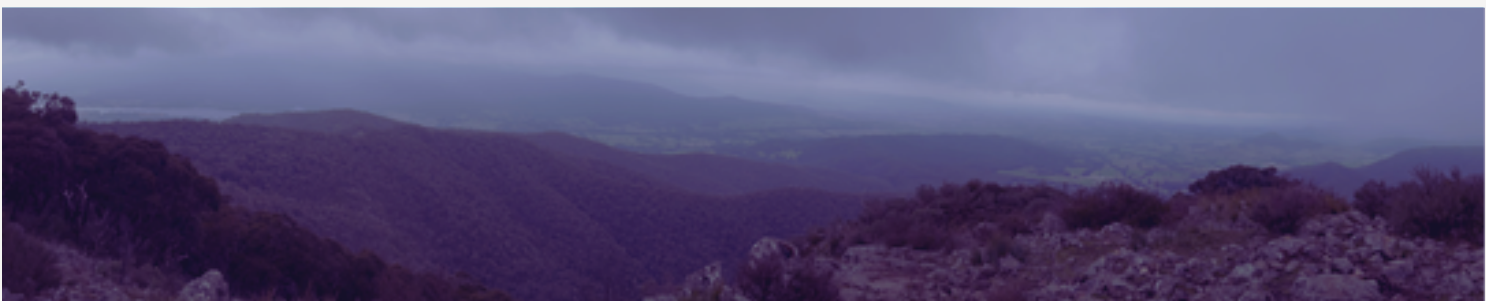
This document is designed to support members (or potential members) of WHGNE who are considering applying to become a member of the Board included is an overview of the organisation, the role and responsibilities of Board members and details of how to apply.

Organisational Context

Women's Health Goulburn North East (WHGNE) is a proudly feminist not for profit organisation, leading change towards gender equity and women's health, wellbeing and safety in rural and regional Victoria. The organisation's purpose is to ensure rural and regional women of all ages have optimal health and wellbeing. WHGNE, led by CEO Amanda Kelly, with a dedicated and talented team, aims to drive systemic change by:

- Listening to its communities - seeking to understand women's experiences and priorities and identifying emerging and pressing issues.
- Collecting the evidence - conducting, coordinating, and collating research to develop an evidence base, which is shared widely.
- Mobilising and empowering others - engaging and inspiring our partners through a capacity building approach that strengthens their knowledge and skills.
- Leading advocacy that amplifies voices - drawing the threads together as a platform to share our communities and region's stories in context.

We deliver our work across the following key impact areas: Gender Justice, Climate Justice and Sexual and Reproductive Health and Rights.



How we work

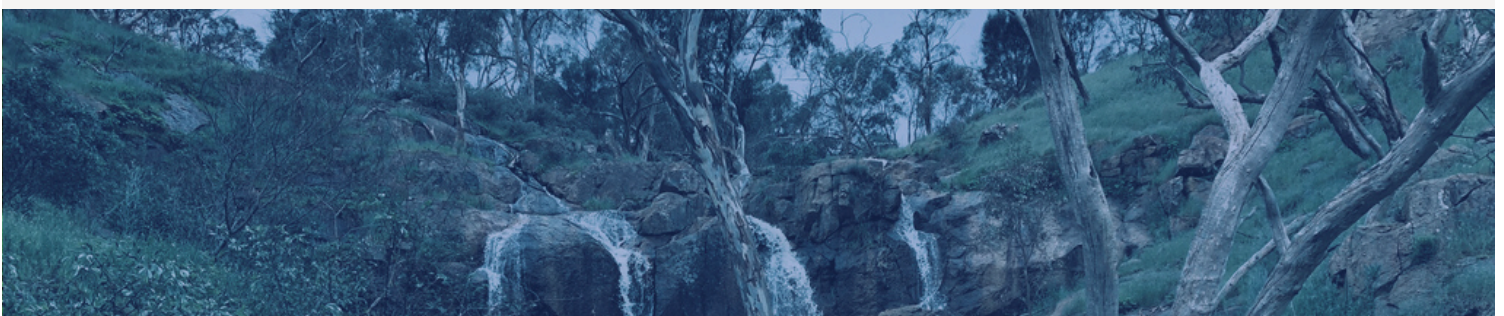
Understanding our unique approach to health promotion practice that recognises the systems, structures and social norms that entrench the gendered problems we face.

Our work addresses the harms of binary gender norms and practices to achieve long-term gender equality. We apply a gendered lens to the factors and environments that shape women's health and wellbeing in rural and regional Victoria. Our expertise is in women's economic empowerment, gender justice and climate change, gender equity, the prevention of violence against women and sexual and reproductive health.

Our experienced staff are local leaders in the field of gender equity and shared learning. We make our expertise accessible to our communities through highly regarded research, resources and toolkits. We are alert to the political environment, and work to uphold and advance women's rights by influencing policy and planning. We work alongside women to listen to and amplify experiences of health to raise awareness, change attitudes, and influence system response.

We also work with community groups, organisations and workplaces to develop and deliver information and practical tools, consultations, coaching, tailored training, workshops and facilitated conversations.

Our work is focused on cultural changes that leads us towards gender equality. We believe this good work starts with us, so we have developed a set of values & aspirations that guide how we work together in the organisation, and how we work within our communities. We feel it's important that we model what these values look like in practice, and therefore are considered a core part of our work.



Feminist thought informs what we do and how we do it. We draw from different feminist movements, and we are informed by the following ways of thinking. We:

- Focus on gaining equal rights and opportunities for women through achieving equality and justice, through legal and social reform. We seek to influence public opinion, eliminate sex-role stereotyping and to present a more varied and positive image of women.
- Understand, value and share power
- Recognise that the personal is political
- Seek to value 'feminine' characteristics as they have been devalued by dominant male culture (that is, the patriarchy).
- Understand that women share a common oppression while not all women are equally oppressed
- Strive towards social equality and then beyond this to end all forms of oppression.
- Based on the assumption that the move to owning private property gave rise to economic inequity and is therefore a source of oppression of women, we look to abolish capitalism as the basis for 'success' and look towards a well-being and care economy.

Feminist thought is also how we understand structural inequality, and action towards equal rights and opportunities for women. It highlights that historically men have held power and control across the social, cultural, economic, political and legal structures of our community. This understanding informs our ambition to move beyond equality to ending all oppression, discrimination and disadvantage.



Our values

The values we bring in working with each other have been developed by the team and have been adopted across all areas that we work, whether with fellow staff/volunteers, Board members or our stakeholders and community members.

We each commit to practicing self-awareness; providing a place where people feel safe to bring their whole selves; listening with generosity; being courageous; bringing a playful and creative approach; practicing respectful and accountable collaboration; and acknowledging our privilege and ability to influence.

Collective aspirations

We are engaged in creating a post-colonial, post-patriarchal world characterised by care and collective liberation. Even though we might not all experience the same forms of oppression, our lives are interdependent, and our ethic of care and solidarity means we are invested in and responsible for each other's wellbeing.

Our guiding principles

We work within an evolving feminist framework to advance the goal of gender equality.

We recognise, listen to, and amplify the voices of underserved rural and regional women within our communities.

We believe in collaboration that drives mutual benefit and a shared purpose. We believe in evidence informed decisions and actions.

Our work is intersectional, inclusive and forward moving, and we recognise the significant contribution, self-determination and wisdom of First Nations communities.

We advance our work by addressing structural inequities, with the understanding that what benefits women at the margins, benefits all members of the community.

WHGNE Board

Current Board Members



Trish Curtis
Chair



Bek Nash-Webster
Deputy Chair



Donna Marcus
Treasurer



Katherine Allsop
Board Member



Jaqueline Eckert
Board Member



Chris McInnes
Board Member

The Role of the Board

The role of the WHGNE Board is to oversee and monitor:

- The overall performance of the organisation - ensuring the organisation develops and implements strategies and supporting policies to enable it to fulfill the objectives set out in the constitution.
- The overall compliance performance - ensuring the organisation develops and implements systems to enable it to comply with its legal, policy and financial obligations and the organisation's assets are protected through appropriate risk management.

The WHGNE Board also has the responsibilities of:

- Driving the strategic direction of the organisation.
- Working with the CEO to enable the organisation to obtain the resources, funds and personnel necessary to implement the organisation's strategic objectives.
- Implementing, maintaining and refining a system of good governance that is appropriate for the organisation.
- Reviewing reports and monitoring the performance of the organisation.
- Regularly reviewing the board's structure and composition, so that these are appropriate for the organisation. Appointing and managing the performance of a suitable CEO.
- Succession planning for the CEO and Board.



Responsibilities

The Board meets monthly via an online platform. In-person attendance is only required on an adhoc basis for special purposes. Papers are available prior to the meeting via our online secure Board portal. It is expected that members:

- Have read the papers prior to the meeting
- Are well prepared to discuss items, ask questions and contribute to decision making as required.

Based on the monthly board meeting, members may be allocated additional tasks or be asked to participate in working/focus groups.

If the member holds an executive position, they will be required to attend 4-6 Executive Meetings per annum. In addition, the Treasurer must attend 4-6 Finance and Risk Meetings per annum. Some additional responsibilities also come with these roles.

Our Annual General Meeting is held in September each year, this is an important event on the WHGNE calendar and celebration of the year's events. As such, Board members are required to attend.

Every four years the organisation reviews the overall strategic plan. Board members play a key role in this process and are required to attend strategy days and planning sessions.

Social events, seminars and collaborations with other Women's Health Groups are held throughout the year and while not compulsory, Board members are encouraged to attend.



Recruitment

Who can become a board member?

While WHGNE is an organisation that works with all members of our community no matter their gender, we have an exemption under the equal opportunity act to employ and offer membership to women only. (EO #H68/2017).

When we refer to women, we refer to trans and cis gender women. We encourage, support and welcome women to apply no matter your race, ethnicity, social background, religion, age, sexual orientation or whether you are living with a disability.

All Board members must be a member of WHGNE. Membership is free and you can [join via our website](#).

Our Board meetings are held online, with the opportunity to meet in person once or twice a year, with the objective of making meetings more accessible to Board members.

We have a rural/regional focus, and our region covers the Goulburn Valley and Ovens-Murray (north east) regions of Victoria. Board members will ideally be drawn from those living and/or working in one of the following 12 Local Government Areas that make up these regions: Wodonga, Towong, Indigo, Alpine, Wangaratta, Benalla, Mansfield, Moira, Greater Shepparton, Strathbogie, Mitchell and Murrindindi.



What are we looking for in a Board member?

We want your passion, your skills and your time!

We aim to have a balance of skills on the board. In addition to skill set however, it is imperative to:

- Understand and support the work of WHGNE
- Have an alignment to the core values and aspirations of the organisation
- Have a commitment to working within a feminist framework

While we understand that you may be passionate about a single issue, the WHGNE Board of Management is looking for people who have certain skill sets (as well as passion of course!).

The skills we're looking for can include (but aren't limited to):

- Governance
- Accounting and finance
- People and Culture
- Health Promotion and Primary Prevention
- Communication
- Regional Expertise



Time commitment and Benefits

The time commitment

- Board meetings (online) for two hours per month;
- Attendance at committee meetings (if you are an office-bearer or a committee member). This can vary, by may be one to two hours each month or every second month, in addition to attending the Board meeting;
- Attendance at the annual general meeting in September each year;
- Attendance at ad hoc events (in person, or occasionally online);
- Participation in training/development sessions as identified and/or required.
- Depending on your interest and experience, we may ask you to talk with the media or stakeholders if there's an issue that you can support the CEO and the organisation with.
- The term of office is two years. Board members can nominate and be re-elected for two more terms, making your contribution to the Board a six-year term.

The benefits

There are many benefits of becoming a Board member and the role is exceptionally rewarding.

Our Board members past and present consistently provide the following feedback, as to what they believe are the main benefits:

- The experience of working with a diverse passionate group of women, seeking to make a positive impact in their support of WHGNE.
- The opportunity to make a positive impact in the lives of women and girls in the Goulburn Valley and NorthEast regions of Victoria.
- The ability to gain board experience in a general member position, along with the support and framework to move into an executive position if desired.
- The ability for ongoing training and development.
- The networking opportunities within the board and broader Women's Health network.

Joining the Board

The process

Step 1: Email to register your interest.

- If you would like to register your interest in joining the WHGNE Board please contact: executive@whealth.com.au or visit our website <https://www.whealth.com.au>
- The Executive Committee of the Board will review your application.

Step 2: Have a preliminary chat.

- A current Board member will get in touch with you to arrange a preliminary chat, answering any questions you may have and also asking you some questions too. They will also let you know if there are any vacancies at the time. If there are no current vacancies, we will keep your details on file for the next recruitment period.
- For your information Our Rules of Association specify that we must have a maximum of 12 members and a minimum of 6 on our Board.

Step 3: Provide some additional information.

- If you decide to proceed with your application, you'll be asked for a letter telling us why you'd like to be a Board Member, along with your CV. Your letter, CV and the things discussed in your preliminary phone discussion, will all be put before the full Board for them to review and discuss. At this point, the Board Member will get back to you with the progress of your application.

Step 4: Attend a Board meeting.

- If there is a current vacancy you'll be invited to attend a Board meeting to give you and the Board members an opportunity to meet each other and for you to get a sense of how the Board works. We'll ask you to sign a confidentiality agreement before coming along to the meeting. It's a simple document that gives you a sense of what can and can't be discussed outside the meeting with non-Board members.

Step 5: Board Vote, Acceptance & AGM.

- After the Board meeting, the full Board will hold a vote on whether they'd like to invite you to formally join. If you accept, you are now a member of the Board at WHGNE filling a casual vacancy. Your appointment to the Board will be confirmed at the AGM.

Still have questions?

For further information with regards to joining the WHGNE Board please contact: executive@whealth.com.au or visit our website <https://www.whealth.com.au>

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