

Welcome to Country



Noeleen Timberly, Gujaga Foundation

Noeleen Timberly proudly belongs to one of the most recognisable families in the La Perouse community. She is also the current Chairperson of the La Perouse Local Aboriginal Land Council. Like many families in La Perouse, the Timberly family have a long traditional and cultural connection to La Perouse, coastal Sydney, and the Illawarra and South Coast areas of NSW. Noeleen uses her leadership role in the La

Perouse community to advocate for self-determination, empowerment and prosperity for her community, which is built on strength in culture and unity. Professionally, Noeleen works on developing and managing programs that are aimed to provide improved outcomes for Aboriginal children and families throughout Sydney.

Speakers

Here is a selection of speakers at this year's conference:



Murray Baird

Murray is a Consultant at Prolegis Lawyers. He was formally Assistant Commissioner General Counsel at the Australian Charities and Not-for-profits Commission. Murray is a Life Member of CLAANZ.



Sari Baird

Sari's charity law practice is grounded in senior executive legal and board governance roles. Most recently Sari was General Counsel and Company Secretary at Oxfam Australia, a charity that tackles global poverty. Sari's early career was in the commercial field, as a lawyer with Herbert Smith Freehills in Melbourne and later, Jakarta. She has held the positions of General Counsel and Company Secretary in an ASX listed company, and in legal and compliance in higher education, prior to moving to an in-house role in the charitable sector in 2010.

Sari's involvement in charity governance includes her past board roles at the Art Gallery of Ballarat and Sovereign Hill Museums, and her local Community Legal Centre's Committee of

Management. She holds a BA/LLM and an LLM from the University of Melbourne and is a graduate of the AICD Company Directors course (GAICD). Sari is a member of the Law Institute's Charity and NFP Committee and previously served on the ACNC's Professional Advisor and Sector Forums from their inception.



Sue Barker

Sue is the director of Sue Barker Charities Law, a boutique law firm based in Wellington, New Zealand specialising in charities law and public tax law. Sue is the author of Taxation of Charities in Aotearoa New Zealand (LexisNexis, 2025) and a contributor to a number of other charities law publications, including The Law and Practice of Charities in Aotearoa New Zealand 2ed (LexisNexis, 2024). In 2019, Sue was awarded the New Zealand Law Foundation International Research Fellowship Te Karahipi Rangahau ā Taiao, New Zealand's premier legal research award, to undertake research into the question "What does a world-leading framework of charities law look like?". The final report from the Fellowship, entitled Focus on purpose, was released in April 2022 making 70 recommendations

for charities law reform in Aotearoa New Zealand. More information about Sue and the research can be found at www.charitieslaw.co and www.charitieslawreform.nz



Jennifer Batrouney AM KC

Jennifer practises in taxation, equity, superannuation, commercial and administrative law. With 27 years' experience at the Bar, she is a trusted advisor to a range of corporate, government and not-for-profit clients. In addition to general income tax and R&D; matters, she has experience in advising in relation to GST, FBT, payroll and land taxes. She also has a substantial equity practice in the not-for-profit sector and has assisted numerous not-for-profit entities to obtain or retain their tax concession charity status. Jennifer has acted as an expert determiner and is a consultant to the ATO Public Advice and Guidance Panel. Jennifer appears before the High Court,

the Federal Court and the superior State courts, mainly in revenue matters.

Jennifer has been a silk for over 17 years and is a past President of the Victorian Bar and of the Tax Bar Association. She is presently President of the Australian Bar Association and Chair of the Law Council Charities and Not-for-Profits committee. She is also a member of the Melbourne Law School Advisory Council and Melbourne Tax Masters Advisory Committee. Jennifer is also a Senior Fellow at the Melbourne Law School, teaching in the Tax Masters Program.



Nancy Campisi

Nancy is a senior governance, legal and risk executive with extensive experience across the not-for-profit, health, research and corporate sectors. She is currently the Executive Director, Governance, Legal & Risk at Lifeline Australia, where she leads the organisation's enterprise governance framework, legal function, risk management and company secretariat, supporting the Board and executive to deliver on Lifeline's mission of providing critical crisis support and suicide prevention services across Australia.

Nancy joined Lifeline in 2024 as General Counsel and Company Secretary and was subsequently appointed Executive Director in 2025, reflecting her broad leadership capability and strategic contribution to the organisation.

She is an experienced leader and governance professional with deep expertise in corporate governance, regulatory compliance, privacy, intellectual property and commercial law. Her career spans both in-house and private practice roles, advising boards, executives and complex organisations across a range of sectors.



Marla Cowen

Marla is a charity law specialist at Herbert Smith Freehills. After working in tax at Allens Linklaters, Marla began her charity law career at the ACNC, where she worked as Legal Counsel during the first 4 years of the ACNC's establishment. Marla gained further regulatory and tax experience as a director at the ATO, and later undertook a secondment as manager of the NFP Advice team at Justice Connect.

At HSF, Marla advises on a broad range of matters affecting charities, including charity establishment, ACNC requirements, ACNC reviews, tax endorsements, constitutions and governance, and has a particular interest in charity law issues regarding the charity/government distinction and professional associations.



Stewart Donaldson

Stewart is a fellow chartered accountant and lives in Wellington. From 2011-2015 he worked for the New Zealand Charities Commission and the Australian Charities and Not-for-profits Commission as the director of compliance and reporting.

From 2016 Stewart has been a Principal Policy Advisor at Inland Revenue and he currently leads the policy team responsible for not-for-profit tax changes. Stewart has been a board member of a number of charities and not-for-profits.



Darren Fittler

Darren is the founder and lead partner of Gilbert + Tobin's Charities and Social Sector practice. He specialises in the provision of legal assistance to charities, not-for-profits and social impact organisations. Darren leverages his sector expertise and corporate and commercial law experience to provide innovative and strategic legal advice and practical guidance on charity mergers, governance, collaborations, charitable fundraising, charity and tax regulation and compliance and much more.

Darren is an Adjunct Professor of Law at the University of Sydney, where he lectures on the law of charity and not-for-profits.

He is widely recognised as a leading charity law practitioner. Darren is ranked Band 1 in Chambers and was named Innovative Practitioner of the Year by the Financial Times in 2024.

Darren is an experienced company director across charity and commercial organisations. He has also contributed to international treaty development, attending United Nations meetings in New York on the International Convention on the Rights of Persons with Disability.



Seak-King Huang

Seak-King established Milner + Huang, lawyers to the for-purpose sector, with Alex Milner in mid-2021. Previously she was a Partner of Prolegis Lawyers and before that, she was General Counsel and Company Secretary of World Vision Australia and a Partner at Clayton Utz.

Seak-King is also the Chair of the Charities and Not-for-profits Committee of the Legal Practice section of the Law Council of Australia. She is also a Graduate of the Australian Institute of Company Directors and a board member of two Australian registered charities. Additionally, she is a member of the Synod of the Anglican Diocese of Melbourne and of the General Synod of the Anglican Church of Australia.

**Michelle Kitney**

Michelle leads the staff and volunteers at Volunteering New Zealand to achieve its purpose, uphold its values, and advance its strategic priorities. Under her leadership, the organisation has successfully expanded the delivery of accessible capability development for volunteer managers, amplified the voices of volunteers, and advocated for

greater recognition of volunteers and volunteering.

Michelle's background includes governance, marketing and communications for a social enterprise, legal publishing, and public sector experience in both New Zealand and the UK. She loves volunteering when she has time and serves as a trustee for Bellyful New Zealand.

**Melinda Knight**

Melinda is a Technical Leader in the Australian Taxation Office's Not-for-profit and Government Experiences branch, with almost 15 years' experience in the not-for-profit sector. Her team is responsible for the administration of charity tax concessions and deductible gift recipient (DGR) endorsement programs.

Melinda specialises in the administration of tax law affecting NFP organisations, with a particular focus on emerging issues, complex technical matters, and the development of public advice and guidance.

**Angela Lee**

Angela practices predominately in taxation law and charity law. In the charity law space, she represents entities in their dealings with the ACNC. Angela has acted for the ACNC and for the charities in charity law cases.

Angela holds a Master of Laws from the University of Melbourne and a Juris Doctor and Bachelor of Commerce from the Monash University. She lectures at the University of Melbourne's Melbourne Law School's Masters program.

Angela served as National Chair of the Law Council of Australia's Business Law Section's Tax Committee and consulted to the ATO on the National Tax Liaison Group. She was a nationally accredited mediator. Angela is regularly recognised in Chambers Asia Pacific and Doyle's Guide.

**Jo Lennan**

As Head of Legal at Paul Ramsay Foundation since 2023, Jo works across the Foundation's portfolio of impact investments and grants.

Before joining the Foundation, she worked as Principal Legal Officer at the NSW Department of Premier and Cabinet. She was previously a lawyer at Blake Dawson (now Ashurst).

Jo holds a master's degree from the University of Oxford and is a Fellow of the Gilbert + Tobin Centre of Public Law at the University of New South Wales. She has written about law and justice for publications including The Economist and The Monthly.

**Alice Macdougall**

Alice is a leader in the Herbert Smith Freehills Kramer Charity Law practice which specialises in advising and assisting charities and foundations. The HSF Charity Law practice is recognised throughout Australia and has a top tier ranking in Charity law in Chambers Asia-Pacific since 2017. Alice assists clients with governance, compliance, tax and structuring for existing charities and foundations as well as for corporates and new charities and foundations. Alice has been practising solely in Charity Law for 26 years and has seen many changes over this time. Alice works closely

with the ACNC, ATO and Treasury on matters affecting charities and is chair of the Law Council of Australia's Charity and NFP Law Committee. She is also on the board of Geelong Community Foundation.

**Steven Moe**

Steven is a Partner at Parry Field Lawyers with a focus on "for purpose" organisations which has 100 staff across 5 offices and a focus on impact. He is on the Charities Services sector group in New Zealand and has worked as a lawyer for 25 years including 11 years overseas based in Tokyo, London and Sydney, and since 2016 has been based back in New Zealand. Steven hosts seeds podcast which has a focus on people doing inspiring things which has almost 500 episodes and another on governance for the Institute

of Directors called Board Matters.

**Ian Murray**

Professor Ian Murray is an academic at the University of Western Australia Law School where he teaches and researches in Taxation and Not-for-profit Law, with a focus on the intersection between Not-for-profit Law, Tax and Corporate Governance. He has a number of years' experience as a practitioner and practical experience in the regulatory and governance issues faced by not-for-profits, having been a not-for-profit board member for over 5 years and having worked as an in-house lawyer at the University of Western Australia.

Ian has published widely on charity tax concessions, charity regulation, native title charities, accumulation of assets by charities, tax administration and resource taxation from the perspectives of tax policy, equity, trusts, property law, corporations law and regulatory theory. He is a co-author of one of Australia's leading taxation law texts, *Understanding Taxation Law*.

**Elizabeth Shalders**

Elizabeth is Special Counsel in the Not-For-Profits, Human Rights & Social Impact team at Mills Oakley and has been practising exclusively in this area of law for over 15 years. Elizabeth is a regular contributor at CLANZ and is a member of the Charity and Not-for-profit Law Committee of the Law Council of Australia's Legal Practice Section.

**Natalie Silver**

Dr Natalie Silver is an academic at the University of Sydney Law School, where she teaches contract law. Her research focuses on not-for-profit law and regulation, and she has published widely on the tax aspects of charitable giving, the regulation of cross-border philanthropy, and the intersection between contract law and charity law.

Natalie worked for a number of years as a lawyer in the New York office of Kirkland & Ellis LLP and is a member of the New York Bar. She also has extensive philanthropic advisory and grantmaking experience through her work in the Philanthropic Services group at JP Morgan Private Bank in New York, Jewish Funders Network, and The Atlantic Philanthropies.



Charlotte Stanley

Charlotte is the Director of Charities Services at the Department of Internal Affairs, leading New Zealand's charities regulatory function and overseeing the registration, monitoring, and reporting framework.

Charlotte is an experienced senior public sector leader with a strong background in regulation, service delivery, organisational transformation, and operational leadership. She brings expertise in regulatory stewardship, risk-based regulation, and change leadership, with a focus on delivering effective outcomes for New Zealanders.

Her regulatory philosophy centres on building trust and confidence through transparent, proportionate, and evidence-based regulation. She is committed to supporting high levels of compliance while ensuring regulatory approaches are practical, responsive, and focused on achieving meaningful public outcomes.

Charlotte has a particular interest in innovation, continuous improvement, and the evolving role of modern regulators.



Tom Wheeler

Tom is the Assistant Commissioner of the Not-for-Profit and Government Experience branch at the Australian Taxation Office. He has over 25 years' experience working in tax administration and various Senior Executive roles. Tom has extensive experience having led teams in public and international groups, tax avoidance taskforce, small business,

black economy taskforce, excise, and indirect taxes divisions of the ATO across compliance, risk management and transformational data and analytics functions. He has contributed to the Commonwealth's Women in Law Enforcement Strategy Program for 2021-2025 as an executive mentor and is a passionate people leader.



Elizabeth Wighton

Elizabeth is a partner in Gilbert + Tobin's Charities and Social Sector practice. She advises charities, not-for-profits and social sector organisations on a broad range of legal matters, with a particular focus on mergers and acquisitions, restructures and organisational transformations. She also advises on charity formation and registration, tax concessions and endorsements, governance and regulatory compliance.

Elizabeth is ranked Up and Coming in Charities by Chambers Asia-Pacific and recognised by Best Lawyers for Corporate Law. She is also Deputy Chair of an international development organisation.

**Sue Woodward AM**

Sue commenced as Commissioner of the Australian Charities and Not-for-profits Commission (ACNC) in December 2022. She played a key role in the ACNC's establishment as its inaugural Director of Policy and Education, and previously served as Chief Adviser for Not-for-profit Law at Justice Connect. A respected academic and sector leader, Sue has contributed significantly to charity law reform, served on numerous boards, and championed efforts to reduce unnecessary regulatory burdens on charities. In 2021, she was awarded a Member of the Order of Australia for significant service to the not-for-profit sector, fundraising and the law.