



Lady Gowrie^{QLD}
Educating and caring
for children since 1940

CONSTITUTION
OF
LADY GOWRIE QLD LTD
Effective 20th January 2025

A public company limited by guarantee

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Constitution of Lady Gowrie Qld Ltd

Public company limited by guarantee

Preliminary

1. Name of the Company

The name of the Company is Lady Gowrie Qld Ltd (the **Company**).

2. Type of Company

The Company is a not-for-profit public company limited by guarantee which is established to be, and to continue as, a charity.

3. Limited liability of members

The liability of members is limited to the amount of the guarantee in rule 4.

4. The guarantee

Each member must contribute an amount not more than \$10 (the guarantee) to the property of the Company if the Company is wound up while the member is a member, or within 12 months after they stop being a member, and this contribution is required to pay for the:

- (a) debts and liabilities of the Company incurred before the member stopped being a member; or
- (b) costs of winding up.

5. Definitions

In this constitution, words and phrases have the meaning set out in rules 69 and 71.

Charitable purposes and powers

6. Objects

6.1 The Company is established for the following public charitable purposes:

- (a) to strive for excellence and leadership through the provision of quality services in childcare which are flexible, innovative and responsive to diverse family and community needs;
- (b) to ensure all services provided by the Company are accessible and equitable;
- (c) to work with families to promote optimum developmental, educational and care experiences for children;
- (d) to develop and provide appropriate training, resources and support to the children's services sector;
- (e) to advocate for children, families and personnel in communicating with relevant government bodies to enhance the provision of effective children's services;
- (f) to develop and provide programs for the community which reflects cultural diversity and aids community development;
- (g) to advance professional knowledge in childhood development by participating in relevant industry research;
- (h) to collaborate with similar service providers on a local and national level for the assimilation of information and knowledge on quality childcare services.

6.2 To achieve the purposes set out in rule 6.1, the Company may, without limitation:

- (a) fundraise or otherwise harness the resources of the community in support of the objects in rule 6.1;
- (b) establish and maintain collaborations and information exchange with other organisations having similar objects to those in rule 6.1;
- (c) act as trustee of any trust the purpose of which relates to the objects in rule 6.1;
- (d) promote the objects in rule 6.1; and
- (e) do all other things incidental or conducive to the attainment of the objects in rule 6.1.

6.3 Each of the objects in rule 6.1 is a separate object of the Company and must not be construed by reference to any other object.

7. Powers

- 7.1 Subject to rule 8, the Company has the following powers, which may only be used to carry out its purpose(s) set out in rule 6:
- (a) the powers of an individual; and
 - (b) all the powers of a company limited by guarantee under the Corporations Act.
- 7.2 Nothing restricts the Company from exercising a power which in itself is not charitable, for any purpose which is incidental to the charitable objects of the Company or which is intended to generate revenue for, or otherwise further, those objects.

8. Not-for-profit

- 8.1 The Company must not distribute any income or assets property (including by way of bonus, dividend, or other similar payments) directly or indirectly to its members, except as provided in rules 8.2 and 68.
- 8.2 Rule 8.1 does not stop the Company from doing the following things, provided they are done in good faith:
- (a) paying a member for goods or services they have provided or expenses they have properly incurred at fair and reasonable rates or rates more favourable to the Company;
 - (b) making a payment to a member in carrying out the Company's charitable purpose(s);
 - (c) for reasonable and proper rent for premises leased by a member to the Company; or
 - (d) in return for services rendered, or goods supplied, by the member to the Company in the ordinary and usual course of business.
- 8.3 All payments to directors must be approved by the directors including, but not limited to:
- (a) out of pocket expenses incurred by a director in performing a duty as a director; and
 - (b) a service rendered to the Company by a director in a professional or technical capacity or as an employee, other than in the capacity as a director where:
 - i. the provision of the service has the prior approval of the directors; and
 - ii. the amount payable is not more than an amount which commercially would be reasonable payment for the service.
- 8.4 The income and property of the Company must be used solely for promoting its objects.

9. Amending the constitution

- 9.1 Subject to rule 9.2, the members may amend this constitution by passing a Special Resolution.
- 9.2 The members must not pass a Special Resolution that amends this constitution if passing it causes the Company to no longer be a charity.

Members

10. Membership and register of members

- 10.1 The members of the Company are:
- (a) the persons who are named in the application for registration of the Company, with their consent;
 - (b) any other person that the directors allow to be a member, in accordance with this constitution.
- 10.2 The Company must establish and maintain a register of members. The register of members must be kept by the Company Secretary and must contain:
- (a) for each current member:
 - i. name;
 - ii. address;
 - iii. any alternative address nominated by the member for the service of notices; and
 - iv. date the member was entered on to the register.
 - (b) for each person who stopped being a member in the last 7 years:
 - i. name;
 - ii. address;
 - iii. any alternative address nominated by the member for the service of notices; and
 - iv. dates the membership started and ended.
- 10.3 The Company must give current members access to the register of members.

- 10.4 Information that is accessed from the register of members must only be used in a manner relevant to the interests or rights of members.
- 10.5 The members will consist of Ordinary Members.

11. Who can be a member

- 11.1 A person who supports the purposes of the Company is eligible to apply to be a member of the Company under rule 12, in which case the person would be admitted as an Ordinary Member.
- 11.2 In this rule, 'person' means an individual or incorporated body.

12. How to apply to become a member

A person (as defined in rule 11.2) may apply to become a member of the Company by writing to the Company Secretary stating that they:

- (a) want to become a member;
- (b) support the purpose(s) of the Company;
- (c) agree to comply with the Company's constitution, including paying the guarantee under rule 4 if required; and
- (d) pay any membership fee as determined by the board.

13. Directors decide whether to approve membership

- 13.1 The directors must consider an application for membership within a reasonable time after the Company Secretary receives the application.
- 13.2 If the directors approve an application, the Company Secretary must as soon as possible:
- (a) enter the new member on the register of members; and
 - (b) write to the applicant to tell them that their application was approved, and the date that their membership started (see rule 14).
- 13.3 If the directors reject an application (which they may do in their absolute discretion), the Company Secretary must write to the applicant as soon as possible to tell them that their application has been rejected, but does not have to give reasons.
- 13.4 For the avoidance of doubt, the directors may approve an application even if the application does not state the matters listed in rules 12(a), 12(b), 12(c) or 12(d). In that case, by applying to be a member, the applicant agrees to those three matters.

14. When a person becomes a member

Other than the individuals whose names were included in the application for registration of the Company, with their consent, an applicant will become a member when they are entered on the register of members.

15. When a person stops being a member

A person immediately stops being a member if they:

- (a) resign, by writing to the Company Secretary;
- (b) have not responded within three months to a written request from the Company Secretary that they confirm in writing that they want to remain a member;
- (c) are charged or convicted of a criminal or indictable offence, including in respect to a child;
- (d) at any time, in the sole opinion of the board, have conducted themselves in a manner considered to be adverse or prejudicial to the interests of the Company;
- (e) are a director, and are removed, retires, or otherwise ceases to be a director of the Company;
- (f) are a member, have membership fees in arrears;
- (g) are an individual, die;
- (h) are an incorporated member, are wound up or otherwise dissolved or deregistered.

Dispute resolution procedures

16. Dispute resolution

- 16.1 The dispute resolution procedure in this rule applies to disputes (disagreements) under this constitution between a member or director and:
- (a) one or more members;
 - (b) one or more directors; or
 - (c) the Company.

- 16.2 Those involved in the dispute must try to resolve it between themselves within 14 days of knowing about it.
- 16.3 If those involved in the dispute do not resolve it under rule 16.2, they must within 10 days:
 - (a) tell the directors about the dispute in writing;
 - (b) agree or request that a mediator be appointed; and
 - (c) attempt in good faith to settle the dispute by mediation.
- 16.4 The mediator must:
 - (a) be chosen by agreement of those involved; or
 - (b) where those involved do not agree:
 - i. for disputes between members, a person chosen by the directors; or
 - ii. for other disputes, a person chosen by either the Commissioner of the Australian Charities and Not-for-profits Commission or the president of the law institute or society in the state or territory in which the Company has its registered office.
- 16.5 A mediator chosen by the directors under rule 16.4(b)(i):
 - (a) may be a member or former member of the Company;
 - (b) must not have a personal interest in the dispute; and
 - (c) must not be biased towards or against anyone involved in the dispute.
- 16.6 When conducting the mediation, the mediator must:
 - (a) allow those involved a reasonable chance to be heard;
 - (b) allow those involved a reasonable chance to review any written statements;
 - (c) ensure that those involved are given natural justice; and
 - (d) not make a decision on the dispute.

General meetings of members

17. General meetings called by directors

- 17.1 The directors may call a General Meeting.
- 17.2 If Members with at least 5% of the votes that may be cast at a General Meeting make a written request to the Company for a General Meeting to be held, the directors must:
 - (a) within 21 days of the members' request, give all members notice of a General Meeting; and
 - (b) hold the General Meeting within 2 months of the members' request.
- 17.3 The percentage of votes that members have (in rule 17.2) is to be worked out as at midnight before the members request the meeting.
- 17.4 The members who make the request for a General Meeting must:
 - (a) state in the request any resolution to be proposed at the meeting;
 - (b) sign the request; and
 - (c) give the request to the Company.
- 17.5 Separate copies of a document setting out the request may be signed by members if the wording of the request is the same in each copy.

18. General meetings called by members

- 18.1 If the directors do not call the meeting within 21 days of being requested under rule 17.2, 50% or more of the members who made the request may call and arrange to hold a General Meeting.
- 18.2 To call and hold a meeting under rule 18.1 the members must:
 - (a) as far as possible, follow the procedures for General Meetings set out in this constitution;
 - (b) call the meeting using the list of members on the Company's member register, which the Company must provide to the members making the request at no cost; and
 - (c) hold the General Meeting within three months after the request was given to the Company.
- 18.3 The Company must pay the members who request the General Meeting any reasonable expenses they incur because the directors did not call and hold the meeting.

19. Annual General Meeting

- 19.1 A General Meeting, called the AGM, must be held:
 - (a) within 18 months after registration of the Company; and
 - (b) after the first AGM, at least once in every calendar year.
- 19.2 Even if these items are not set out in the notice of meeting, the business of an AGM may include:

- (a) a review of the Company's activities;
 - (b) a review of the Company's finances;
 - (c) any auditor's report;
 - (d) the election of directors; and
 - (e) the appointment and payment of auditors, if any.
- 19.3 Before or at the AGM, the directors must give information to the members on the Company's activities and finances during the period since the last AGM.
- 19.4 The chairperson of the AGM must give members as a whole a reasonable opportunity at the meeting to ask questions or make comments about the management of the Company.

20. Notice of General Meetings

- 20.1 Notice of a General Meeting must be given to:
- (a) each member entitled to vote at the meeting;
 - (b) each director; and
 - (c) the auditor (if any).
- 20.2 Notice of a General Meeting must be provided in writing at least 21 days before the meeting.
- 20.3 Subject to rule 20.4, notice of a meeting may be provided less than 21 days before the meeting if:
- (a) for an AGM, all the members entitled to attend and vote at the AGM agree beforehand; or
 - (b) for any other General Meeting, members with at least 95% of the votes that may be cast at the meeting agree beforehand.
- 20.4 Notice of a meeting cannot be provided less than 21 days before the meeting if a resolution will be moved to:
- (a) remove a director;
 - (b) appoint a director in order to replace a director who was removed; or
 - (c) remove an auditor.
- 20.5 Notice of a General Meeting must include:
- (a) the place, date and time for the meeting (and if the meeting is to be held in two or more places, the technology that will be used to facilitate this);
 - (b) the general nature of the meeting's business;
 - (c) if applicable, that a Special Resolution is to be proposed and the words of the proposed resolution;
 - (d) a statement that members have the right to appoint proxies and that, if a member appoints a proxy:
 - i. the proxy does not need to be a member of the Company;
 - ii. the proxy form must be delivered to the Company at its registered address or the address (including an electronic address) specified in the notice of the meeting; and
 - iii. the proxy form must be delivered to the Company at least 48 hours before the meeting.
- 20.6 If a General Meeting is adjourned (put off) for one month or more, the members must be given new notice of the resumed meeting.

21. Quorum at General Meetings

- 21.1 For a General Meeting to be held, at least half (50%) members plus one (a quorum) must be present (in person, by proxy or by representative) for the whole meeting. When determining whether a quorum is present, a person may only be counted once (even if that person is a representative or proxy of more than one member).
- 21.2 No business may be conducted at a General Meeting if a quorum is not present.
- 21.3 If there is no quorum present within 30 minutes after the starting time stated in the notice of General Meeting, the General Meeting is adjourned to the date, time and place that the chairperson specifies. If the chairperson does not specify one or more of those things, the meeting is adjourned to:
- (a) if the date is not specified – the same day in the next week;
 - (b) if the time is not specified – the same time; and
 - (c) if the place is not specified – the same place.
- 21.4 If no quorum is present at the resumed meeting within 30 minutes after the starting time set for that meeting, the meeting is cancelled.

- 21.5 For the avoidance of doubt, and despite any other rule in this constitution, where there is only one member of the Company, that member will satisfy quorum.

22. Auditor's right to attend meetings

- 22.1 The auditor (if any) is entitled to attend any General Meeting and to be heard by the members on any part of the business of the meeting that concerns the auditor in the capacity of auditor.
- 22.2 The Company must give the auditor (if any) any communications relating to the General Meeting that a member of the Company is entitled to receive.

23. Representatives of members

- 23.1 An incorporated member may appoint as a representative:
- (a) one individual to represent the member at meetings and to sign circular resolutions under rule 30; and
 - (b) the same individual or another individual for the purpose of being appointed or elected as a director.
- 23.2 The appointment of a representative by a member must:
- (a) be in writing;
 - (b) include the name of the representative;
 - (c) be signed on behalf of the member; and
 - (d) be given to the Company or, for representation at a meeting, be given to the chairperson before the meeting starts.
- 23.3 A representative has all the rights of a member relevant to the purposes of the appointment as a representative.
- 23.4 The appointment may be standing (ongoing).

24. Using technology to hold meetings

- 24.1 The Company may hold a General Meeting at two or more venues using any technology that gives the members as a whole a reasonable opportunity to participate, including to hear and be heard.
- 24.2 Anyone using this technology is taken to be present in person at the meeting.

25. Chairperson for General Meetings

- 25.1 The Elected Chairperson is entitled to chair General Meetings.
- 25.2 The Members Present and entitled to vote at a General Meeting may choose a director or member to be the chairperson for that meeting if:
- (a) there is no Elected Chairperson; or
 - (b) the Elected Chairperson is not present within 30 minutes after the starting time set for the meeting; or
 - (c) the Elected Chairperson is present but says they do not wish to act as chairperson of the meeting.

26. Role of the chairperson

- 26.1 The chairperson is responsible for the conduct of the General Meeting, and for this purpose must give members a reasonable opportunity to make comments and ask questions (including to the auditor (if any)).
- 26.2 If the votes are equal on a proposed resolution, the chairperson of the meeting has a casting vote, in addition to their deliberative vote.

27. Adjournment of meetings

- 27.1 If a quorum is present, a General Meeting must be adjourned if a majority of Members Present direct the chairperson to adjourn it.
- 27.2 Only unfinished business may be dealt with at a meeting resumed after an adjournment.

Members' resolutions and statements

28. Members' resolutions and statements

- 28.1 Members with at least 5% of the votes that may be cast on a resolution may give:

- (a) written notice to the Company of a resolution they propose to move at a General Meeting (members' resolution); and/or
 - (b) a written request to the Company that the Company give all of its members a statement about a proposed resolution or any other matter that may properly be considered at a General Meeting (members' statement).
- 28.2 A notice of a members' resolution must set out the wording of the proposed resolution and be signed by the members proposing the resolution.
- 28.3 A request to distribute a members' statement must set out the statement to be distributed and be signed by the members making the request.
- 28.4 Separate copies of a document setting out the notice or request may be signed by members if the wording is the same in each copy.
- 28.5 The percentage of votes that members have (as described in rule 28.1) is to be worked out as at midnight before the request or notice is given to the Company.
- 28.6 If the Company has been given notice of a members' resolution under rule 28.1(a), the resolution must be considered at the next General Meeting held more than two months after the notice is given.
- 28.7 This rule does not limit any other right that a member has to propose a resolution at a General Meeting.

29. Company must give notice of proposed resolution or distribute statement

- 29.1 If the Company has been given a notice or request under rule 28:
- (a) in time to send the notice of proposed members' resolution or a copy of the members' statement to members with a notice of meeting, it must do so at the Company's cost; or
 - (b) too late to send the notice of proposed members' resolution or a copy of the members' statement to members with a notice of meeting, then the members who proposed the resolution or made the request must pay the expenses reasonably incurred by the Company in giving members notice of the proposed members' resolution or a copy of the members' statement. However, at a General Meeting, the members may pass a resolution that the Company will pay these expenses.
- 29.2 The Company does not need to send the notice of proposed members' resolution or a copy of the members' statement to members if:
- (a) it is more than 1,000 words long;
 - (b) the directors consider it may be defamatory;
 - (c) rule 29.1(b) applies, and the members who proposed the resolution or made the request have not paid the Company enough money to cover the cost of sending the notice of the proposed members' resolution or a copy of the members' statement to members; or
 - (d) in the case of a proposed members' resolution, the resolution does not relate to a matter that may be properly considered at a General Meeting or is otherwise not a valid resolution able to be put to the members.

30. Circular resolutions of members

- 30.1 The directors may put a resolution to the members to pass a resolution without a General Meeting being held (a circular resolution), but may not be used to:
- (a) remove an auditor, appoint a director, or remove a director;
 - (b) pass a Special Resolution; or
 - (c) where the Corporations Act or this constitution requires a meeting to be held.
- 30.2 The directors must notify the auditor (if any) as soon as possible that a circular resolution has or will be put to members, and set out the wording of the resolution.
- 30.3 A circular resolution is passed if all the members entitled to vote on the resolution sign or agree to the circular resolution, in the manner set out in rule 30.4 or rule 30.5.
- 30.4 Members may sign (including electronically if permitted by law):
- (a) a single document setting out the circular resolution and containing a statement that they agree to the resolution; or
 - (b) separate copies of that document, as long as the wording is the same in each copy.

- 30.5 The Company may send a circular resolution by email to members and members may agree by sending a reply email to that effect, including the text of the resolution in their reply.

Voting at General Meetings

31. How many votes a member has

Each member has one vote.

32. Challenge to member's right to vote

- 32.1 A member or the chairperson may only challenge a person's right to vote at a General Meeting at that meeting.
- 32.2 If a challenge is made under rule 32.1, the chairperson must decide whether or not the person may vote. The chairperson's decision is final.

33. How voting is carried out

- 33.1 Voting must be conducted and decided by:
- (a) a show of hands;
 - (b) a vote in writing; or
 - (c) another method chosen by the chairperson that is fair and reasonable in the circumstances (which may include electronic voting).
- 33.2 Before a vote is taken, the chairperson must state whether any proxy votes have been received and, if so, how the proxy votes will be cast.
- 33.3 On a show of hands, the chairperson's decision is conclusive evidence of the result of the vote.
- 33.4 The chairperson and the meeting minutes do not need to state the number or proportion of the votes recorded in favour or against on a show of hands.

34. When and how a vote in writing must be held

- 34.1 A vote in writing may be demanded on any resolution instead of or after a vote by a show of hands by:
- (a) at least five Members present;
 - (b) Members Present with at least 5% of the votes that may be passed on the resolution on the vote in writing (worked out as at the midnight before the vote in writing is demanded); or
 - (c) the chairperson.
- 34.2 A vote in writing must be taken when and how the chairperson directs, unless rule 34.3 applies.
- 34.3 A vote in writing must be held immediately if it is demanded under rule 34.1:
- (a) for the election of a chairperson under rule 25.2; or
 - (b) to decide whether to adjourn the meeting.
- 34.4 A demand for a vote in writing may be withdrawn.

35. Appointment of proxy

- 35.1 A member may appoint a proxy to attend and vote at a General Meeting on their behalf.
- 35.2 A proxy does not need to be a member.
- 35.3 A proxy appointed to attend and vote for a member has the same rights as the member to:
- (a) speak at the meeting;
 - (b) vote in a vote in writing (but only to the extent allowed by the appointment); and
 - (c) join in to demand a vote in writing under rule 34.1.
- 35.4 An appointment of proxy (proxy form) must be signed by the member appointing the proxy and must contain:
- (a) the member's name and address;
 - (b) the Company's name;
 - (c) the proxy's name or the name of the office held by the proxy; and
 - (d) the meeting(s) at which the appointment may be used.
- 35.5 A proxy appointment may be standing (ongoing).
- 35.6 Proxy forms must be received by the Company at the address stated in the notice under rule 20.5(d) or at the Company's registered address at least 48 hours before a meeting.
- 35.7 A proxy does not have the authority to speak and vote for a member at a meeting while the member is at the meeting.

- 35.8 Unless the Company receives written notice before the start or resumption of a General Meeting at which a proxy votes, a vote cast by the proxy is valid even if, before the proxy votes, the appointing member:
- (a) if an individual, dies or if a body corporate, ceases to exist;
 - (b) is mentally incapacitated;
 - (c) revokes the proxy's appointment; or
 - (d) revokes the authority of a representative or agent who appointed the proxy.
- 35.9 A proxy appointment may specify the way the proxy must vote on a particular resolution.

36. Voting by proxy

- 36.1 A proxy is not entitled to vote on a show of hands (but this does not prevent a member appointed as a proxy from voting as a member on a show of hands).
- 36.2 When a vote in writing is held, a proxy:
- (a) does not need to vote, unless the proxy appointment specifies the way they must vote;
 - (b) if the way they must vote is specified on the proxy form, must vote that way; and
 - (c) if the proxy is also a member or holds more than one proxy, may cast the votes held in different ways.

Directors

37. Number of directors

The Company must have at least three and no more than seven directors.

38. Election and appointment of directors

- 38.1 The initial directors are the people who have agreed to act as directors and who are named as proposed directors in the application for registration of the Company.
- 38.2 Subject to Clause 37, members may elect directors by a resolution passed in a General Meeting.
- 38.3 Each of the directors must be elected or appointed by a separate resolution under rule 38.2, unless:
- (a) the Members Present have first passed a resolution that the appointments may be voted on together; and
 - (b) no votes were cast against that resolution.
- 38.4 A person is eligible for election as a director of the Company under rule 38.2 if they:
- (a) are nominated by two members or representatives of members to vote (unless the person was previously elected as a director at a General Meeting and has been a director since that meeting)
 - (b) give the Company their signed consent to act as a director of the Company; and
 - (c) are not ineligible to be a director under the Corporations Act or the ACNC Act.
- 38.5 The directors may appoint a person as a director to fill a casual vacancy or as an additional director if that person:
- (a) is a member of the Company, or a representative of a member of the Company (appointed under rule 23);
 - (b) gives the Company their signed consent to act as a director of the Company; and
 - (c) is not ineligible to be a director under the Corporations Act or the ACNC Act.
- 38.6 If the number of directors is reduced to fewer than three or is less than the number required for a quorum, the continuing directors may act for the purpose of increasing the number of directors to three (or higher if required for a quorum) or calling a General Meeting, but for no other purpose.

39. Election of chairperson

The directors must elect a director as the Company's Elected Chairperson.

40. Term of office

- 40.1 At each AGM:

- (a) any director appointed by the directors to fill a casual vacancy or as an additional director must retire; and
 - (b) at least one-third of the remaining directors must retire.
- 40.2 The directors who must retire at each AGM under rule 40.1(b) will be the directors who have been longest in office since last being elected. Where directors were elected on the same day, the director(s) to retire will be decided by lot unless they agree otherwise.
- 40.3 Other than a director appointed under rule 38.6, a director's term of office starts at the end of the AGM at which they are elected and ends at the end of the AGM at which they retire.
- 40.4 Each director must retire at least once every three years.
- 40.5 A director who retires under rule 40.1 may nominate for election or re-election, subject to rule 40.6.
- 40.6 A director who has held office for a continuous period of nine years or more may only be re-appointed or re-elected by a Special Resolution.

41. When a director stops being a director

A director stops being a director if they:

- (a) give written notice of resignation as a director to the Company;
- (b) die;
- (c) are removed as a director by a resolution of the members;
- (d) stop being a member of the Company;
- (e) are a representative of a member, and that member stops being a member;
- (f) are a representative of a member, and the member notifies the Company that the representative is no longer a representative;
- (g) are absent for three consecutive directors' meetings without approval from the directors;
- (h) are charged or convicted of a criminal or indictable offence, including in respect to a child;
- (i) become ineligible to be a director of the Company under the Corporations Act or the ACNC Act; or
- (j) at any time, are an employee of the Company, or any subsidiary of the Company, and that person's employment ceases (so that the person concerned is no longer employed by the Company, or any subsidiary of the Company), but the person concerned is eligible for reappointment as a director of the Company in accordance with this constitution.

Powers of directors

42. Powers of directors

- 42.1 The directors are responsible for managing and directing the activities of the Company to achieve the purposes set out in rule 6.
- 42.2 The directors may use all the powers of the Company except for powers that, under the Corporations Act or this constitution, may only be used by members.
- 42.3 The directors must decide on the responsible financial management of the Company including:
- (a) any suitable written delegations of power under rule 43; and
 - (b) how money will be managed, such as how electronic transfers, negotiable instruments or cheques must be authorised and signed or otherwise approved.
- 42.4 The directors cannot remove a director or auditor. Directors and auditors may only be removed by a members' resolution at a General Meeting.

43. Delegation of directors' powers

- 43.1 The directors may delegate any of their powers and functions to a committee, a director, an employee of the Company (such as a chief executive officer) or any other person, as they consider appropriate.
- 43.2 The delegation must be recorded in the Company's minute book.

44. Payments to directors

- 44.1 In furtherance of the charitable objects set out in rule 6.1, the Company may remunerate its directors for their services in a manner, and to an amount, recommended by the directors and approved by the members of the Company from time to time.
- 44.2 The Company may:
- (a) pay a director for work they do for the Company, other than as a director (which is otherwise provided for under rule 44.1), if the amount is no more than a reasonable fee for the work done; or
 - (b) reimburse a director for expenses properly incurred by the director in connection with the affairs of the Company.
- 44.3 Any payment made under rule 44.2 must be approved by the directors.
- 44.4 The Company may pay premiums for insurance indemnifying directors, as allowed for by law (including the Corporations Act) and this constitution.

45. Execution of documents

The Company may execute a document without using a common seal if the document is signed (including electronically if permitted by law) by:

- (a) two directors of the Company; or
- (b) a director and the Company Secretary.

Duties of directors

46. Duties of directors

The directors must comply with their duties as directors under legislation and common law (judge-made law), and with the duties described in governance standard 5 of the regulations made under the ACNC Act which are:

- (a) to exercise their powers and discharge their duties with the degree of care and diligence that a reasonable individual would exercise if they were a director of the Company;
- (b) to act in good faith in the best interests of the Company and to further the charitable purpose(s) of the Company set out in rule 6;
- (c) not to misuse their position as a director;
- (d) not to misuse information they gain in their role as a director;
- (e) to disclose any perceived or actual material conflicts of interest in the manner set out in rule 47;
- (f) to ensure that the financial affairs of the Company are managed responsibly; and
- (g) not to allow the Company to operate while it is insolvent.

47. Conflicts of interest

- 47.1 A director must disclose the nature and extent of any actual or perceived material conflict of interest in a matter that is being considered at a meeting of directors (or that is proposed in a circular resolution):
- (a) to the other directors; or
 - (b) if all of the directors have the same conflict of interest, to the members at the next General Meeting, or at an earlier time if reasonable to do so.
- 47.2 The disclosure of a conflict of interest by a director must be recorded in the minutes of the meeting.
- 47.3 Each director who has a material personal interest in a matter that is being considered at a meeting of directors (or that is proposed in a circular resolution) must not, except as provided under rules 47.4:
- (a) be present at the meeting while the matter is being discussed, or
 - (b) vote on the matter.
- 47.4 A director may still be present and vote if:

- (a) their interest arises because they are a member of the Company, and the other members have the same interest;
- (b) their interest relates to an insurance contract that insures, or would insure, the director against liabilities that the director incurs as a director of the Company (see rule 65);
- (c) their interest relates to a payment by the Company under rule 64 (indemnity), or any contract relating to an indemnity that is allowed under the Corporations Act;
- (d) the Australian Securities and Investments Commission (ASIC) makes an order allowing the director to vote on the matter; or
- (e) the directors who do not have a material personal interest in the matter pass a resolution that:
 - (i) identifies the director, the nature and extent of the director's interest in the matter and how it relates to the affairs of the Company; and
 - (ii) says that those directors are satisfied that the interest should not stop the director from voting or being present.

Directors' meetings

48. When the directors meet

The directors may decide how often, where and when they meet.

49. Calling directors' meetings

- 49.1 A director may call a directors' meeting by giving reasonable notice to all of the other directors.
- 49.2 A director may give notice in writing or by any other means of communication that has previously been agreed to by all of the directors.

50. Chairperson for directors' meetings

- 50.1 The Elected Chairperson is entitled to chair directors' meetings.
- 50.2 The directors at a directors' meeting may choose a director to be the chairperson for that meeting if the Elected Chairperson is:
 - (a) not present within 30 minutes after the starting time set for the meeting; or
 - (b) present but does not want to act as chairperson of the meeting.

51. Quorum at directors' meetings

- 51.1 Unless the directors determine otherwise, the quorum for a directors' meeting is more than half of the existing number of directors.
- 51.2 A quorum must be present for the whole directors' meeting.

52. Using technology to hold directors' meetings

- 52.1 The directors may hold their meetings by using any technology (such as video or teleconferencing) that is agreed to by all of the directors.
- 52.2 The directors' agreement may be a standing (ongoing) one.
- 52.3 A director may only withdraw their consent within a reasonable period before the meeting.

53. Passing directors' resolutions

A directors' resolution must be passed by a majority of the votes cast by directors present and entitled to vote on the resolution.

54. Circular resolutions of directors

- 54.1 The directors may pass a circular resolution without a directors' meeting being held.
- 54.2 A circular resolution is passed if all the directors entitled to vote on the resolution sign or otherwise agree to the resolution in the manner set out in rule 54.3 or rule 54.4.
- 54.3 Each director may sign:
 - (a) a single document setting out the resolution and containing a statement that they agree to the resolution; or
 - (b) separate copies of that document, as long as the wording of the resolution is the same in each copy.

- 54.4 The Company may send a circular resolution by email to the directors and the directors may agree to the resolution by sending a reply email to that effect, including the text of the resolution in their reply.
- 54.5 A circular resolution is passed when the last director signs or otherwise agrees to the resolution in the manner set out in rule 54.3 or rule 54.4.

Company Secretary

55. Appointment and role of Company Secretary

- 55.1 The Company must have at least one Company Secretary, who may also be a director.
- 55.2 A Company Secretary must be appointed by the directors (after giving the Company their signed consent to act as Company Secretary of the Company) and may be removed by the directors.
- 55.3 The directors must decide the terms and conditions under which the Company Secretary is appointed, including any remuneration.
- 55.4 The role of the Company Secretary includes (for example):
- (a) maintaining a register of the Company's members; and
 - (b) maintaining the minutes and other records of General Meetings (including notices of meetings), directors' meetings and circular resolutions.

Minutes and records

56. Minutes and records

- 56.1 The Company must, within one month, make and keep the following records:
- (a) minutes of proceedings and resolutions of General Meetings;
 - (b) minutes of circular resolutions of members;
 - (c) a copy of a notice of each General Meeting; and
 - (d) a copy of a members' statement distributed to members under rule 29.
- 56.2 The Company must, within one month, make and keep the following records:
- (a) minutes of proceedings and resolutions of directors' meetings (including meetings of any committees of the Board); and
 - (b) minutes of circular resolutions of directors.
- 56.3 To allow members to inspect the Company's records:
- (a) the Company must give a member access to the records set out in rule 56.1; and
 - (b) the directors may authorise a member to inspect other records of the Company, including records referred to in rule 56.2 and rule 57.1.
- 56.4 The directors must ensure that minutes of a General Meeting or a directors' meeting are signed within a reasonable time after the meeting by:
- (a) the chairperson of the meeting; or
 - (b) the chairperson of the next meeting.
- 56.5 The directors must ensure that minutes of the passing of a circular resolution (of members or directors) are signed by a director within a reasonable time after the resolution is passed.
- 56.6 Except as provided by law, this constitution or as authorised by a directors' resolution, a person who is not a director does not have the right to inspect any of the board papers, books, records or other similar documents of the Company.

57. Financial and related records

- 57.1 The Company must make and keep written financial records that:
- (a) correctly record and explain its transactions and financial position and performance; and
 - (b) enable true and fair financial statements to be prepared and to be audited.
- 57.2 The Company must also keep written records that correctly record its operations.
- 57.3 The Company must retain its records for at least 7 years.
- 57.4 The directors must take reasonable steps to ensure that the Company's records are kept safe.

By-laws

58. By-laws

- 58.1 The directors may pass a resolution to make by-laws to give effect to this constitution.
- 58.2 Members and directors must comply with by-laws as if they were part of this constitution.

Notice

59. What is notice

- 59.1 Anything written to or from the Company under any rule in this constitution is written notice and is subject to rules 60 to 62, unless specified otherwise.
- 59.2 Rules 60 to 62 do not apply to a notice of proxy under rule 35.5.

60. Notice to the Company

Written notice or any communication under this constitution may be given to the Company, the directors or the Company Secretary by:

- (a) delivering it to the Company's registered office;
- (b) posting it to the Company's registered office or to another address chosen by the Company for notice to be provided;
- (c) sending it to an email address or other electronic address notified by the Company to the members as the Company's email address or other electronic address; or
- (d) sending it to the fax number notified by the Company to the members as the Company's fax number.

61. Notice to members

- 61.1 Written notice or any communication under this constitution may be given to a member:
- (a) in person;
 - (b) by posting it to, or leaving it at the address of the member in the register of members or an alternative address (if any) nominated by the member for service of notices;
 - (c) sending it to the email or other electronic address nominated by the member as an alternative address for service of notices (if any);
 - (d) sending it to the fax number nominated by the member as an alternative address for service of notices (if any); or
 - (e) if agreed to by the member, by notifying the member at an email or other electronic address nominated by the member, that the notice is available at a specified place or address (including an electronic address).
- 61.2 If the Company does not have an address for the member, the Company is not required to give notice in person.

62. When notice is taken to be given

A notice:

- (a) delivered in person, or left at the recipient's address, is taken to be given on the day it is delivered;
- (b) sent by post, is taken to be given on the third day after it is posted with the correct payment of postage costs;
- (c) sent by email, fax or other electronic method, is taken to be given on the Business Day after it is sent; and
- (d) given under rule 61.1(e) is taken to be given on the business day after the notification that the notice is available is sent.

Financial year

63. Company's financial year

The Company's financial year is from 1 January to 31 December, unless the directors pass a resolution to change the financial year.

Indemnity, insurance and access

64. Indemnity

- 64.1 The Company indemnifies each officer of the Company out of the assets of the Company, to the relevant extent, against all losses and liabilities (including costs, expenses and charges) incurred by that person as an officer of the Company.
- 64.2 In this rule, 'officer' means a director or Company Secretary and includes a director or Company Secretary after they have ceased to hold that office.
- 64.3 In this rule, 'to the relevant extent' means:
- (a) to the extent that the Company is not precluded by law (including the Corporations Act) from doing so; and
 - (b) for the amount that the officer is not otherwise entitled to be indemnified and is not actually indemnified by another person (including an insurer under an insurance policy).
- 64.4 The indemnity is a continuing obligation and is enforceable by an officer even though that person is no longer an officer of the Company.

65. Insurance

To the extent permitted by law (including the Corporations Act), and if the directors consider it appropriate, the Company may pay or agree to pay a premium for a contract insuring a person who is or has been an officer of the Company against any liability incurred by the person as an officer of the Company.

66. Access and inspection of documents and records

- 66.1 A director of the Company has a right of access to the financial records of the Company at all reasonable times.
- 66.2 If the directors agree, the Company must give a director or former director access to:
- (a) certain documents, including documents provided for or available to the directors; and
 - (b) any other documents referred to in those documents.
- 66.3 Except as provided by law, this constitution, or as authorised by a director's resolution, a person who is not a director does not have the right to inspect any of the board papers, books, records or documents of the Company.

Winding up

67. Surplus assets not to be distributed to members

If the Company is wound up, any Surplus Assets must not be distributed to a member or a former member of the Company, unless that member or former member is a charity described in rule 68.

68. Distribution of Surplus Assets

- 68.1 Subject to the Corporations Act, any other applicable Act, rule 68.2, and any court order, any Surplus Assets that remain after the Company is wound up must be distributed to one or more charities:
- (a) with charitable purpose(s) similar to, or inclusive of, the purpose(s) in rule 6;
 - (b) which also prohibit the distribution of any Surplus Assets to its members to at least the same extent as the Company; and
 - (c) to which income tax deductible gifts can be made.
- 68.2 If the Company is endorsed as a deductible gift recipient, then:
- (a) upon the revocation of its endorsement as a deductible gift recipient; or
 - (b) upon its winding up,
- any surplus of gifts of money or gifts of property received for the Company's purposes, contributions received in relation to a fundraising event held for the Company's purposes, and money received by the Company because of such gifts and contributions must be transferred to another charitable fund, authority or institution as determined by the board:
- (c) with purposes similar to the purposes of the Company;
 - (d) whose constitution prohibits the distribution of its income and property among its members to an extent at least as great as is imposed on the Company under this constitution; and
 - (e) to which income tax deductible gifts can be made.
- 68.3 The decision as to the charity or charities to be given the Surplus Assets under rule 68.1 must be made by a Special Resolution of members at or before the time of winding up. If the members do not make this decision, the Company may apply to the Supreme Court to make this decision.

Definitions and interpretation

69. Definitions

In this constitution:

- 69.1 **ACNC Act** means the *Australian Charities and Not-for-profits Commission Act 2012* (Cth);
- 69.2 **AGM** means the Annual General Meeting of the Company;
- 69.3 **Company** means the Company referred to in rule 1;
- 69.4 **Corporations Act** means the *Corporations Act 2001* (Cth);
- 69.5 **Company Secretary** means a person appointed under Rule 55.
- 69.6 **Elected Chairperson** means a person elected by the directors to be the Company's chairperson under rule 39;
- 69.7 **General Meeting** means a meeting of members and includes the AGM, under rule 19.1;
- 69.8 **Member Present** means, in connection with a General Meeting, a Member Present in person, by representative or by proxy at the venue or venues for the meeting;
- 69.9 **Ordinary Member** means a member of the Company;
- 69.10 **Registered Charity** means a charity that is registered under the ACNC Act;
- 69.11 **Special Resolution** means a resolution:
 - (a) of which notice has been given under rule 20.5(c); and
 - (b) that has been passed by at least 75% of the votes cast by Members Present and entitled to vote on the resolution; and
- 69.12 **Surplus Assets** means any assets of the Company that remain after paying all debts and other liabilities of the Company, including the costs of winding up.

70. Reading this constitution with the Corporations Act

- 70.1 The replaceable rules set out in the Corporations Act do not apply to the Company.
- 70.2 While the Company is a Registered Charity, the ACNC Act and the Corporations Act override any rules in this constitution which are inconsistent with those Acts.
- 70.3 If the Company is not a Registered Charity (even if it remains a charity), the Corporations Act overrides any rule in this constitution which is inconsistent with that Act.
- 70.4 A word or expression that is defined in the Corporations Act, or used in that Act and covering the same subject, has the same meaning as in this constitution.

71. Interpretation

In this constitution:

- (a) the words 'including', 'for example', or similar expressions mean that there may be more inclusions or examples than those mentioned after that expression;
- (b) reference to an Act includes every amendment, re-enactment, or replacement of that Act and any subordinate legislation made under that Act (such as regulations);
- (c) a reference to a member present at a General Meeting is a reference to a member present in person or by proxy, or attorney;
- (d) a reference to a person holding or occupying a particular office or position is a reference to any person who occupies or performs the duties of that office or position;
- (e) unless the contrary intention appears:
 - i. a reference to a person includes a corporation, trust, partnership, unincorporated body, government and local authority or agency, or other entity whether or not it comprises a separate legal entity;
 - ii. a reference to a person includes that person's successors, legal personal representatives, permitted substitutes and permitted assigns;
 - iii. if a word or phrase is defined, its other grammatical forms have a corresponding meaning;
 - iv. a reference to a rule is a reference to a rule of this constitution;
 - v. a reference to a document or agreement (including a reference to this document) is to that document or agreement as amended, supplemented, varied or replaced;
- (f) headings are for convenience only and do not affect interpretation.