



# Memorandum

**DATE:** 8<sup>th</sup> May 2026  
**TO:** LAQ Centre Committees  
**FROM:** Operations Manager - Shannon KRUGER  
**SUBJECT:** 2026 Annual General Meeting & Board of Director Voting

---

Please find below the paperwork for the 2026 Annual General Meeting, including profiles for Board of Director positions.

A copy of the 2025 / 2026 Annual Report can be found on the LAQ website.

If your Centre has any questions regarding the audited financial accounts in the 2025 / 2026 Annual Report, it would be appreciated if you could please email your questions to the Association Office by Wednesday 27<sup>th</sup> May so that we may respond to your questions prior to the AGM. Questions can be emailed to [info@laq.org.au](mailto:info@laq.org.au)

The closing date for voting for Board of Director positions and postal voting for Conference motions is 4.30pm Sunday 31<sup>st</sup> May 2026. Any papers received after this will not be accepted. Please be advised that there will be **NO** voting on the above matters at the AGM. Voting will only be accepted on the enclosed ballot papers.

Please refer to the enclosed information for voting procedures.

If you have any questions, please do not hesitate to contact Christopher Davis at the LAQ Office on (07) 3892 9400.



# ANNUAL GENERAL MEETING

**DATE:** Sunday 7<sup>th</sup> June 2026

**TIME:** 9.30am

**VENUE:** Novotel Sunshine Coast Resort, Twin Waters

## AGENDA

- ITEM 1 OPENING
- ITEM 2 APOLOGIES
- ITEM 3 MINUTES OF PREVIOUS MEETING - 8<sup>th</sup> June 2025
- ITEM 4 BUSINESS ARISING
- ITEM 5 CORRESPONDENCE
- ITEM 6 PRESIDENT'S / ANNUAL REPORT
- ITEM 7 FINANCE DIRECTOR'S REPORT
  - 7.1 Audited Statement
  - 7.2 Election of Auditor (*SBB Partners*)
- ITEM 8 ANNOUNCEMENT OF RESULTS FOR ELECTION OF OFFICERS
- ITEM 9 GENERAL BUSINESS
- ITEM 10 CLOSE MEETING

# GENERAL INFORMATION & BALLOT PAPERS

All Centres should be aware of the voting procedures for the Election of Officers. Voting will be by email and is available to financial affiliated Centres.

- To be considered financial, LAQ must hold the current Centre and Committee Membership Form and the \$55 fee paid. If these requirements are not met, any vote submitted by the respective Centre will be considered invalid.
- Votes must be received no later than close of business on Sunday 31<sup>st</sup> May 2026.
- **No votes will be lodged at the Annual General Meeting.** The results will be announced at the meeting.

In this document, you will find the following:

- Profiles of nominees for the following positions:
  - General Director x 6
- Ballot Paper for voting

The following procedure should be followed:

- Votes for the General Director positions are to be registered on a preferential basis as per the instructions on the Ballot Paper. Nominees will need to be placed in order of preference from 1 to 6 with 1 being your first choice and 6 being your last choice.
  - Nominees for Board of Director positions must receive more than half of the formal votes cast to be declared elected.
- The Ballot Paper is to be completed in full before being scanned and emailed to the LAQ Office using the address [info@laq.org.au](mailto:info@laq.org.au)
- **Two (2) Financial Members of the Centre Committee (as listed on the current Centre Membership Form)** who have been designated by the Centre to vote on the Centre's behalf are to sign the ballot paper.
- Ballot Papers properly completed and forwarded by the due date will count as one (1) vote. If a form is not completed correctly as instructed, it will be considered invalid.

NOMINATIONS FOR

# BOARD OF DIRECTORS

## PROFILES of NOMINEES

Blake Frost  
Michelle Moore  
Joel Ottaway  
Nicole Stinson  
Kathleen McLean  
Kirra Stonehouse



# BLAKE FROST

## EXPERIENCE AND KNOWLEDGE OF LITTLE ATHLETICS

### Experience and Knowledge

I am the current Vice President of Little Athletics Queensland, seeking re-election for a second term.

In a professional capacity, I am a qualified lawyer and Partner of a large commercial law firm in Brisbane. I hold qualifications in law and business management (finance).

Outside of work, I am a father of two (both of whom are little athletes) and I am an avid sportsperson and volunteer, who actively competes and assists in various sports outside of Little Athletics (such as touch football).

I am a strong advocate for children remaining active and participating in sports. I also have a particular interest in ensuring that LAQ remains focused on delivering a high-quality product for parents and athletes, and that the organisation remains true to its values of 'fun, family and fitness', which distinguish us from other athletic organisations.

### Duration of Involvement

I have been involved in Little Athletics for 7 years (since 2019) where my daughter commenced at City North Little Athletics.

I was first involved at a regional level at Met North for approximately 4 years, following my appointment as Centre Manager.

I have been involved at a state level at LAQ for around 2 years, since joining the Board during 2024.

In terms of my involvement in athletics personally, I have been a track and field athlete since around 1999 and still compete regularly at QA events, with a focus on 800m, 1500m and XC.

### Diversity of Experience & Knowledge

I have been involved at both City North and LAQ in various capacities, including:

- I am currently the parent of a daughter who competed last season in U12 and a son who was in Tiny Tots (who will keep me involved in Little Athletics for a further decade);
- I have previously been the Centre Manager for City North. At other times, I was a general committee member at the Centre;
- I regularly volunteer at club, regional and state competitions - with a passion for co-ordinating the Centre's program to ensure athletes (and parents) enjoy the competition without delays;
- This year, I established the Tiny Tots program at City North this season, and in doing so, trained those little athletes as well as the coaches who will deliver that program next season and beyond.

I also work closely with Karen Lunt as the Officials Manager of the Officials Committee.

## SKILLS AND EXPERTISE OUTSIDE OF LITTLE ATHLETICS

### Professional Skills & Qualifications

I hold tertiary qualifications in Law (as a practicing lawyer) and Business (with a major in finance). I also hold a post-graduate qualification in Law.

My professional skills are primarily as a lawyer, however, as a Partner, those skills are extended and I am also required to:

- manage and supervise staff;
- manage business development and generate revenue;

- financially plan the organisation (through budgeting);
- throughout the financial year, report on profit and loss; and
- through the above, I am required to make business decisions throughout any given financial year to ensure stakeholder expectations around revenue and costs are met.

### **Director Experience**

I have been on the Little Athletics Queensland board for approximately 2 years. As part of that, I have helped establish the Finance, Audit and Risk committee, and I currently chair the Officials Committee.

Outside of Little Athletics, I am also a executive committee / board member at the law firm where I work as a Partner. That requires that I sit as a director of 4 separate entities, and attend a board meeting approximately once per week.

I have previously chaired a non-for-profit association established to advise legal professionals on the use of technology in the legal profession. I have also previously been the Secretary of the board of Queensland Masters Athletics, an organisation with shared values of Little Athletics

### **Other Sporting Experience**

I have extensive experience as an athlete, parent, coach and volunteer.

As an athlete, outside of Little Athletics, I am a current QA member who competes regularly in track and field, and cross country. I also play touch football for Brothers, and prior to this, have experience in cricket, cycling and rugby, playing each of those sports into my 30s.

I coach touch football at Brothers and have done so for around 6 years.

I also volunteer wherever possible, be that within Little Athletics or any other sport I am involved in.

At a professional level, I have advised major sporting organisations and conducted private board training sessions, for most of the major professional sporting organisations based in Brisbane.

Through these different lenses, I have a thorough understanding of different sporting models, and the impact the administration of an organisation can have on a variety of different stakeholders.

## **RESPONSE TO DESIRABLE EXPERIENCE UNDER POINT 11 OF THE SELECTION CRITERIA**

My primarily area of expertise is in (vii), Commercial contract / Legal risk management.

Notwithstanding this, as a Partner and member of the firm's executive committee, I also have experience in areas:

(iii) Project management - as the size and scale of the legal projects I am engaged on requires that I can co-ordinate a team of lawyers, external consultants and clients, to produce various documents and met timeframes which are part of a larger overall project;

(viii) Corporate governance and risk/compliance - a lot of the work I perform whether it is for a client or for my own firm, requires that I understand corporate governance, and can both advise on and act around matters of risk and compliance; and

(x) Senior management - as noted previously, I am the lead of my practice group, I lead one of our firm's priority market teams and sit as a member of the executive team of 5.



# MICHELLE MOORE

## EXPERIENCE AND KNOWLEDGE OF LITTLE ATHLETICS

### Experience and Knowledge

My Little Athletics journey began in the 1970s in Canberra, ACT. What I loved most about Little Athletics was the variety of events you could participate in - my favourites being Long Jump, Discus and Walks. Although I only completed one season of Little Athletics (due to my family moving overseas and then interstate), the enjoyment of competing in Little Athletics stayed with me.

Fast forward to 2006 where I registered my children at Noosa Little Athletics in the hope that they would have the same positive experience I did all those years ago. My son competed until U15 and my daughter until U17 (which included two years of Tiny Tots). Both still have fond memories of competing in local, regional and state competitions and making good friends along the way.

Not one to sit around and just watch on Little Athletics competition nights, I soon became involved in helping anywhere I could, initially taking on the role of Age Manager Assistant and then Age Manager. In 2012, I was invited to join the Noosa Little Athletics committee as PR Officer, a role I held for six seasons before taking on the role of Centre Manager and Canteen Coordinator for four seasons. Over the last four years, while serving on the Board of Directors, I have continued my involvement with Noosa Little Athletics in the roles of Canteen Coordinator, Officials Officer, PR Officer and now Arena Manager and Parent Liaison Officer.

My involvement with LAQ's Sun Coast Region began in 2013 taking on the role of track recorder and then High Jump chief, followed by Regional Coordinator (two seasons) and Meet Manager (2019 to present).

My officiating experience at LAQ events began in 2015 as track umpire and field recorder. Since then, I have officiated in roles as field recorder, High Jump chief, Long and Triple Jump, and Shot Put. I have held the role of Meet Manager since 2018 at most LAQ carnivals and championships - a role I truly enjoy.

Wherever possible I encourage other members to come and officiate in whatever capacity they can and am happy to mentor younger officials at regional and state levels.

For the past eight years I have been a member of the Little Athletics Queensland Competition Committee (and Chair of the Committee since 2024). It has given me a great insight into the structure and programming of LAQs competitions. As an active official I can get a first-hand view of LAQ's events from the perspectives of fellow officials, athletes, volunteers and parents. De-briefs after each event with key officials provides feedback on those events including suggestions of how we can do things better.

I have a good rapport with parents and athletes as well as my fellow officials, both on and off the field of play. My skills lie in being reliable, positive and approachable. I will always endeavour to find a solution (or compromise) to solve problems, no matter how big or small and I'm always open to new ideas from others. I love working as part of a team and enjoy the comradery and friendships I have created throughout my involvement with Little Athletics.

### Duration of Involvement

I have been involved with Little Athletics Queensland since 2006 - as a parent, age manager, committee member (in various roles), official, Competition Committee member, Competition Committee Chair and as General Director with the LAQ Board.

#### **Little Athletics Noosa**

- Joined in 2006/2007
- Age Manager assistant in 2009/2010
- Age Manager - 2010-2016
- Committee member:
  - PR Officer - 2012-2018
  - Centre Manager - 2018-2022

- Canteen coordinator - 2019-2023
- Arena Manager/Age Manager Coordinator/Parent Liaison Officer - 2023-present
- Life Member, Noosa Little Athletics - 2024

#### **Sun Coast Regional competitions**

- Track recorder - 2013-2015
- High Jump Chief - 2015-2017
- Regional Coordinator - 2017-2019
- Meet Manager - 2019-present

#### **LAQ**

- Track umpire - 2015
- Field/Walks recorder - 2016-2018
- LAQ Honour Certificate - 2016
- LAQ Volunteer of the Year Award and finalist in the Queensland Sports Volunteer of the Year Awards - 2018
- Meet Manager - 2019-present
- LAQ Competition Committee member - 2018-2022
- LAQ Merit Award - 2021
- LAQ Competition Committee Chair - 2024
- Call Room Manager - Winter Championships, Townsville 2023
- Call Room Judge - Spring Carnival, Bundaberg 2023
- General Director, LAQ Board of Directors - 2022-present
- Delegate/attendee at LAQ conferences - 2014-2025 (10 conferences)
- LAQ Alison Quirke Official of the Year Award - 2025

#### **National involvement**

- Field and Walks recorder, High Jump official - ALACs Runaway Bay - 2018
- Track umpire (Hurdles), Walks Judge, Presentation Assistant - ALACs Brisbane - 2026

#### **Diversity of Experience & Knowledge**

Throughout my involvement with LAQ I have held several different roles on committees and as an official. This has given me the opportunity to develop my skills as a problem-solver and the ability to think strategically when making decisions and suggestions for change. Improving our competitions is something I am most passionate about.

As part of the duties associated with being on the Board (and as an official) I have been able to travel to other regions and towns in Queensland and participated in Summer and Winter regional championships. This has given me the opportunity to meet other officials and volunteers and to share information and learnings. What works in a large region and centre may not work in a smaller region or centre and vice-versa. I believe that we all have the responsibility to ensure that the experiences had by our athletes, volunteers and officials across Queensland are positive ones and that we can maintain a sense of consistency in the delivery of our competitions.

- 2015 - Drafted and submitted successful motion for LAQ's 'No Alcohol Policy' (in collaboration with Val Hooper, Noosa Little Athletics).
- 2018 - Volunteer at Gold Coast Commonwealth Games (Road Cycling).
- 2019 - Introduced 'Sun Coast Legend' award to recognise officials that have contributed to continue to assist at Sun Coast Regional events and go above and beyond general volunteer expectations.
- 2019 - Created track marking diagrams for Relays, specifically Swedish Relay (in collaboration with Eddie Fabian and Rob Angus and Todd Williams in 2023/2024).
- 2021/2022 - Created and updated diagrams for LAQ Officials Handbook (in collaboration with Karen Lunt, Ruth Boustead, and Sue Williams).
- 2023 - Re-designed the LAQ Handy Hints sheets as well as creating illustrations and diagrams for the documents (in collaboration with Karen Lunt, Ruth Boustead, Tony Frampton, and Elissa Wyatt).
- 2024/2025 - Involved in development of the LAQ Strategic Plan 2025-2027 (Strategic goals and KPI's).
- 2025 - Developed the concept for the "12 days of Little Athletics" Christmas campaign fun on social media (Instagram stories) over the Christmas/New Year break. Delivered by Renee Sandilands (and a cast of very talented athletes, parents and volunteers!).
- 2026 - Attended LAQ Regional forums on Sun Coast and online.

## **SKILLS AND EXPERTISE OUTSIDE OF LITTLE ATHLETICS**

### **Professional Skills & Qualifications**

#### **Education**

- Bachelor of Arts (Major in Graphic Design - Queensland College of Art), 1989
- Diploma of Arts (Major in Graphic Design - Queensland College of Art), 1986

#### **Courses / further study**

- UX Design for Universities, 2021
- Cultural Awareness Training Workshop, 2020
- Writing for the Web, 2019
- USC Ally Network Training, 2012
- Adobe Photoshop (Advanced), 2007
- Dreamweaver Training, 2006
- Certificate IV in Assessment and Workplace Training (BSZ40198), Noosa Community Training Centre Inc., 2001
- Senior Leadership Training, Queensland Department of Environment, 1998
- Strategies and Tools for Improving Website Performance, IES, 1997
- Women in Management, QUT, 1993

#### **Skills**

- Over 35 years industry experience and excellent knowledge of desktop publishing software including Adobe Creative Suite and Microsoft Office
- Possession of excellent design and art direction capabilities in many facets of production from advertisements and brochures to signage, displays and digital applications.
- Demonstrated illustration skills utilising several different mediums.
- Demonstrated capacity for leadership, self-management, participatory decision-making, team building and the ability to accept, promote and manage change.
- Well-developed analytical, conceptual, interpersonal and communication skills.
- Sound knowledge of contemporary human resource management issues including employment equity and anti-discrimination practices.

#### **Work history / employment**

- November 2006 - present - Graphic Designer (current role) / Design and Production Coordinator, Marketing and Communications Unit, UniSC Sunshine Coast
- July 2003 - November 2006 - Freelance graphic designer (self-employed)
- January 2002 - June 2003 - Graphic Artist (Casual), Queensland Parks and Wildlife Service (Environmental Protection Agency)
- 1999-March 2000 - Manager, Corporate Publishing, Environmental Protection Agency
- 1992-1999 - Manager, Graphics Section, Queensland Department of Environment and Heritage
- Other roles: Acting Executive Manager, Education and Marketing Services Branch (Nov-Dec 1998); Acting Project Officer, Electronic Communication (July 1997-April 1998)
- 1988-1992 - Graphic Designer, Queensland Department of Environment Conservation and Tourism

### **Director Experience**

No other Director experience outside of Little Athletics.

### **Other Sporting Experience**

#### **Noosa Volleyball Club, Noosaville (2001-2024)**

- Social Indoor Volleyball player (2001-2024)
- Secretary (2021-2024)

#### **Achievements:**

- Development of competition rules and revision of Constitution
- Managed weekly game draws and team liaison
- Assisted Treasurer in preparation of financial reporting and governance documents each month and at end of year
- Developed club logo
- Established FB site to increase knowledge of the club
- Established membership with Volleyball Queensland, 2024

#### **Vulture Street Volleyball Club, Brisbane (1996-2000)**

- Indoor and Beach volleyball player
- Committee member

#### Achievements/duties:

- Management of Beach Volleyball competition at SouthBank (Ship Inn), 1996
- Development of templates for club certificates and corporate stationery
- Creation of artwork for tournament merchandise
- Assistance in developing a new Beach Volleyball site and competition in West End, 1997

#### Sandpit Beach Volleyball, Nambour and Peregrin (2003-2009)

- Social Beach Volleyball player

## RESPONSE TO DESIRABLE EXPERIENCE UNDER POINT 11 OF THE SELECTION CRITERIA

### Communication and Marketing

I have worked as a Graphic Designer and Production Manager for over 35 years in the field of Communication and Marketing. Throughout my career I have worked on several freelance projects ranging from painting and illustration commissions through to logo designs and corporate publications, working with several clients for over 30 years. Consistently willing to go the extra mile, I possess excellent stakeholder relationship management skills and the ability to guide, coordinate and manage staff, including freelance designers. I maintain a solutions-focused approach, collaborating effectively with clients.

Most recently, with the re-branding of USC to UniSC, I had the opportunity to be involved in the evolution of our corporate brand. This was a great opportunity to review what we had done previously and further develop and grow our brand reputation by creating new and exciting designs. Navigating these changes has also given UniSC the opportunity to further develop and nurture improved channels of communication with our corporate clients to better understand their needs in communicating effectively to students, industry partners and the general community.

#### Achievements (UniSC - current role of Graphic Designer)

- Successful supervision of freelance and casual designers engaged by Marketing and Communications (UniSC)
- Member of the Web Improvement Project Team implementing a new look and feel for the USC website in 2020 and UniSC website in 2022 - page redesign / sourcing images
- Coordinated photography tutorials for Marketing and Communications staff (2018)
- Conducted InDesign training and resource material for university staff (2018-present)
- Managed print production of corporate publications liaising with printers and suppliers (2014-2018)
- Design of corporate stationery (USC rebrand in 2016; UniSC rebrand in 2022)
- Design of corporate templates for staff (USC rebrand in 2016; UniSC rebrand in 2022)
- Managed design and production of fillable PDF forms
- Design of marketing publications (digital and print collateral)
- General photography at Open Day, Graduation ceremonies and various campus locations

#### Achievements (EPA/QPWS)

- Redevelopment of Queensland Parks and Wildlife Service logo - recommendations to senior management to simply modify existing logo and incorporate new colour to compliment the new Service uniform rather than redevelop or radically alter a well known and identified symbol.
- Development of a Design Standards manual, incorporating specifications for producing Agency reports, stationery, information series brochures and signage. Much of the work produced for signage standards has formed an integral part of the Queensland Parks and Wildlife Service 'Sign Manual'.
- Coordinated and assisted in the re-development and launch of the Department's Intranet site, liaising with consultants and department staff.
- Member of the team responsible for launching the first website for the EPA and QPWS in the late 1990s. Involved in communications with corporate clients, park rangers and interpretive officers and senior management to determine the best structure and content on the website; and involved in reviewing content of publications in terms of language and writing style to suit an online environment.



# JOEL OTTAWAY

## EXPERIENCE AND KNOWLEDGE OF LITTLE ATHLETICS

### Experience and Knowledge

I have been actively involved in Little Athletics for over 18 years, beginning as an athlete at Gold Coast Athletics Club from Under 6 through to Under 17 (2008-2020). During this time, I also competed in Queensland Athletics (QA) Shield competitions for five years, providing me with a strong understanding of both Little Athletics and senior athletics pathways.

Following my time as an athlete, I transitioned into coaching, officiating, and administration. I have served on the Gold Coast Athletics Club committee since 2020 in various roles including Programs Officer, Coach, and Social Media Coordinator, and most recently as Secretary (2024-2026). In these roles, I have been responsible for program delivery, athlete engagement, and club operations.

I have also contributed to regional and state-level events as an official from 2018 to 2026, working across multiple track disciplines at Little Athletics carnivals. Additionally, I have supported athlete development through my involvement with North Queensland School Sport, attending both state and national championships as a coach and team manager.

In 2025, I began coaching with Townsville Centrals Little Athletics Club and will step into the role of Head Coach in 2026, further broadening my experience across different regions within Queensland.

A key contribution to the sport has been my role in developing and implementing a “Social Athletics” program at club level. This initiative was designed to retain athletes who may not pursue high-performance pathways, by providing a flexible, inclusive and community-focused competition model. The program has created a stronger club atmosphere and provided an alternative participation pathway aligned with athlete enjoyment and retention.

Beyond Little Athletics, my professional experience with the City of Gold Coast (2020-2024) has strengthened my understanding of large-scale sport and community recreation delivery. Within the Aquatics team, I contributed to the planning and delivery of multiple major events, including two National Swimming Championships, two Queensland State Water Polo Championships, a UniSport Division 1 National Water Polo event, and the Australian Masters Swimming Championships, in addition to numerous school and club carnivals. These events involved coordinating facilities, stakeholders, and operational teams to deliver high-quality experiences for athletes, officials, and spectators.

In my subsequent role within the Sport & Recreation team, I was responsible for managing access and bookings across approximately 800 sporting fields and facilities across the Gold Coast. This included servicing a customer base of over 1,500 active users, including sporting organisations, schools, community groups, major event organisers, and commercial entities such as film and television productions. My role required balancing competing priorities, coordinating major events, and ensuring the effective maintenance and utilisation of facilities across one of Australia’s largest local government sport networks.

This experience has provided me with strong capabilities in large-scale operations, stakeholder management, strategic planning, and the delivery of community sport at both grassroots and elite levels.

I am also currently a member of the Little Athletics Queensland Competition Review Committee, contributing to a statewide review of competition structures. This work involves evaluating existing formats, identifying opportunities for growth, and making recommendations to improve participation, accessibility, and long-term sustainability of competitions.

### Duration of Involvement

My involvement in Little Athletics spans over 18 years, beginning as an athlete at Gold Coast Athletics Club from Under 6 through to Under 17 (2008-2020). During this time, I developed a strong foundation in the sport and remained actively engaged through both Little Athletics and Queensland Athletics competitions.

Following my transition from athlete, I have maintained continuous involvement in the sport across multiple roles. Since 2020, I have been an active committee member at Gold Coast Athletics Club, contributing as a Coach, Social Media Coordinator, and Programs Officer, and more recently as Secretary from 2023 to present.

In 2024, I returned to active participation through the club's Social Athletics program, continuing my involvement as both a participant and program contributor.

After relocating to Townsville for work, I expanded my involvement into regional Queensland, taking on a coaching role with Townsville Centrals Little Athletics Club in 2025, and stepping into the position of Head Coach from 2026.

At a state level, I have been involved as an active official at regional and state Little Athletics events, and since 2025 have contributed to the Little Athletics Queensland Competition Review Committee.

Throughout this period, I have maintained consistent and evolving involvement in the sport, transitioning from athlete to volunteer, coach, administrator, and contributor at both club and state levels

### **Diversity of Experience & Knowledge**

My involvement in athletics spans a wide range of roles, including athlete, coach, official, committee member, and club leader. This breadth of experience has provided me with a comprehensive understanding of the sport from both participant and governance perspectives.

As an athlete, I progressed through Little Athletics from Under 6 to Under 17, while also competing in Queensland Athletics competitions. This dual exposure has given me a strong understanding of both the Little Athletics and senior athletics systems, including the challenges associated with athlete transition and long-term retention within the sport.

Following my time as an athlete, I have contributed across both coaching and administration. I have coached athletes in both South East Queensland and North Queensland, and currently hold leadership roles as Secretary at Gold Coast Athletics Club and Head Coach at Townsville Centrals Little Athletics Club. These roles have required effective leadership, communication, and the ability to support and develop athletes, volunteers, and club operations.

My experience across multiple regions – from the Gold Coast to Townsville – has provided valuable insight into the differing needs of metropolitan and regional centres. This includes variations in participation trends, volunteer capacity, access to facilities, and the delivery of competitions and programs.

A key contribution I have made at club level is the development and implementation of a “Social Athletics” program. This program was specifically designed to address athlete retention beyond the Under 17 age group, as well as the broader decline in participation that often begins around the Under 13 level. The program provides a fun, local, and club-based competition environment for older athletes who have transitioned out of Little Athletics but are not necessarily engaged by the high-performance Queensland Athletics competition pathway. By offering a more flexible, inclusive, and social format, the program has helped retain athletes within the sport, strengthen club culture, and provide an additional participation pathway that complements existing competition structures.

In addition, my involvement in officiating and event delivery at club, regional, and state levels, combined with my current role on the Little Athletics Queensland Competition Review Committee, has further strengthened my understanding of competition structures, governance, and opportunities for innovation within the sport.

Overall, my diverse experience across athlete development, program delivery, governance, and regional engagement positions me well to contribute to the continued growth, sustainability, and evolution of Little Athletics Queensland.

## **SKILLS AND EXPERTISE OUTSIDE OF LITTLE ATHLETICS**

### **Professional Skills & Qualifications**

I am currently employed as a secondary school teacher, delivering programs across multiple year levels and subject areas. My teaching responsibilities include Year 8-10 Health and Physical Education, Year 11 Aerospace Systems, and Year 12 Certificate III in Aviation (Remote Pilot). These roles require strong skills in curriculum design, assessment, student engagement, and the delivery of both theoretical and practical learning.

In addition to my teaching role, I have been appointed as the Head of Non-Curricular Sport (2026) at my school. This leadership position involves overseeing school sport programs, coordinating teams and competitions, managing staff and resources, and supporting the development of sport pathways for

students. This role has strengthened my leadership, organisational, and strategic planning capabilities within a large and dynamic school environment.

I hold a Bachelor of Secondary Education, with an extended major in Health and Physical Education and a minor in Aviation Management (Airline and Airport Operations). I also hold a Certificate III in Sport and Recreation, Certificate III in Aviation (Remote Pilot), and a Certificate IV in Training and Assessment, equipping me with a strong foundation in both education and industry-based training.

I have extensive experience working with a range of digital systems and platforms to support program delivery, operations, and data management. These include Canvas (QLearn), Microsoft 365 applications, RMS (booking and facility management), Livepro, Sports80, ResultsHQ, RevSport, and Meet Manager. This has enabled me to efficiently manage data, streamline processes, and support evidence-based decision making.

My experience in program development includes the design and implementation of the Social Athletics program, which focuses on improving athlete retention and engagement through alternative competition formats.

Additionally, through my previous role with the City of Gold Coast, I have been involved in strategic planning related to sport and recreation, including facility utilisation and long-term master planning. This has provided me with valuable insight into infrastructure planning, community needs, and the alignment of facilities with participation growth.

Overall, my professional background combines education, leadership, digital capability, and strategic planning, allowing me to contribute effectively to governance, innovation, and the ongoing development of Little Athletics Queensland.

### **Director Experience**

I have developed strong governance and committee experience through my ongoing involvement in club administration. I have served on the Gold Coast Athletics Club committee since 2020 in a range of roles, including Programs Officer, Social Media Coordinator, Coach, and most recently Secretary (2023-present). In these positions, I have contributed to decision-making processes, policy implementation, program development, and the overall operation and growth of the club.

Through these roles, I have gained practical experience working within a committee structure, collaborating with other volunteers, and contributing to strategic discussions that support the sustainability and development of the organisation.

In addition to my club-level experience, I have also developed exposure to budgeting, financial decision-making, and governance through my professional roles. While working with the City of Gold Coast, I was involved in the delivery and oversight of a large-scale sports facility maintenance program valued at approximately \$35 million per year. This provided insight into asset management, prioritisation of resources, and long-term planning within a complex operational environment.

Within my current role in education, I am involved in budgeting and resource allocation for school sport programs, including determining team participation based on available funding and managing costs associated with transport, entry fees, equipment, and officials. This requires balancing financial constraints with participation opportunities and ensuring equitable access for students.

These combined experiences have provided me with a strong foundation in governance, financial awareness, and strategic decision-making, which I would bring to a Director role within Little Athletics Queensland.

### **Other Sporting Experience**

In addition to my involvement in Little Athletics, I have developed a broad range of experience across school and representative sport, with a strong focus on athlete development and program delivery.

I have been actively involved in coaching at Gold Coast Athletics Club for the past five years, supporting the development of junior athletes across a range of events and contributing to a positive and inclusive training environment.

At a representative level, I have worked with North Queensland School Sport, where I served as a Team Manager at the 2025 State Championships and as a Coach at the 2025 National Championships. These roles involved athlete preparation, team coordination, and supporting high-performance environments, while also ensuring athlete wellbeing and team culture.

In my current role within education, I am also contributing to the implementation of a new Sports Excellence Program (Brumbies) at my school in 2026. This program is designed to enhance athlete development pathways, improve student engagement in sport, and provide structured opportunities for students to progress in both participation and performance.

Through these experiences, I have developed strong skills in coaching, athlete development, team management, and program implementation across both grassroots and representative sport environments.

## **RESPONSE TO DESIRABLE EXPERIENCE UNDER POINT 11 OF THE SELECTION CRITERIA**

### **Change Management**

I have been directly involved in significant organisational change within athletics at a club level. In 2023, I was part of the transition from Gold Coast Little Athletics Club into the newly formed Gold Coast Athletics Club, an amalgamated model incorporating both Little Athletics Queensland (LAQ) and Queensland Athletics (QA). This required adapting to new governance structures, aligning programs, and supporting members through change.

In 2024, I led the development and implementation of a Social Athletics program, designed to complement existing competition structures. This initiative addressed key participation challenges, particularly athlete retention beyond the Under 17 age group and the drop-off observed from early teenage years. The program introduced a flexible, inclusive, and community-focused competition format, providing an alternative pathway for athletes who are not engaged in traditional high-performance competitions.

### **Project Management**

I have led and contributed to a range of projects across both sport and education settings. This includes the development and rollout of the Social Athletics program, coordination of school sport programs and representative teams, and involvement in large-scale event delivery through my work with the City of Gold Coast. These experiences have required planning, stakeholder coordination, time management, and the ability to deliver outcomes within set timeframes.

### **HR, People and Culture, Diversity and Inclusion**

In my role within education, I am responsible for managing and supporting staff involved in school sport programs. This includes fostering a positive team culture, supporting staff development, and ensuring inclusive participation opportunities for students of varying abilities and backgrounds.

### **Corporate Governance and Risk/Compliance**

I have a strong understanding of governance and compliance requirements through my role within the Queensland education system. The delivery of school sport programs requires strict adherence to Department of Education policies, including the completion of CARA (Curriculum Activity Risk Assessment) documentation, principal approvals, informed parent consent, and staff briefing processes. This ensures all activities are conducted safely, ethically, and in line with regulatory requirements.

### **Technology and Digital**

I have played a key leadership role in the implementation of digital systems within the education sector, with a strong focus on improving efficiency, engagement, and alignment to curriculum and organisational priorities.

At a school level, I am leading the rollout of QLearn (Canvas), transitioning our faculty from a predominantly paper-based model to a structured, digital learning environment. This initiative involves designing and implementing online course content, supporting staff in the adoption of the platform, and driving consistency in how learning materials are delivered. The transition has improved accessibility for students, streamlined assessment processes, and supported more data-informed teaching practices.

At a regional level, I am part of a select group of educators leading the implementation of Corella, the Queensland Department of Education's AI platform. Corella is designed to support both teachers and students by ensuring that content is aligned to the Version 9 Australian Curriculum, while also enhancing teaching and learning through AI-assisted tools.

My role involves training and supporting staff during the initial adoption phase, building confidence in the use of emerging technologies, and ensuring that implementation is practical, ethical, and aligned to educational outcomes. This includes working with teachers to integrate AI into their practice in a way that enhances, rather than replaces, effective pedagogy.



# NICOLE STINSON

## EXPERIENCE AND KNOWLEDGE OF LITTLE ATHLETICS

### Experience and Knowledge

I have been actively involved in Little Athletics Queensland for the past five seasons as both a parent and volunteer. My experience spans grassroots delivery, competition operations and club administration, giving me a strong understanding of how Little Athletics functions at club level and the critical role volunteers play in delivering positive experiences for athletes and families.

Little Athletics has been a foundational experience for my children, beginning in Tiny Tots and progressing through to U9 and U7.

Beyond physical skills, I have seen first hand how Little Athletics builds confidence, resilience, social skills and a sense of belonging. For my daughter, who experienced developmental delays, the inclusive and supportive environment was life changing - reinforcing my commitment to this sport as more than just athletics, but as a community service

### Duration of Involvement

Five consecutive seasons as a Little Athletics parent and active volunteer. Most recently for the last two seasons undertook the roles of Registrar, Competitions Officer and Team Manager

### Diversity of Experience & Knowledge

My involvement includes both operational and leadership roles: Age Marshal, Finish Line and field event support, Timing room, Registrar (two seasons), Competitions Officer I Team Manager.

This has provided me with insight into athlete experience, volunteer workload, competition delivery, systems and registration processes, and the practical realities clubs face week to week. I understand what works well on the ground - and where better systems, clearer guidance and stronger support can significantly improve sustainability and retention.

This season I also supported the rollout of Sport:80 at club level by designing and creating clear, practical support resources, including:

- step by step instruction guides for parents and families
- information sheets for volunteers and committee members as well as family friendly versions
- a reusable instruction template to support consistency in how LAQ creates and shares system guidance

This work focused on reducing volunteer confusion, improving uptake of new systems and supporting clubs through change with clear, easy to use documentation.

## SKILLS AND EXPERTISE OUTSIDE OF LITTLE ATHLETICS

### Professional Skills & Qualifications

I bring over 20 years' experience in learning and development, with strong capability in: change management and continuous improvement strategic planning and implementation governance and framework development stakeholder and community engagement people capability, coaching and development currently work in the not for profit sector, where part of my role is focused on increasing revenue opportunities to ensure learning and development programs can be delivered at no cost to carers. This has required balancing financial sustainability, community impact and organisational values - experience directly relevant to a member based sporting organisation.

## **Director Experience**

While I am seeking my first formal board appointment, in my role as Learning Delivery Lead, I work closely with executive leaders and boards.

I regularly contribute to strategic decision making, governance frameworks, performance reporting and change initiatives, and am confident operating at a board and executive interface.

I bring a governance focused mindset, strong preparation habits, the ability to provide constructive challenge, and a commitment to collective decision making and accountability.

## **Other Sporting Experience**

In addition to Little Athletics, I have volunteered and held committee roles across multiple community sports, including soccer, netball and hockey.

My involvement has included both hands on volunteer support and committee level contributions, providing me with a broad understanding of how different grassroots sports operate, engage families and rely on volunteers to deliver sustainable programs.

This cross sport experience has reinforced the universal challenges faced by community clubs - volunteer capacity, administrative load, system changes, retention of families, and the importance of clear communication and strong governance.

It has also strengthened my appreciation for the foundational role Little Athletics plays in supporting children's physical literacy and long term engagement in sport.

## **RESPONSE TO DESIRABLE EXPERIENCE UNDER POINT 11 OF THE SELECTION CRITERIA**

I bring strong experience across several of the desirable criteria, including:

Change management: 15 years experience

Extensive experience leading and supporting individuals and teams through organisational and system change, with a strong focus on communication, capability building and practical implementation.

Project management: 12 years experience

Proven ability to design, implement and sustain frameworks and programs that balance strategic intent with operational reality.

HR / People and Culture / Diversity & Inclusion: 19 years experience

Significant experience building inclusive learning environments, supporting diverse communities, and embedding values fed approaches into organisational practice.

Corporate governance and risk / compliance: 3 years experience

Experience contributing to governance frameworks, compliance requirements and risk based decision making within a not for profit context. I currently hold a position on my organisations Research and Advocacy advisory committee.

Senior management: 3 years experience

Currently operating in a senior leadership role with responsibility for strategy execution, stakeholder engagement and long term capability development.

I am motivated to serve on the LAQ Board because I believe Little Athletics has a unique and powerful role in shaping confident, resilient and connected Queensland children. I bring a combination of lived experience, professional capability and genuine commitment to supporting clubs, volunteers and families - ensuring the sport remains inclusive, sustainable and community focused into the future.



# KATHLEEN McLEAN

## EXPERIENCE AND KNOWLEDGE OF LITTLE ATHLETICS

### Experience and Knowledge

I am actively involved with Ipswich Little Athletics

I appreciate that within the LAQ space I am relatively new to the sort but I am amercing myself in all aspects of the sport to better myself, and my children's experience. I am a believer in being involved at all levels of a sporting association; to support, build relationships, and actively work with boards/management to have a better understanding of the organisation, without understanding and active participation change and growth can not occur.

My current responsibilities within the club and LAQ involve obtaining and developing my officiating credentials, assisting with the weekly management of the multiclass program and assisting throughout the club as required (e.g canteen, age marshalling, officiating, planning events and meetings).

I come from many years experience (approximately 10yrs) coaching, umpiring, team management, club representative (vice president and treasurer) at Ipswich Netball Association.

As a parent of multiclass athlete I have lived experience and knowledge of the challenges that occur with being a multiclass athlete, as such I feel I have a lot to offer to LAQ and the greater multiclass community by being on the board and sharing my knowledge and experience and identifying the challenges that come with being a MC athlete. By having representation on the board I hope to represent all MC families and offer insight and assistance into the challenges of having an increasing number of mutliclass athletes within a sporting organisation.

### Duration of Involvement

I have been with Ipswich Little Athletics for 3yrs. I was an active member in the past with Ipswich Netball Association so I have experience regarding involvement of clubs and what that entails.

I am an active Masters Athlete and compete and officiate at Masters events as well.

### Diversity of Experience & Knowledge

My experience and knowledge in athletics is developing and growing daily. I am working with my centre manager as my mentor to improve, develop and progress my officiating credentials. I enjoy working along side and learning from Jenny Boardman at carnivals, and being a family/parent liaison with the multi-class athletes and their families.

I am an active member of P&F boards at my children's schools and am involved with volunteering and organising events and fundraising activities within the schools. I actively assist on school excursions and chaperone events (Blue card holder).

## SKILLS AND EXPERTISE OUTSIDE OF LITTLE ATHLETICS

### Professional Skills & Qualifications

I am a senior clinical surgical prescribing pharmacist at the Princess Alexandra Hospital in Brisbane. I am a Team Leader and run a team of 12 pharmacists and 2 technicians. I ensure rostering and training of staff within my team and the wider department ( 150+ pharmacists and assistants). I work at tertiary which entails training of many junior staff as they begin their healthcare journey. I liaise and train medical staff, nursing staff, allied health, and support staff. Work collaboratively within multidisciplinary teams to ensure the best patient care is provided.

I have exceptional communication skills. Working within such a large organisation it is vital communication amongst hierarchy occur in a timely manner, as well as direct communication within my own team.

I am organised and ensure day-to-day tasks are completed, and my time management skills allows me to be organised in all aspects of my life, ensuring work is completed and home life / volunteer tasks are completed on time without delay or negative impact.

### **Director Experience**

I have approximately 15yrs management experience in my working career. From managing and running community pharmacies and being a Surgical Pharmacist team leader and active member of many committees within QLD Health and schools.

I am organised and have demonstrated time management and communication skills.

I have experience in change management and stakeholder engagement as well as community engagement.

### **Other Sporting Experience**

I grew up on the netball courts. I competed throughout my school life at a district level, club level through Ipswich Netball Association representing Ipswich and QLD. I began coaching as a 15yr old around school commitments and playing. I also obtained my State C umpires badge and continued to contribute to the sport even after I finished competing past a club level. As an adult I moved into indoor netball and also contributed with umpiring

## **RESPONSE TO DESIRABLE EXPERIENCE UNDER POINT 11 OF THE SELECTION CRITERIA**

I am a senior manager pharmacist at the PA hospital. I am responsible for the daily rostering, performance management and training of a number of staff within my team. We are a diverse group of employees, and being a manager has ensured I am trained within QLD Health in; cultural awareness and diversity, inclusion and HR. My position at work also entails writing of policies, procedures, and risk assessments.

I have been at the PA hospital for 13years and over that time I have been involved with many change management processes and lead a number as well. These have included hospital wide training for moving from a paper based system to a digital system in 2016. This requires the ongoing training of new to hospital staff and constantly reviewing and adapting training to an ever changing environment, and more recently becoming credentialed as a Prescribing Pharmacist. This has entailed the development of unit specific protocols, stakeholder engagement and implementation of a new service, in its infancy still but the response and results have been excellent, cost saving to the hospital and improve patient flow and staff satisfaction.

Being involved in a number of committees through work and school has been possible due to my time management skills and exceptional communications skills. I have. experience within my roles on P&F boards with fundraising and community engagement.



# KIRRA STONEHOUSE

## EXPERIENCE AND KNOWLEDGE OF LITTLE ATHLETICS

### Experience and Knowledge

I am strongly committed to upholding the principles of diversity, equity, and inclusion across all levels of Athletics. Through my roles as a referee, Chief Official, Team Manager, and member of the Competition Committee, I have consistently worked to ensure that all athletes, volunteers, and families are treated with dignity, fairness, and respect. I actively promote an inclusive environment where individuals of all backgrounds, abilities, and experiences feel valued, supported, and empowered to participate fully. I am dedicated to applying inclusive practices in all aspects of my involvement and to fostering a culture that prioritizes safety, accessibility, and equal opportunity for everyone. With my variety of experience over many committee duties and official duties it has gained me a lot of experience and knowledge of a variety of tasks for example, from being team manager at regionals and state, from starting out as a junior coach to all the way up to being part of an executive committee as a secretary.

### Duration of Involvement

2008-2019- Athlete  
2013-2015- Tiny Tot Assistant  
2016-2018- Junior Coach  
2018- Level 1 Official (All Events)  
2018 - Present - Youth Coach  
2019- Volunteer Of The Year At Redlands Little Athletics Centre  
2019 - Present Officials At Laq State Championships  
2024- Level 2 Development Coach  
2024- Level 3 Performance Coach  
2024/2025- Officials Officer At Redlands Little Athletics  
2024/2-25- Head Throws Coach At Centre Level  
2024/2025 Coordinator And Organizing Of Redland Carnival  
2025 To Present Competition Committee Member  
2025-2026 Secretary For Sunnybank Little Athletics  
2025-2026 Coach At Sunnybank Little Athletics  
2025-2026- Field Referee At Southeast Regional And Southeast Regional Relays

### Diversity of Experience & Knowledge

I offer a comprehensive and diverse background in Athletics, developed through progressive involvement as an athlete, coach, official, administrator, and community volunteer. My experience spans grassroots participation, technical officiating, high-level coaching accreditation, and leadership roles across multiple centres, providing me with a well-rounded understanding of the sport's operational and strategic needs.

My pathway includes early engagement as a Tiny Tot Assistant and Junior Coach, progressing to Youth Coach and subsequently achieving Level 2 Development Coach and Level 3 Performance Coach accreditation. As Head Throws Coach, I have supported athletes across varying ages and abilities, ensuring inclusive and development-focused coaching environments. In addition to coaching, I have extensive officiating experience, beginning with Level 1 accreditation in 2018 and continuing through regular service at LAQ State Championships. My roles as Field Referee and Officials Officer have strengthened my understanding of competition delivery, compliance, and volunteer coordination.

My administrative and leadership contributions include serving as Carnival Coordinator, Competition Committee Member, Centre Secretary, and long-term volunteer across multiple centres. These roles have enhanced my governance capability, organisational skills, and ability to collaborate with diverse stakeholders. Recognition as Volunteer of the Year at Redlands Little Athletics reflects my commitment to community sport and service. Through these combined experiences, I bring a balanced, informed, and

athlete-centred perspective to board governance. I am committed to supporting inclusive participation, strengthening volunteer pathways, and contributing to strategic decision-making that reflects the needs of the broader Athletics community.

## **SKILLS AND EXPERTISE OUTSIDE OF LITTLE ATHLETICS**

### **Professional Skills & Qualifications**

Justice & Legal Studies - TAFE Queensland (Enrolled: 15/07/2019 - 06/11/2019) Certificate 2  
CJSCOM401 - \*Provide Information and Referral Advice on Justice Related Issues\*  
SBRES404 - \*Research Legal Information Using Primary Sources\*  
BSBLEG417 - \*Apply the Principles of Evidence Law\*  
Foundation Skills - TAFE Queensland (Enrolled: 04/06/2020 - 13/10/2020) Certificate 3  
FSKOCM07 - \*Interact Effectively with Others at Work\*  
FSKNUM12 - \*Identify and Interpret Information in Familiar Tables, Graphs and Charts for Work\*  
FSKNUM19 - \*Interpret Routine Tables, Graphs and Charts for Work\*  
Conservation & Land Management - TAFE Queensland - Completed Certificate 2  
AHCPMG201 - \*Treat Weeds\* (18/05/2020 - 29/07/2020)  
AHCNAR303 - \*Implement Revegetation Works\* (11/05/2020 - 22/06/2020)  
AHC PGD301 - \*Implement a Plant Establishment Program\* (09/03/2020 - 15/06/2020)  
AHC MOM203 - \*Operate Basic Machinery and Equipment\*  
SIT30812- Cert 3 in Commercial Cookery - Obtained 2025

### **Director Experience**

As Sous Chef, provided strategic oversight of culinary operations, aligning menu development, budgeting, and supplier partnerships with organizational goals. Led cross-functional teams, implemented cost-control and quality assurance measures, and contributed to long-term growth strategies.

### **Other Sporting Experience**

I have participated in a wide variety of sports, encompassing both team and individual disciplines, including soccer, AFL, Oztag, and golf. While each sport is distinct in its structure and style of competition, they all share the common ability to foster strong values, connection, and community engagement.

Through this involvement, I have gained an appreciation for the unique cultures that exist within different sporting environments, from team dynamics and player relationships to the broader culture of clubs and organisations. Experiencing these diverse settings has provided me with valuable insight into how leadership, communication, inclusion, and shared purpose contribute to positive sporting experiences and long-term success.

This broad sporting background has strengthened my understanding of participant needs across multiple sports and reinforced the importance of building supportive, respectful, and high-performing cultures at both team and organisational levels.

## **RESPONSE TO DESIRABLE EXPERIENCE UNDER POINT 11 OF THE SELECTION CRITERIA**

### **Project management**

Through my variety of committee roles across two little Athletics clubs and being a part of the competition committee, I have contributed to planning and coordination and delivery of Athletics programs and competitions. This has included organizing officials. Coordinating coaching sessions, assisting and running event operations and contributing ideas to improve functions and athlete experiences at clubs. My experience of this has been 5 plus years in committee leaderships and operating events.

### **Corporate governance and risk compliance**

My variety of roles on the committee and competition committee have provided practical experience in governance processes, policy implementation compliance with competition rules, operational decision making and risk awareness in the sporting environment. My officiating background has also strengthened my understanding of safety procedures, rules compliance and fair competition standards.

### **Senior Management**

Outside of Athletics I have the title at work as Sue- chef. This role requires me to supervise kitchen staff, managing and delegating tasks to chefs de partie, commis chefs, and other kitchen staff. Additionally, to this I oversee preparation and cooking a variety of dishes, ensuring they meet quality and presentation

standards. Furthermore, I often collaborate with the head chef to design menus and create daily specials. Inventory management: Selecting suppliers, ordering raw materials, and managing food stocks. Training and development is another key component. This includes mentoring and training new kitchen staff, ensuring they understand proper cooking techniques and food safety standards. In addition, organizing the kitchen to ensure all ingredients, tools, and equipment are readily available. While I have only held a formal Senior Executive Title for a year as Secretary, I have previously held leadership positions involving responsibility for teams, volunteers, and operational areas. As Officials Officer and Head Throws Coach, I was responsible for coordinating people, planning activities, and ensuring successful delivery of club operations within my area.

HR, people and culture, Diversity and inclusion

My role as Sous Chef at a golf club has provided practical leadership experience highly relevant to HR, People & Culture, Diversity and Inclusion. In a fast-paced operational environment, I contribute to the supervision, development and wellbeing of a diverse workforce, supporting recruitment, onboarding, training and day-to-day staff management. I assist in fostering a positive workplace culture that values teamwork, accountability and respectful communication. Working with employees from varied backgrounds, ages and experience levels has strengthened my ability to lead inclusively, adapt communication styles, and support equitable participation and professional growth. This experience has given me strong insight into workforce engagement, staff retention, conflict resolution and creating environments where individuals feel valued, supported and able to perform at their best.

