

SYDNEY DOGS & CATS HOME

BOARD NOMINEES

Nominee for Vice-President

Rebecca Swinfield

I am a commercially minded and experienced business leader with experience in Organisational & People leadership, Customer Experience, Change Management, Marketing, Sales, Project Management & HR. I have a Business Degree with a major in Management and Human Resources and as the Chief Executive Officer at Solentive; a digital strategy and software company; I currently oversee the Strategy and Operations of the company.

With 20 years of Business experience, I have a broad skill set and have worked across multiple disciplines in both the private and public sectors. I have a genuine understanding of the challenges businesses face as they look to use people and technology to innovate and grow their businesses. I am passionate about applying mindfulness in the context of business and using compassion and clarity to motivate teams to success and help people reach their potential.

I enjoy a challenge and during the 11 years I have led Solentive, I have built a strong team and a positive and collaborative culture whilst helping the business stabilise its financial position and deliver an updated Vision and Strategy. I have worked with a number of clients to roll-out many significant large-scale projects including a reverse logistics solution for Optus, a recycling management solution for the ACT and an aviation search and rescue portal for the Australian Defence Force. I believe my project; risk management and people management skills will continue to be an asset in helping SDCH with some of the Leadership Challenges both as we move to Kurnell and during the current transitional period.

During my time at Solentive I have worked to improve the businesses overall Go to Market Strategy by creating an annuities stream within the business, building relationships with key partners and channels in order to increase sales and adding a number of new offerings to improve the company's overall revenue growth. I have also improved the company's processes and workflows and reduced costs to improve overall efficiencies within the business and create financial stability within a competitive market and disrupted industry. Developing the company's strong and positive culture is of utmost importance to me and this strategy has enabled the business to provide continuous value and exceptional service to its customers.

My other interests include supporting women in leadership groups, psychology and leadership, behavioural economics, nutrition and health and well-being.

My strengths are communication, problem solving, authenticity, reliability and being results orientated. A keen learner, I enjoy the growth that comes with learning new skills as well as coaching and supporting others in reaching their own goals. Collaboration and strong influencing and organisational skills are the key to my success and I believe these skills will continue to help me to work with the Leadership Team of SDCH to deliver on the home's Strategy, support our fundraising goals and move to our new home at Kurnell.

I have volunteered at SDCH for a number of years on reception, fostered both dogs and cats and have been an active SDCH board member for the last two years as both Secretary then Vice President. During this time have worked in collaboration with the Leadership team to develop an updated Strategy and have supported the transition of the new Leadership team as we tackle the challenges of the move to Austral, champion for government support and fundraising and finalise plans for the future at Kurnell.

I would welcome the opportunity to continue serving on the board to work with the Leadership Team to see this strategy through to execution.



<https://www.solentive.com.au/people/>



SYDNEY DOGS & CATS HOME BOARD NOMINEES

Nominee for Treasurer

Michael Glendinning

I am a qualified Chartered Accountant, with over 35 years of experience in both professional practice and industry. I have for many years been heavily involved with start-up organisations and turn arounds where the vision is clear, but time is critical and financial resources are tight. These organisations require a financial mind that focuses on how to turn strategic decisions into an economic reality.

My passion is to focus on strategy, commercial decision making, contract negotiation and ultimately working to unpack a problem and develop an economic solution. I have worked in the media and entertainment spaces and have also had considerable experience with construction related matters. As a finance professional, I believe that my strength is to bring a can-do attitude to enable a business to develop and achieve its goals, whilst also at the same time being conscious of risks and challenges and protecting an organisation as best as possible.





When I initially joined the SDCH, I was impressed with the passion and enthusiasm for the tasks ahead from all areas of the home and whilst the past year has been challenging with many new challenges I am confident that the home will work through them all. I am incredibly honoured to be invited to nominate again for the position of Treasurer of the SDCH. I'm passionate about pets, currently having a beautiful 14 year old Labrador and I look forward to being able to use my experience to help the SDCH achieve its vision to take the SDCH to the next stage of its exciting future.

SYDNEY DOGS & CATS HOME

BOARD NOMINEES

Nominee for Ordinary Member

Amanda Stokes

-  15 years not-for-profit experience
-  Partnerships & Sponsorships
-  Strategic Planning
-  Large-scale event management

I currently hold the position of Senior Manager Partnerships, Events & Activations at Sydney Airport. My career spans 15 years in the not-for-profit sector, holding senior fundraising and event positions.

I enjoy strategic planning as well as communicating those plans effectively to achieve the organisation's goals and budgets. I also thrive on building and maintaining successful relationships and partnerships.

I have had a long-term relationship and love for Sydney Dogs & Cats Home (SDCH) which began in April 2012 when Dr Christine Cole appointed me the Home's Fundraising & Marketing Manager.

During my eight years as an employee of SDCH, I worked alongside an incredible team of staff and volunteers. While the organisation faced with several challenges across my term, as a team we were able to develop and deliver solutions which helped drive the organisation to where it is today. To date, this remains one of my proudest achievements.

I can very proudly say I am an SDCH member, foster carer, adopter (x3), volunteer, donor and employee. Today, I feel incredibly grateful that I have an opportunity to be considered as an ordinary board member.

As my passion and advocacy for the work of SDCH continues, if elected on the board, I look forward to supporting the team in a positive way that enables them to perform their essential day-to-day work in caring for, and rehoming, Sydney's lost and abandoned pets.

I also look forward to working with the board-elect to ensure we continue to look to the future, develop a strong strategic direction and a sustainable financial position, to support the build of Kurnell and beyond.

My promise to the team of SDCH is to do what I can to help embed the SDCH ethos and evoke pride into the community, and help drive awareness, supporters and donors.



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SYDNEY DOGS & CATS HOME

BOARD NOMINEES

Nominee for Ordinary Member

Kareem Tawansi

I would like to apply for a board position at The Sydney Dogs and Cats Home as I believe I have the passion and the skills to help SDCH achieve its objectives, over the coming few years. First and foremost, I have been an animal lover my whole life. Ever since I was a kid, there has been either a cat or a dog who I have considered a family member, cared for and loved. Recently, along with my partner, Rebecca (current vice president of SDCH), I have fostered a number of animals from the home. (Note about my relationship with Rebecca: Bec and I are very proficient at constructive disagreement, which means we can hold differing views and work through them in a productive fashion, as opposed to just acquiescing to the ideas of the other).

Professionally, I am a Chairperson, Director, Entrepreneur and CEO with 25 years of board level experience. While serving as CEO & Director of my company, Solentive, I spent 25 years building a Digital Technology Agency. This included providing technology consulting and advisory services to government, not-for-profits and enterprises in many industries.

At board level, I drive digital transformation to help organisations grow by leveraging my knowledge in the IT space, including developing/implementing best practice software systems as well as ensuring high levels of cybersecurity and data protection. I am also experienced in the management of overall company risk, company finances (in conjunction with the company CFO), governance and compliance.

In an executive capacity, I have excellent client & relationship management skills and have led high-performing teams for many years with broad experience across marketing and sales as well as project delivery. I have a B.A in Computer Science and Psychology from the University of NSW and am a member and soon to be graduate of the Australian Institute of Company Directors (the AICD).

Some areas I have skills in that may be of value to the SDCH are the following:

1. Financial Management Whilst not a qualified CPA I have over 25 years of experience in Financial Management via the responsibility of owning and running my own business. This includes a deep understanding of the balance sheet, profit & loss statements, statements of changes in equity and cash flow statements and making sure they adhere to proper accounting standards. This would allow me to quickly understand SDCH's financial position and offer constructive input when needed.

2. Digital Technology Enablement / delivery and the workplace of the future I have deep technical expertise in Information Technology and have spent my career championing the importance of the human side of IT. I have assisted businesses modernise their workplace by delivering the digital solutions that was optimal for their specific workplace. This required a number of skills, both technical and non-technical. I could use this skill to assist SDCH with system upgrades and to ensure the home is running the most cost-effective, efficient computer systems, especially when moving to the new site at Kurnell.

3. People (human resources) and organisation culture Building and supporting high-performance teams has been a major feature of my career. In doing so I have employed a variety of techniques, such as coaching and mentoring as well as direct management. Being a board member at SDCH would allow me to offer my support and expertise to the home's leadership team.

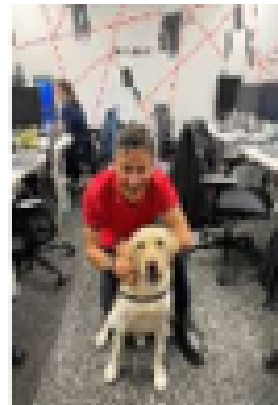
4. Client Management, governmental relations and funding sourcing and relationships Throughout my time as CEO, I was constantly building relationships with external parties, whether that be across clients or with government agencies. As part of this, I raised funds for projects, both from private enterprises and government agencies, using all my negotiations skills in the process. This is a skill I could use to assist the home in fund raising. Also, I have a large network, which I can use to assist in raising funds.

5. Other: I have been involved in a number of significant business moves, both for clients and my own business. This includes all the planning, management and coordination involved in such an event. This is another skill I could offer to the home, especially with regards to the development of the Kurnell site.

I am excited by the opportunity to be involved with The Sydney Dogs and Cats home as I see so much opportunity to help the home with both business-as-usual activities and projects. If appointed, as a result of both my general business and industry knowledge plus my digital/information technology experience, I believe I would be a great addition to your board.



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SYDNEY DOGS & CATS HOME

BOARD NOMINEES

Nominee for Ordinary Member

Jayne Morley

I have been an active and passionate volunteer at SDCH for over a decade. Throughout this time I have experienced many changes and developments within the organisation through my roles in volunteering including: kennel shifts, doggy walker and taking dogs on furcation's, to assisting at SDCH events and as Ordinary Member of the SDCH Board. I am truly grateful to be part of this amazing team.

A little about me. I am a current serving member of the Australian Army having served 35 years and have been fortunate to have experienced a wide range of challenging and rewarding postings, with the last ten or so years working in the space of rehabilitation and wellbeing assisting in providing welfare support for injured and ill defence members.

Through these roles I have gained skills and experience within welfare and clinical management of complex cases, to facilitate their rehabilitation and recovery needs and with this I display a high degree of emotional intelligence and empathy which I feel is a transferable asset to be working with a team dedicated in working with animals in need.

Whilst volunteering at SDCH and in conjunction with my previous role at the Soldier Trainee Rehabilitation Wing (TRW) I identified an opportunity to help these Army trainees to enhance their psychosocial wellbeing and also provide a service to the community. Through SDCH and TRW we established a relationship and a highly successful flagship community program whereby on a weekly basis a group of soldiers are brought to SDCH to volunteer. Trainees assisted with many jobs around the shelter as well as with socialising the cats and kittens, laundry, walking dogs and having some enrichment time with suitable dogs.

Through this program and my passion to SDCH I was awarded the St George Community Award for Individual Volunteer Achievement Award in 2019 which I was extremely humbled to be recognised and receive.

I describe myself as motivated, professional and reliable who consistently models attitudes and behaviours which promote values and ideas to the given organisation. I am personable with strong interpersonal skills and display high degree of inclusiveness, demonstrate respect and empathy for individuals whilst thriving in a team environment. I take pride in my enthusiasm and commitment to SDCH and will strive to consistently deliver results.

I would really appreciate you consider me to continue as part of the SDCH Board as an Ordinary Member. I have board experience being on the SDCH Board previously in 2017 and currently and also dedicate my time on the Board for North Bondi RSL Sub Branch advocating in welfare. I will continue to be an active member, attending meetings and events with the understanding of the challenging and exciting future, including the relocation of SDCH to Kurnell. I will continue my dedicated commitment in volunteering at the shelter for our furry residents plus assist and support the amazing staff and other volunteers of SDCH.

