

JOY 94.9

Victorian Pride Centre,
Level 1, 79-81 Fitzroy St,
St Kilda, VIC, 3182
T 03 9267 6000
secretary@joy.org.au

joy.org.au



Formal Notice of Annual General Meeting 2023

In accordance with our Rules of Association, the Annual General Meeting of JOY Melbourne Inc. (trading as JOY Media) will be held as follows:

6:30 pm AEDT Monday 27th November 2023

Venue: **In Person** at Victorian Pride Centre Auditorium, Ground Level, 79-81 Fitzroy Street, St Kilda and **online** via Zoom (link will be forwarded a few days before the meeting)

Agenda

1	6:30 pm	Welcome to the Meeting & Acknowledgement of Country JOY wishes to acknowledge the Yaluk-ut Willam clan of the Boon Wurrung people of the Kulin nation, on whose land we are gathered this evening, and from which JOY broadcasts. We pay our respects to their Elders, past and present. We also acknowledge and pay our respects to the Elders and allies of the diverse LGBTQIA+ communities.	President
2		Apologies	President
3		2022 Annual General Meeting Minutes MOTION: Acceptance of Minutes of 2022 Annual General Meeting	President
4	6:40 pm	President's Report MOTION: that the President's Report for 2023 be accepted	President
5	6:50 pm	Finance Report MOTION: that the Treasurers Report and the Audited Financial Report for 2023 be accepted	Treasurer
6	7:00 pm	Chief Executive Officer's Report MOTION: that the CEO Report be accepted	CEO
7	7:15 pm	Guest Speaker – Dan Andrews – Former Premier of Victoria	
8	7:35 pm	Board Positions a) Stand down of 5 retiring Board members. b) No election required 5 nominations received for 5 vacant positions c) Introduction of 5 new or returning board members & office bearers for 2023-24 d) Nominee Statements are attached to this document for your information	President

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9	7:50pm	Presentation: Addam Stobbs Award for Broadcasting Excellence	President / Content Team Manager
10	7:55pm	Presentation: Volunteer of the Year Award	CEO
11	8:00pm	Presentation: Life Memberships	President
12	8:10pm	Presentation: President's Award	President
13	8:15pm	Meeting Close	

Attendance

All JOY members may attend the meeting. This year the meeting is being held as a hybrid in-person and online meeting. All members will have received an email inviting them to attend the meeting in person, via zoom or to send an apology.

If you are a member and have not received this invitation, please email the secretary@joy.org.au with your name, member number and best contact phone number and we will resend the invitation. Alternatively call the JOY office on 03 9267 6000, during business hours, and ask for the members admin.

RSVP's will close at 4 pm on Friday 24th November 2023.

The zoom link to attend the online meeting will be sent after the RSVP close.

If you need to change your attendance method at short notice due to unforeseen circumstances (e.g., COVID or other illness) please just use the Zoom link that will be supplied to all attendees.

Meeting Documents

All documents relating to the meeting can be downloaded at the AGM 2023 page on the JOY website.

The JOY Annual report for 2022/2023 will be presented at the meeting. After the meeting, the Annual Report will be available on the JOY website [here](#).

Election and Proxy Form

An election for board members is not required at this AGM as there were five vacancies and five nominees so the number of candidates is sufficient for the number of vacancies available.

For your information candidate statements for the 5 board members who have been elected unopposed are attached to this document. Please make them welcome as JOY board members for the next three years.

Proxy form for voting on motions may, however, be downloaded from the AGM 2023 page on the JOY website.

Apologies may be provided to the Secretary no later than 48 hours prior to the commencement of the AGM via the apologies form above or by email to secretary@joy.org.au

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DRAFT (To Be Confirmed at AGM) - Minutes of Annual General Meeting 2022

In accordance with our Rules of Association, the Annual General Meeting (AGM) of JOY Melbourne Incorporated was held as follows:

Date: Monday 28th November 2022

Time: 6:30 pm AEDT – Meeting Opened at 6:35 pm

Location: The meeting was held as a hybrid meeting both in-person at the Victorian Pride Centre and electronically via Zoom

Record of meeting

1 Welcome & Acknowledgement President David McCarthy

JOY wishes to acknowledge the Yaluk-ut Willam clan of the Boon Wurrung people of the Kulin nation, on whose land we are gathered this evening, and from which JOY broadcasts.

We pay our respects to their Elders, past and present.

We also acknowledge and pay our respects to the Elders and allies of the diverse LGBTQIA+ communities.

2 Apologies Secretary Pete Holmes

Pat Garner, Michael Kempton, Jocelyn Bishop, Allan Jackson, Stephane Bouchoucha, Terry Hastings, Colin Hogan, Neil Macedo, Jason Ronald OAM, Rebecca Sims, Reg Jarvis, Les Hart, Chris Teh, Peter Sutton, The Hon Michael Kirby AC CMG, David Owen, Henry Ruge-Rojas

3 Acceptance of Minutes for 2021 Annual General Meeting President David McCarthy

MOTION: That the 2021 JOY Melbourne Inc. Annual General Meeting Minutes be accepted

Moved

David Hunt

Seconded

Paul Horwell

Carried

4 President's Report President David McCarthy

MOTION: That the 2021/22 President's Report be accepted

Moved

Mark Adams

Seconded

Katie Purvis

Carried

5 Finance Report & Audited Financial Report Treasurer Priscilla Jeffery

MOTION: That the Finance Report and associated Audited financial Report for JOY Melbourne Inc for 2021-22 be accepted

Moved

Emily Tressider

Seconded

Caleb Hawke

Carried

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6	Chief Executive Officer's Report MOTION: That the 2021/22 CEO's Report be Accepted Moved Seconded	CEO Ange Barry James Roberts Mark Adams Carried
7	Guest Speaker – Dr Todd Fernando – Victorian Commissioner for LGBTIQ+ Communities	
8	Board Positions There were 4 Board positions up for election but no election was required as sufficient nominees vs vacancies The four current board members whose terms were ending at the end of the meeting were David McCarthy, Helen Jentz, Mark Adams, Priscilla Jeffrey. Of those four, Helen Jentz and Mark Adams have decided not to continue as members of the board. There were four nominees for the four positions so they were declared as elected - David McCarthy, Priscilla Jeffrey, Tim Anderson and Paul Horwell. The new board members were introduced to the meeting. The Office-bearers for 2022-23 were then announced after a short meeting of the new board and they are as follows: <ul style="list-style-type: none">• President – David McCarthy• Vice-President – Madeleine Swain• Treasurer – Priscilla Jeffrey• Secretary – Pete Holmes	President David McCarthy
9	Awards - Addam Stobbs Award for Broadcasting Excellence Awarded to the Triple Bi-Pass Team - Alex Morris, Amelia Arnold, Ruby Mountford, Louis Thomas, Millie Willetts	CEO Ange Barry
10	Awards – Volunteer of the Year Award Awarded to Con Keramitsis	CEO Ange Barry
11	Life Memberships There were two life memberships awarded to Betty Sujecki and Matt Kelly	President David McCarthy
11	Awards - President's Award Awarded to Ande Kempnich	President David McCarthy
12	Meeting closed	7:58 pm

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New Board Member Statements

This year there were 5 nominations for 5 positions, so these members are elected unopposed from the end of the AGM. The candidate statements follow for your information.



Nadine Cohen (she/her) GAICD

Summary

Acknowledged leader and executive with 25 years of innovative and energetic governance and leadership experience in sport, not-for-profit sector and the public service. Active contributor, with excellent business instincts and independence of mind. Goes above and beyond to consistently deliver national impacting outcomes that exceed expectations and contribute to sustainability and legacy. Experienced at influencing and advising Boards and Committees, including Audit and Risk, Fundraising, Integrity and Governance.

Reasons for wanting to join the JOY Media Board

I have a passion for JOY Media having been a member and listener for many years and had toyed with volunteering previously but felt I didn't have the time to fully commit. With our son now at university and my current professional role not as all-consuming as prior roles, I have the time, energy and desire to contribute to JOY Media's mission to building a more inclusive Australia for all.

Will bring to the JOY Media board substantial experience in organisational strategy and business management and stakeholder engagement.

Prime mission of JOY Media

Despite important progress over many years, significant challenges remain and there is still much work to be done to end the deeply entrenched discrimination and stigma that members of our rainbow community experience every day.

JOY Media's role to "inform, entertain, uplift, and connect the LGBTIQ+ Community and our allies" is essential in ensuring the rainbow community is vocal and visible, representing a multiplicity of identities and issues.

From conversations, I am aware that JOY Media has/is diversifying, with a focus on several outcomes including revenue generation, volunteer retention and recruitment, audience growth, brand and reputation positioning.

I am of the view that my background and mindset can help value add to the Board's stewardship and sustainability as JOY Media looks to build on its three key pillars of "content, training and events", along with "providing content across multiple platforms to enable the voices of our community to be accessible to people of all abilities and locations".

Not for Profit Board and Governance Experience

Currently filling a casual vacancy on the JOY Media Board (appointed June 2023).

Currently a member of the Swinburne Sport Innovation Research Group Advisory Board, and a member of the Coalition of Major Professional and Participation Sports Steering Committee.

Has contributed to several governance roles, including the Commonwealth Bank Multi-Cultural Community Banking External Cultural Diversity Advisory Council, Deakin University's Sport Management Advisory Board, Play by the Rules National Management Committee and Basketball Australia's National Integrity Advisory Group.

Understanding of the role of an NFP Board of Governance

I have demonstrated expertise of the four formal responsibilities of Board Directors, namely to (1) drive the strategic direction of the organisation, (2) work with the CEO to enable the organisation to deliver on the strategic direction, (3) make sure the financial statements are accurate and (4) appoint and manage the performance of the CEO.

Additionally, most not-for-profit Boards face a unique range of issues and have an overlay to operate both as a Board and when needed a Committee of Management. These roles and responsibilities include ensuring that the organisation (1) meets legal requirements and remains accountable to its members, donors and other stakeholders, (2) manages the potential transgression of role boundaries, (3) works with the CEO to obtain the resources, funds and personnel necessary for the organisation to perform, and (4) inputs into the governance and leadership structure and composition, so that these are appropriate for the organisation now and into the future.

Evidence of Selection Criteria and Desired Skills

1. Professional Background

Former CEO, Public Officer and Company Secretary at the Confident Girls Foundation. An Australian Charities and Not-for-profits Commission (ACNC) charity that works with partners to raise awareness of and tackle the primary drivers of gender-based socioeconomic inequity. This work focuses on creating and sustaining positive impact on the physical, emotional and social wellbeing of women and girls and the communities that support them.

Currently Head of Government Relations at Tennis Australia.

Previous roles have included General Manager, Government and Stakeholder Relations at North Melbourne Football Club, Deputy Chief Executive & Head of Government Strategy at Netball Australia and senior roles at the Australian Sports Commission.

2. Education Background

Member and Graduate of the Australian Institute of Company Directors (AICD).

Completed studies at Melbourne Business School focusing on leading transformational change, Swinburne University of Technology in Social Impact and holds a Master of Business from Deakin University.

3. Personal Background

I have lived experience as a member of the rainbow community, having come out at 24.

My wife Julie-Anne and I have been together for 26 years (married for 5 years). We have a son who is at university and a much-spoilt Moodle, Tuffy.

In my spare time, I play cricket (having taken it up at 52), enjoy lego, puzzles, listening to music, watching most sports and binge watching an eclectic mix of shows.

I was born in Zimbabwe and immigrated to Australia in 1981 with my parents and older sister.

I have lived in Melbourne, Sydney and Canberra.

Ally Doyle – Joy Candidate Statement

It's with a strong commitment to excellent outcomes for our Rainbow community, that I present myself as a candidate for the JOY Media Board. What drives me is the desire to make a contribution to my community, and to provide courageous, inclusive leadership that will see Joy thrive into the future. My extensive leadership experience as a Senior Executive within the Australian Public Service demonstrates my relentless commitment to creating a better Australia, through the provision of high-quality information, community engagement and services.

Why do I want to be a Board member of JOY Media?

Over the previous six months I have filled a casual vacancy on the Board of Joy. A diverse board, that can respectfully challenge one another in the interests of the organisation is key for the future success of Joy

Media. My potential candidacy for the Board is inspired by a deeply-rooted passion for creating a safer and kinder society where all members of the Rainbow community feel a genuine sense of belonging. I believe that JOY is more than just a media organisation; it is a platform that can help us build a culture of respect, diversity, and empowerment. This is not just limited to Australia, my recent work in the field of economic participation for women and people with a disability in Papua New Guinea and Indonesia, has highlighted to me the need for LGBTIQ+ people in the developing world to have access to media that represents their sexual identities. My vision is to leverage my Government, education, service delivery and human resource leadership expertise to make JOY Media a beacon for the advancement of issues that matter to the Rainbow Community.

What is the prime mission of JOY Media?

JOY Media's prime mission is to amplify the voices of the Rainbow community through media. But it's not just about the content; it's about the culture we create within our organization and community. We need to provide a workplace and community that mirrors the inclusivity and celebration of diversity we advocate for in our content. Our mission extends beyond the airwaves to real outcomes for LGBTIQ+ people.



What Not for Profit Board and governance experience do I have?

My journey in the not-for-profit sector has been closely tied to my HR leadership roles. I have spent my career serving in organisations that provide education and champion the rights and well-being of individuals. These experiences have given me unique insights into governance practices, especially when it comes to fostering a culture of care and growth for employees, both paid and just as importantly, volunteers.

What is my understanding of the role of an NFP Board of Governance?

For me, the role of an NFP Board of Governance goes beyond strategic decision-making. It's about ensuring that our organisation reflects the values we uphold. It means nurturing an organisation and community where diverse voices are heard, every person is respected, and we can all learn and flourish. Strong governance is the cornerstone of building this kind of culture.

Evidence of how I meet the selection criteria:

- My leadership roles in HR, along with my participation in not-for-profit boards, have given me substantial experience in governance and leadership, especially in the context of people-centric organisations.
- My HR expertise encompasses organisational strategy, human resources, managing large budgets, sophisticated influence skills and fostering inclusive cultures.
- Married to a beautiful Brazilian woman myself, and having experienced homophobia and misogyny throughout my career, I've actively worked to create inclusive spaces where everyone can bring their authentic selves to work. I am a leader who inspires excellent engagement and employee satisfaction in my leadership roles within Government. My commitment to this extends to JOY Media's mission.
- Throughout the six months I have filled a casual vacancy on the Joy Board, I have made myself available to assist the President and other members of the Board to work through complex issues, bringing my empathetic and pragmatic approach to ensure I always put the interests and sustainability of Joy Media at the forefront. I am a concise and impactful communicator. I have demonstrated my commitment to attendance at meetings and events – often rearranging my work travel plans to put Joy Media and face to face attendance at Board meetings as a priority. I am ready and willing to commit the necessary time and effort to fulfill my responsibilities as a Board member.
- My active engagement as a JOY member has given me a deep understanding of our community and the impact we can create.

In closing, I stand before you as a candidate who is deeply passionate about fostering inclusive cultures, and bringing my skills and experience to bear to advance JOY's mission. Together, we can create a JOY Media that not only amplifies our voices but also sets the standard for inclusive, thriving organisations. Thank you for considering my candidacy. Let's make JOY the catalyst for positive change in both our content and our culture.

Nevena Spirovska – Candidate Statement

Why do you want to be a Board member of JOY Media?

Nevena Spirovska MAICD, MICDA (she/her) is a proud bisexual woman and first-generation migrant. She is the co-host of JOY's longest-running LGBTIQ+ news and current affairs show, Saturday Magazine, and is running for JOY's board of directors.

Nevena is an established social change campaigner, strategic communications specialist, and writer with a passion for enriching the LGBTIQ+ community. She currently works as an Advocacy Director in the for-purpose sector, connecting marginalised and vulnerable Australians with meaningful jobs.

She is a long-time LGBTIQ+ volunteer and an active member of a number of community organisations including as a board member of Thorne Harbour Health, a volunteer with GiveOUT Australia, and Co-Convener of the Victorian Pride Lobby. Nevena has previously held senior roles across the Victorian Parliament and Country Court, as well as serving as an Advisor to the United Nations and leading justice-focused campaigns for Amnesty International.

Nevena was named one of the Outstanding 50 LGBTI+ Leaders of 2020 by Google and Deloitte, she was part of the team that won GLOBE's 'Advocacy campaign of the year' in 2020, and she was chosen as one of the ten faces to represent Mardi Gras 2021.

Nevena brings to the board a skill-set spanning advocacy and campaigning, strategic communications and government relations – along with a deep connection and comprehensive understanding of Victoria's LGBTIQ+ community, its pertinent issues, and policy priorities.

What do you see as the prime mission of JOY Media?

I started volunteering at JOY Media's Bourke Street office a decade ago. I was astounded by JOY Media's dedication to supporting, serving, and representing our rainbow communities in all of their strengths and diversity.

As a current presenter, I see JOY Media's mission as one of creating a more inclusive community that supports, platforms, and celebrates all members of our LGBTIQ+ communities.



What Not for Profit Board and governance experience do you have?

I have been involved in community groups, boards, organisations, and committees over the last eight years. From 2018 to 2022, I was the Co-Convener of the Victorian Pride Lobby's Committee of Management, in charge of managing the organisation's operations, strategy, and people management.

Since 2020, I've been a member of the City of Melbourne's Grants and Sponsorship Committee, awarding and overseeing the management of their half-million-dollar Connected Community Grants fund.

Since 2020, I have also been an active board director of Victoria's largest LGBTQ+ community-controlled health organisation *Thorne Harbour Health*.

I previously served as chairperson of the First Nations organisation National Homeless Collective for a two-year term, assisting the organisation in establishing itself in its early years of operation and strategically expanding to work in various states and program areas.

Since 2022, I've been a contributing member of the Victorian Government's Women Leading Locally Committee, assisting women across Victoria in running for and being elected to local governments.

I was an advisory member of the inaugural Banyule City Council LGBTIQ+ Committee for a year and a half. I've also served on a number of social services sector advisory committees, where I contributed in the areas of strategy, marketing and communications, and advocacy.

What is your understanding of the role of an NFP Board of Governance?

In addition to my years of board member experience, I have completed the Australian Institute of Company Director's Company Director's Course (MAICD) and I'm a member of the Institute of Company Directors (MICDA), regularly attending seminars on best practice updates for NFP and governance practices for board members.

Please also provide evidence of how you meet the selection criteria.

I am a highly constructive and cooperative team member with a passion to assist organisations, projects, and campaigns in attaining their stated goals. I have extensive experience positively influencing social good outcomes, as evidenced by the success of the Home Stretch reform, which sought to extend the age of out-of-home care from 18 to 21, collaborating with bureaucrats, young people with a lived experience of the out of home care system, members of parliament, and social service sector leaders to achieve this objective.

During my tenure as Co-Convener of the Victorian Pride Lobby from 2018 to 2022, I gained extensive experience working as a member of the LGBTIQ+ community in LGBTIQ+ policy, advocacy, and legislative reform. This included working closely with Victoria's LGBTIQ+ community as well as representatives of the Victorian Government, Ministers their office's and advisors, and relevant Departments and Agencies.

Madeleine Swain – Candidate Statement for JOY Media AGM November 2023



My name is Madeleine Swain and I would like to be considered as a candidate for a position on the Board of JOY Media.

Why do you want to be a Board member of JOY Media?

I was first approached to join the Board in early 2020, just before the outbreak of COVID-19. At that time, I was looking for a way to give back to the Rainbow communities, having been heavily involved in the past (one of the original presenters on BENT TV, the arts editor at the Melbourne Star Observer, and the president and artistic director of the Melbourne Queer Film Festival in the early 1990s), but children and other responsibilities had taken me in other directions.

Joining the Board in 2020 was a perfect opportunity to lend my skills, experience and passion to an organisation that I believe is a vital resource for our communities. Originally filling a casual vacancy, I was voted onto the Board officially at the following AGM and have been there ever since, moving into the role of Vice President after the 2022 AGM. My current day job is as managing editor of the respected and long-established arts media platform, *ArtsHub*, which gives me wide understanding of and appreciation for the media landscape.

What do you see as the prime mission of JOY Media?

Education, information, entertainment, and to act as a platform for the myriad voices and ideas that do not have this anywhere else. JOY is a mouthpiece for, by and about the Rainbow communities, as well as providing an essential lifeline for so many in isolated or challenging situations. The work it does and the content it provides is simply invaluable.

What Not for Profit Board and governance experience do you have?

Apart from the aforementioned role with the Melbourne Queer Film Festival, and a short stint on the Board of Experimenta, I now have nearly three years of experience on JOY's Board.

What is your understanding of the role an NFP Board of Governance?

My understanding is that the Board is there to oversee the governance and strategic direction of the radio station and the wider organisation. Importantly, it must ensure that

the organisation is financially stable and run ethically and professionally. It is not there to interfere in operational matters, although it may provide an advisory sounding board when needed or requested.

JOY Board Member Selection Criteria:

**Substantial experience in governance and leadership in the not for profit/charity sector
Experience in one or more of organisational strategy, community media, the creative sector, business and financial management, human resources, legal**

As detailed above.

Lived experience as a member of or an ally to the Rainbow Community

I have been out for nearly 40 years.

Demonstrated understanding of and commitment to the purpose of JOY Melbourne Inc.

As above.

The availability and commitment to attend meetings and events as required

I have a proven track record of not only attending Board meetings and events as required, but during the pandemic I was also able to attend the studio for a day every week to act as duty manager. I also attend various events, and participate whenever able – which is how I ended up bidding on – and winning – a cabin on the Pride Cruise last year. Now, that was unexpected, but a tremendously joyful experience all the same...

An active JOY member for a minimum of six months

A lot longer.

JOY Board Member Desired Skills:

excellent interpersonal skills; communicate effectively with a variety of people across a broad spectrum, sound time management/organisational skills, clear and concise verbal and written communication skills, team oriented – demonstrate that cooperation will result in the best outcome, ability to self-manage.

I am an editor and journalist with 30 years of experience. And I believe I have all of the above attributes and skills, although some of them are for others to judge.

Candidate Statement for John Wintle – Board Member Application, JOY Media

Hi! It's John P here. If you've been at JOY anytime between 2011 and now, our paths might've crossed. Maybe it was when I was behind the mic presenting radio or those times I was a runner at Pride March. Perhaps, it's the uplifting tunes I've been scheduling as a volunteer Music Coordinator for the past 7 years that caught your ear.

I've got to be honest, when I first stepped into JOY, the mere thought of being in front of a microphone made me nervous. But with time, roles changed. From working the desk as an Office Admin, I found mentors in David Moyle, Paul Gardener, and Corey on Bent Notes.



Taste of Radio was a game-changer for me. That's where I truly found my voice, contributing to the rich tapestry of shows JOY beams to our community. But there was more to explore. My stint at CMTO's Producer Skill Set training was an eye-opener, nudging me towards pursuing an MBA at Melbourne Business School. This journey enriched me with skills ranging from Accounting and Leadership to Data Analysis.

As we navigate the future, I've been brainstorming potential initiatives to amplify our impact. Picture this: **JOY Gigs on the Rooftop** of the Victorian Pride Centre. Not only will these events be cashflow positive, but by leveraging our existing partnerships with record labels, we will host concerts that entertain and foster community spirit. Involving local businesses will transform these events into holistic experiences with food, drinks, and music. These initiatives serve our community and present opportunities for engagement and collaboration with local businesses.

Moreover, I see tremendous potential in launching a **JOY Music Stream for Retailers**. Imagine JOY's uplifting daytime sound playing across Melbourne's retailers, reflecting the diversity and inclusivity we stand for. This initiative sustains a steady revenue stream while promoting JOY's brand in commercial spaces.

Now, I stand at a juncture where I wish to channel these skills to serve on JOY's Board. It's my way of giving back to an organisation that's given me so much. With a focus on fiscal responsibility and unwavering ethics, I aim to steer JOY in its mission, amplifying voices from our diverse communities.

I've witnessed firsthand the profound impact of our mission. At the heart of JOY Media lies the commitment to provide an equitable platform amplifying LGBTQIA+ voices and narratives,

especially those often under represented. Our aim? To celebrate the vibrant mosaic of our community, fostering a sense of belonging, challenging biases, and bridge gaps. With unwavering spirit, JOY Media stands Out Loud and Proud, dedicated to diminishing isolation, bolstering allyship, raising visibility, and ensuring every voice reverberates across our diverse channels.

Throughout my journey, I've consistently taken on and excelled in leadership capacities. In my role with AIA, I've been pivotal in directing the team's delivery function, honing my skills in strategic planning, delivery and execution. Additionally, my recent appointment as the "Vice President - Marketing" for the MBS Tech Club at Melbourne Business School demonstrates my commitment to leadership and governance in academic and professional spheres. The insights and skills I acquired from my MBA at Melbourne Business School (UoM) have deepened my understanding of strategic decision-making, equipping me to contribute effectively at board-level discussions.

Drawing from my journey and experiences with JOY, I recognise the weight of responsibility that the Board holds. It's entrusted with the pivotal task of guiding the organisation in sync with its mission while ensuring fiscal prudence and unwavering ethical conduct. Central to this role is staying true to JOY's core values:

- Joyously celebrating diversity and talent through dynamic programming and community engagement.
- Inclusively crafting an environment where every voice within the LGBTIQ+ community feels valued, heard, and bolstered.
- Courageously broadcasting transformative tales that push societal boundaries and drive change.

Guiding JOY demands a comprehensive grasp of the nuances of non-profit governance and a deep-seated respect for every community member.

With a rich tapestry of leadership roles under my belt, I've cultivated the skills essential to lead decisively and effect transformative decisions. My dual roles at JOY Media and my present profession provide me a nuanced blend of organisational strategy, insights into community media, and expertise in business & financial management. As an ardent member of the rainbow community, specifically identifying with the 'G', I bring an authentic lived experience that's in harmony with JOY's mission and core values. My journey with JOY Media, which has seen me wear multiple hats like that of a producer, presenter, podcaster, and music coordinator, attests to my unwavering allegiance to its foundational cause.

Having led diverse teams and collaborated cross-functionally, I've polished my interpersonal skills, ensuring effective communication with individuals from various walks of life. My aptitude for time management shines through as I balance my professional responsibilities, volunteering endeavours, academic pursuits, and fitness commitments. My ethos in a team setting centres on shared success; I fervently champion an environment where teamwork propels superior

results. In the realm of self-management, my roles have often demanded proactive autonomy, underscoring my ability to initiate, steer, and consistently realise desired outcomes.