

Board Pack

Humpty Dumpty
Foundation
Non-Executive Director

November 2024



Context

The Humpty Dumpty Foundation was established to address the critical need for life-saving medical equipment in public hospitals and healthcare services across Australia. Over the past 30 years, the organisation has grown into a trusted partner for healthcare providers, ensuring that children, regardless of where they live, have access to the medical tools required for timely and effective treatment. Driven by a commitment to equity, transparency, and community-focused outcomes, the Foundation remains dedicated to its mission of improving health outcomes for children in need.

As a not-for-profit organisation, the Humpty Dumpty Foundation operates with the support of individual donors, corporate partners, and community advocates. Its innovative Wish List model allows hospitals and health services to outline their most urgent equipment needs, enabling donors to directly fund specific items. This transparent approach ensures that every contribution has a tangible impact, delivering critical resources such as neonatal incubators, paediatric emergency tools, and specialised diagnostic equipment to public healthcare facilities across the country. By addressing these needs, the Foundation empowers medical professionals to provide high-quality care while reducing the disparities faced by children in regional and remote areas.

In addition to supplying equipment, the Humpty Dumpty Foundation supports community and health initiatives designed to improve the quality of care for children. The organisation is overseen by a voluntary Board of Directors and supported by sub-committees in areas such as Finance, Marketing & Fundraising, HR, and Medical Program Advisory. This governance framework ensures that all operations are conducted ethically and efficiently, with a focus on maximising the impact of every donation.

The Foundation also prioritises raising awareness about the challenges facing Australia's healthcare system, advocating for equitable access to medical resources and mobilising action within the community. Through its partnerships with hospitals, fundraising initiatives, corporate Australia, and commitment to bridging healthcare gaps, the Humpty Dumpty Foundation continues to play a vital role in building a healthier, brighter future for Australian children and their families.



Humpty Dumpty Foundation - Context

Mission

Our mission is to ensure all Australian children can access the healthcare they need to thrive. By equipping hospitals with vital medical tools, we are creating a future where no child's health is determined by geography or financial circumstances.

Values

We are driven by transparency, ensuring donors can see the impact of their generosity; collaboration, working closely with healthcare providers and communities; and compassion, which inspires our commitment to making a difference. Through these values, the Humpty Dumpty Foundation creates hope and positive change for children and their families, building a brighter and healthier future for all.

Beliefs and approach

We believe every child deserves access to quality healthcare, regardless of location. This commitment to equity underpins everything we do. The Foundation is guided by a voluntary Board of Directors and sub-committees in Finance, Marketing & Fundraising, HR and Medical Programs Advisory, ensuring ethical, transparent, and accountable operations. By collaborating with healthcare providers and donors, we focus on delivering real and lasting change for Australian children.

The challenge

Across Australia, children in regional and remote areas face significant challenges in accessing critical healthcare due to a lack of specialised medical equipment. These barriers often lead to delays in treatment, poorer health outcomes, and stress for families who may need to travel long distances for care. Healthcare providers in these areas are also limited in their ability to deliver the best care without the right tools and resources. This disparity highlights the urgent need for equitable access to life-saving equipment, ensuring no child is disadvantaged because of where they live.

The response

The Humpty Dumpty Foundation has been tackling this challenge for over 30 years by providing life-saving medical equipment to hospitals and health services across Australia. Our innovative Wish List model enables donors to directly fund essential equipment, ensuring transparency and immediate impact. Partnering with healthcare facilities, Humpty meets their most urgent needs, empowering medical professionals to deliver high-quality care to children. From neonatal incubators to paediatric emergency tools, every piece of equipment we provide has a direct impact, improving outcomes and easing the burden on families.



Humpty's Impact

Humpty Dumpty's fundraising efforts directly transform healthcare outcomes by equipping public hospitals with vital, life-saving medical equipment tailored for sick babies and children. Figures sourced from the [Humpty Dumpty Foundation 2023 Year in Review Statement](#).



OVER 30 YEARS

helping sick kids in hospital in every state and territory across Australia



63%

of public hospitals supported across Australia



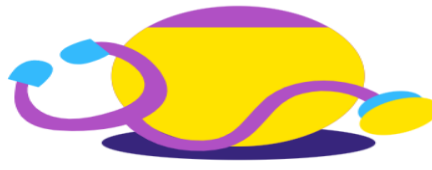
6,500+

pieces of medical equipment donated



OVER 60%

of equipment donated to rural and remote communities



85%

of hospital requests successfully donated in any given year



OVER \$100 MILLION

raised to date



Current Board



Paul Francis OAM, Chair & Founder

Paul Francis is a highly respected leader who has been instrumental in guiding the Humpty Dumpty Foundation's mission to provide life-saving medical equipment to hospitals and healthcare services across Australia. With a deep commitment to equity and healthcare access, Paul has led the organisation through significant growth, ensuring that it remains a trusted partner to hospitals and donors alike.

Under Paul's leadership, the Foundation has strengthened its governance structures, ensuring transparency and accountability in its operations. His ability to foster meaningful relationships with corporate and community stakeholders has been critical in driving the Foundation's fundraising success and expanding its impact nationwide. Paul's strategic vision continues to inspire the Foundation to bridge gaps in healthcare access and deliver tangible, life-saving outcomes for children.



Suzanne Channon, Non-Executive Director & Secretary

Suzanne Channon is a seasoned professional with extensive experience in governance, strategic planning, and stakeholder engagement. As a Non-Executive Director at the Humpty Dumpty Foundation, Suzanne plays a key role in aligning the organisation's long-term strategy with its mission of supporting equitable healthcare access for children.

Suzanne's expertise lies in ensuring that the Foundation's operations remain focused, efficient, and impactful. Suzanne's dedication to maintaining high standards of governance and ethical responsibility has been pivotal in strengthening the Foundation's credibility within the not-for-profit sector. Suzanne is passionate about creating lasting change and works closely with the Board to drive initiatives that address critical healthcare needs in regional and remote communities.



Carly Lloyd, Non-Executive Director & Chair of Nominations and Remuneration Committee

Carly Lloyd is an experienced people and culture leader with specialist skills in strategy, organisation development, cultural change, innovation, and consulting across multiple industries, domestically and globally, for profit and not for profit.

Carly is passionate about ensuring all children across Australia have equal access to education and great health outcomes.

Current Board



A/Prof Kathryn Browning Carmo, Non-Executive Director and Chair Medical Programs Advisory

Associate Professor Kathryn Browning Carmo brings a wealth of expertise in healthcare, academia, and research to the Humpty Dumpty Foundation. Kathryn's background ensures a focus on evidence-based decision-making, driving the Foundation's efforts to deliver high-quality medical resources to hospitals and health services across the country.

Kathryn's leadership in healthcare provides the Foundation with a deeper understanding of the medical landscape and the challenges faced by clinicians in delivering equitable care. Kathryn's ability to synthesise complex information and translate it into actionable strategies strengthens the Foundation's ability to address healthcare disparities effectively. Kathryn is passionate about improving health outcomes for children and works to ensure the Foundation's resources are utilised where they are needed most.



Lisa Chikarovski, Non-Executive Director and Chair Marketing & Fundraising

Lisa Chikarovski is an accomplished professional with extensive experience in governance, policy development, and stakeholder relations. Lisa's contributions to the Humpty Dumpty Foundation Board reflect dedication to ethical governance and her ability to navigate complex organisational challenges.

Lisa is deeply committed to ensuring the Foundation operates at the highest standards of transparency, accountability, and strategic alignment. Lisa's insights into policy development and her ability to foster partnerships with government and corporate entities have been instrumental in advancing the Foundation's mission. Lisa's work supports the Foundation's long-term vision of delivering life-saving medical equipment to hospitals and healthcare services, ensuring all Australian children have access to the care they deserve.

Humpty Dumpty Foundation – Chief Executive Officer & Managing Director

Claire Reaney



Claire Reaney is a dedicated leader who has been at the helm of the Humpty Dumpty Foundation, driving its mission to provide life-saving medical equipment to hospitals and healthcare services across Australia. As Chief Executive Officer, Claire combines her extensive experience in not-for-profit management, strategic planning, and stakeholder engagement to ensure the Foundation achieves its ambitious goals.

Under Claire's leadership, the Foundation has expanded its impact, building strong partnerships with healthcare providers, donors, and corporate sponsors. Claire has been instrumental in enhancing the transparency and accountability of the Foundation's operations. Claire's commitment to equity and compassion drives her work, ensuring that children in regional and remote areas receive the same standard of care as those in metropolitan centres. Claire's ability to inspire and lead a dedicated team has been pivotal in the Foundation's success, as it continues to bridge gaps in healthcare access and deliver tangible, life-saving outcomes. Donor engagement and showcasing the positive impact of the Humpty Dumpty Foundation's work remains at the forefront.

With a focus on fostering a culture of collaboration and excellence, Claire ensures the Humpty Dumpty Foundation remains a trusted and respected organisation within the healthcare and philanthropic sectors.

Claire has been with the Humpty Dumpty Foundation for 18 years and has supported the Foundation through its national growth. Claire's vision and passion for making a difference continue to guide the Foundation's efforts to create a brighter and healthier future for all Australian children.

Governance

Structure

The Humpty Dumpty Foundation Limited is a not-for-profit public company limited by guarantee, regulated under the [Australian Charities and Not-for-profits Commission \(ACNC\)](#). Humpty Dumpty Foundation is endorsed as a Deductible Gift Recipient (DGR), covered by [Item 1](#) of the table in section 30-15 of the Income Tax Assessment Act 1997.

The foundation operates under a constitution that complies with both the Corporations Act 2001 and the ACNC Act, reinforcing its commitment to responsible governance and financial management.

Composition

The Board of the Humpty Dumpty Foundation must have no fewer than 4 and no more than 12 directors. Directors may be elected by members through resolutions passed at general meetings or appointed by the Board to fill casual vacancies or as additional directors.

Tenure

Directors may serve up to nine years continuously, after which re-election requires a special resolution. A director's term of office generally ends at the annual general meeting, with at least one-third of directors required to retire each year.

Board Meetings

Board meetings are roughly 2 hours every 2 months in Sydney (or virtually if unable to attend in person).

Meeting Dates

2025 Board Meetings are not finalised yet.

Remuneration

This is a voluntary position, and directors are not remunerated. All reasonable expenses incurred by Directors, will be covered.



The opportunity – Non-Executive Director

The primary aims of this position are to collectively govern with other Non-Executive Directors to:

- cultivate a sense of group responsibility with commitment to excellence in governance;
- determine the appropriate culture for the organisation and model behaviours that both reflect and promulgate the desired culture;
- employ the CEO to manage the organisation;
- ensure governance requirements of good working relationships with all stakeholders;
- ensure that the organisation has processes that ensure compliance with all internal and external governance requirements;
- establish and improve procedures and policies to safeguard the organisation's resources, reputation, and public credibility;
- establish the organisation's purpose, values and strategies;
- identify and monitor Quality and Risk across the whole of the organisation;
- monitor performance against KPIs, outcomes and other criteria established from time-to-time drafted by the Board;
- Uphold the following fiduciary duties including the duty
 - to act in the interests of a company as a whole;
 - not to act for an improper purpose;
 - of care and diligence;
 - to retain discretion;
 - to avoid conflicts of interest; and
 - not to disclose confidential information.

Duties and expectations of Non-Executive Directors:

Each Board member must:

- act in a financially responsible manner;
- act in the best interest of Humpty Dumpty Foundation;
- ask for clarification of matters not fully explained;
- attend and contribute to Board meetings and meetings of committees on which they serve;
- critically read and assess all agenda documents before each meeting;
- declare any conflict of interest.
- ensure care, transparency, and diligence in decision making;
- ensure compliance with the Humpty Dumpty Foundation Code of Conduct, and all matters prescribed by law;
- ensure critical review of proposals to the Board;
- maintain confidentiality;
- seek assurance of compliance with internal and external policies;
- strive to attend all meetings, and notify an apology when unable to attend; and
- undertake diligent analysis of all proposals placed before the Board.

Directors are expected to have an awareness of relevant developments in society, legislation, the not-for-profit sector, and impacts on those who are disadvantaged to enable them to fulfil their responsibilities.



Key selection criteria – Non-Executive Director

Attributes and experience:

The following skills and experience are considered critical to these roles:

- **Governance experience** – Solid experience and qualification in for-purpose and commercial governance.
- **Strong financial expertise** – Qualified accountant (CA or CPA) with 15+ yrs of financial control, accounting, and budgeting experience, ideally with prior treasury experience in the not-for-profit sector.
- **Strategic financial planning** – proficiency in strategic financial decision-making, investment strategy, and long-term financial planning align with HDF's mission.
- **Stakeholder engagement** – strong people skills with experience in motivating and managing teams, evaluating performance, and cultivating connections within corporate Australia, media, or high-net-worth individuals for partnerships or donations.

Further to the above, Humpty Dumpty Foundation is looking for this new NED appointment to come from Sydney, NSW.

In addition, successful applicants will have:

- Proven ability to mentor the CEO and Chair, offering guidance and coaching to enhance financial and commercial acumen and overall organisational leadership.
- Sufficient time and dedication to prepare for and actively participate in board meetings, committee work, and other strategic engagements.
- Valuable networks within the Australian business community, and / or Government.
- A genuine interest in positively contributing to Humpty Dumpty Foundation.

A Full position description is available [HERE](#).



Further information

Website	https://www.humpty.org.au/
ACNC profile	https://www.acnc.gov.au/charity/charities/83717883-3aaf-e811-a960-000d3ad24282/profile
Constitution	Link
News	https://www.humpty.org.au/news-stories
2023 Year in review statement	https://hdfhumptydumpty.blob.core.windows.net/assets/nova/HUM-2023-YearinReview-V7-single-page.pdf



For more information



For all enquiries please contact

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