



Uniting Church in Australia
ASSEMBLY
Assembly Standing Committee

10-12 November 2023

DOCUMENT 13

Title	UCA Assembly Limited Board Member Nominations
Type of Paper	For Approval by ASC as noted under Clause 10(1)(a) as set out in the Constitution of UCA Assembly Limited "UCAAL"
Assembly or ASC Minute	<p>Clause 10(1)(a) of the UCAAL constitution notes</p> <p><i>"No person may be elected or appointed to the office of Director including those appointed to fill a casual vacancy, nor can the number of Directors or qualification of the Directors to hold office be amended unless approved by the Assembly Standing Committee"</i></p> <p>Under Clause 2.1(c)(1), UCAAL is defined as</p> <p><i>an "institution" as that term is defined in regulation 3.7.4.7(a) (i) of the Regulations; and</i></p> <p><i>(2) a "Body" as that term is defined in clause 3 of the Church Constitution and shall be subject to the relevant requirements and restrictions imposed by laws of the Church on the Company as an institution of the Church and as a body within the Church, so far as they do not contravene the Law.</i></p>
Consultation	UCAAL Board
Purpose	To ensure the Board of UCAAL maintains a functional and highly skillful board.
Rationale & Findings Summary	<p>UCAAL is the corporate body for the National Assembly that enters contracts on behalf of the National Assembly.</p> <p>UCAAL has identified two candidates, both with extensive UCA experience, to come onto the Board.</p>
Attachments	Attachment A: Expression of Interest Form – Dale K. Ham Attachment B: Expression of Interest Form – David Cousins
Proposal/s	<p>That the Assembly Standing Committee:</p> <ol style="list-style-type: none">1. approve the appointment of Dale K. Ham to the UCAAL Board in line with the UCAAL constitution2. approve the appointment of David Cousins to the UCAAL Board in line with the UCAAL constitution

Submitted by	<p data-bbox="574 195 938 222">On behalf of the UCAAL Board</p> <p data-bbox="574 258 1235 380">Leo Iosifidis National Director – Strategic Finance and Administration Uniting Church in Australia – National Assembly Company Secretary – UCAAL</p> <p data-bbox="574 409 813 464">lei@nat.uca.org.au 0427 546 100</p>
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Management Accountant / Logistics Analyst

Success providing high-end customer service and accounting solutions to top-level organisations

A graduate with a Bachelor of Business (Professional Accounting) degree and CPA qualification and extensive experience managing Logistics, Operations, and Technology Services. Highly skilled in customer service, project management, change delivery, procurement, order requisition and processing, workflow planning and prioritisation, and driving continuous improvements to streamline the accomplishment of set goals and targets. Leverage excellent communication and interpersonal talent to forge solid relationships with clients, stakeholders, suppliers, teams, and management at all organisational levels.

Highlights of Expertise

- Strategic Management & Planning
- Contract Review & Implementation
- Entrepreneurship & Self-Management
- Administration / Operations
- Financial Regulatory Compliance
- Customer Relationship Management
- Stakeholder Engagement & Collaboration
- Communication & Interpersonal Skills
- Logical Reasoning & Problem Resolution
- Team Leadership & Development
- Training, Coaching & Mentorship
- Financial Analysis & Reporting
- Change / Project Management
- Continuous Improvements
- Budget / Cost Control
- Executive Presentation
- Business Technology
- Forward-Thinking

Career Experience

ProbeCX, Healthdirect, Biggera Waters

CLIENT SOLUTIONS SPECIALIST – My Aged Care Solutions (2021 to Present)

ProbeCX, Healthdirect, Biggera Waters

CLIENT SOLUTIONS SPECIALIST – National COVID Hotline (2021 to Present)

ProbeCX Stellar-AP / ATO

CLIENT SOLUTIONS SPECIALIST - Springfield (2020 to 2021)

Sykes Westpac, Varsity Lakes

CLIENT SOLUTIONS - Business Ex / Customer Assistant (2021 to 2021)

Maintain a positive, empathetic, and professional attitude toward customers at all times and respond promptly to issues/inquiries. Document client requirements to enable the development of bespoke solutions that met specific customer needs and demands.

Key Achievements:

- Demonstrated thorough knowledge of the company's full product/service offerings to expedite response to RFIs and the resolution of issues.

Suncorp Group, Brisbane

CLIENT SOLUTIONS SPECIALIST (2020 to 2020)

Assisted in processing orders, forms, and information requests and maintained up-to-date records of customer interactions, transactions, comments, and complaints.

Key Achievements:

- Analysed and provided feedback on the efficiency of the customer service process and ensured excellent experience and satisfaction via effective ownership of customer service and professional support.

Serco-AP / ATO

CLIENT SERVICES REPRESENTATIVE - Varsity Lakes, Robina (2020 to 2020)

Collaborated with colleagues to synergise achievement of team-driven goals and targets and managed a junior Customer Service Representatives.

Key Achievements:

Continued...

- Communicated with customers through various channels with responsibility for acknowledging and resolving customer complaints.

Australia Post, Northgate & Heathwood

NETWORK LOGISTICS ANALYST (Twenty-Eight Years Ending 2019)

Demonstrated operational areas and leadership skills while providing analytical, project, and management-focused solutions to both internal and external stakeholders.

Key Achievements:

- Supported operations in Brisbane, as well as Queensland regional centres for the Australia Post Mails and Deliveries Network, which included national services.
- Administered a programme with the Infrastructure Service's senior state-based management team and work scope covered the overall policy implementation and coordination of annual management, financial, and programmes strategies.
- Oversaw cost-effective and efficient financial management and integrated robust controls to maintain all operations within set budgets.
- Accountable for Operations and Support teams' financial management, which comprised of revenue/expenditure budgets preparation and monitoring, in addition to submitting prompt monthly, quarterly, and annual management/financial reports with descriptive content and recommendations.
- Developed the division's annual/rolling plans and schedules to optimise the post's QLD IT resources and budget.
- Developed a manual spreadsheet to monitor purchasing records, resulting in increased efficiencies and reduction in overall costs to budgets YOY.
- Utilised MS Excel skills to convert data from SAP into insightful financial/statistical assessments to support informed decision-making.
- Represented the state as a champion for implementing, troubleshooting, and post-implementation review, including advanced planning and execution of the national service desk launch and training.
- Led the consistent implementation of processes and system changes in conjunction with key stakeholders and diverse business process owners.
- Designed process flow models for the launch with responsibility for reviewing current processes and integrating the same with future procedural developments.
- Facilitated collaborations and officiated meetings with Operations teams as an advocate for key stakeholders' interests.
- Worked under pressure on simultaneous tasks and multiple projects with conflicting priorities, ensuring all deliverables were accomplished on time and under budget.
- Acted as a CPA and Project Manager, which included applying networks, systems, analytical, conceptual, and problem-solving skills to implement annual management, financial plans/programmes, processes, and strategic planning.
- Streamlined commercial engagement with suppliers and vendors via proactive communication while negotiating fees and contract agreements.
- Managed HR processes and contracts for permanent, casual, and contract staff by overseeing efficient candidate selection and recruitment.
- Contributed to management and committee meetings and refined processes for high-quality self-performance during go-live, full operations, and post-implementation review.

Education & Credentials

Bachelor of Business (Professional Accounting), University of Southern Queensland

Graduate Certificate in Management, University of Southern Queensland

CPA, Australian Society of Certified Practising Accountants

Standards-Based Project Management, DDI

Professional Development: Chief / Senior Communicator - Race Control - Supercars Australia - Bathurst / Townsville / Ipswich / Gold Coast / Newcastle / Sydney; Event Assessor / Mentor - Motorsport Australia (CAMS); Chairman & Director - Australian Postal Institute.

Technical Proficiency: Microsoft Office (Word, Excel, Outlook, PowerPoint).

Affiliations: Member, Australian Society of Certified Practising Accountants; Life Memberships - Australian Postal Institute / Trinity College Board (Beenleigh) / Ormeau State Primary School / Family Radio 96five FM.

Expression of Interest Form for Assembly Committees or Task Groups

Basis of Union:

The Uniting Church recognises that responsibility for government in the Church belongs to the people of God by virtue of the gifts and tasks which God has laid upon them.

Constitution:

The Assembly shall have determining responsibility in matters of doctrine, worship, government, and discipline, including the promotion of the Church's mission, the establishment of standards of theological education, and the reception of ministers from other denominations, and is empowered to make final decisions on all matters related to the Constitution of the UCA.

Name of the Committee / Task Group:

UCA Assembly Limited

Brief description of the Mandate / Terms of Reference for this body:

Personal Information:

Affix photo here	Name: Dale Kennedy Ham CPA Congregation: Beenleigh Region Uniting Church Presbytery: South Moreton Presbytery and Moreton Rivers Presbytery Synod: Queensland				
What skills and experience will you bring to the Committee / Task Group? <ul style="list-style-type: none"> CPA (Certified Practising Accountant) – 1991 onwards (more than 30 years) Synod and Presbytery experience over a significant number of years Public and private business experience over 40 years Previous Board experience including Blue Care Finance and Audit, Christian Radio 96.5FM and Australia Postal Institute – as Chair, Deputy Chair and Chair of Finance – stretching over 30 plus years 					
What relevant experience have you had in the life of the Church? Over 30 plus year's experience across the life of the Church in Queensland					
What if any relevant qualifications do you have? CPA and previous board experience – Chair, Deputy Chair, Chair of Finance, Member					
Age range	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%; border-bottom: 1px solid black;">Under 30</td> <td style="width: 25%; border-bottom: 1px solid black; text-align: center;">30-59</td> <td style="width: 25%; border-bottom: 1px solid black;"></td> <td style="width: 25%; border-bottom: 1px solid black; text-align: right;">60+</td> </tr> </table>	Under 30	30-59		60+
Under 30	30-59		60+		
Ministry category	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; border-bottom: 1px solid black;">Lay</td> <td style="width: 50%; border-bottom: 1px solid black; text-align: right;">Ordained</td> </tr> </table>	Lay	Ordained		
Lay	Ordained				
Location	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%; border-bottom: 1px solid black;">Remote</td> <td style="width: 25%; border-bottom: 1px solid black;">Rural</td> <td style="width: 25%; border-bottom: 1px solid black; text-align: right;">Regional Centre</td> <td style="width: 25%; border-bottom: 1px solid black; text-align: right;">City</td> </tr> </table>	Remote	Rural	Regional Centre	City
Remote	Rural	Regional Centre	City		
What cultural and linguistic background do you have? NA					

Referees: (Please list the names and contact details of two people to act as referees for you in regard to this role)

- | | | |
|-------------------------------|--------------|--|
| 1. Reverend Peter Smale | 0438 450 377 | MRC Chair and Beenleigh Region UC MOW |
| 2. Dr Reverend Peter Lockhart | 0412 921 242 | Presbytery Chair – South Moreton |
| 3. Reverend David Busch | 0438 646 559 | Presbytery Minister – South Moreton |
| 4. Ms Michele Cochrane | 0419 668 267 | Presbytery Finance Officer – South Moreton |

If you are not appointed to this body, are you willing for Assembly to retain a copy of this form, and to consider you for appointment to a relevant task group in the future? YES

Signature: D K Ham CPA

Date: 02 September 2023

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Constitution:

The Assembly shall have determining responsibility in matters of doctrine, worship, government, and discipline, including the promotion of the Church's mission, the establishment of standards of theological education, and the reception of ministers from other denominations, and is empowered to make final decisions on all matters related to the Constitution of the UCA.

Name of the Committee / Task Group:

UCA Assembly Ltd

Brief description of the Mandate / Terms of Reference for this body:

ACTS AS NOMINEE FOR THE UNITING CHURCH IN AUSTRALIA IN RELATION TO THE ACTIVITIES OF ITS NATIONAL ASSEMBLY AND ITS AGENCIES.

Personal Information:

Affix photo here

(See attached C.V.)

Name: *DAVID COUSINS*

(Please complete as relevant)

Congregation: *KOONUNG HEIGHTS*

Presbytery: *YARRA YARRA*

Synod: *VICTORIA/TASMANIA*

What skills and experience will you bring to the Committee / Task Group?

*ANALYTICAL ECONOMIC, ACCOUNTING FINANCE SKILLS
HIGH LEVEL ORGANISATIONAL OVERSIGHT, STRATEGY*

What relevant experience have you had in the life of the Church?

*VARIOUS ROLES incl. CHAIRMAN CONGREGATION, TREASURER
COUNCIL MEMBER/ELDER IN METHODIST AND UNITING CHURCHES*

What if any relevant qualifications do you have?

Ph.D; Master Economics; DipEd; AICD graduate; Fellow IPA

Age range

Under 30

30-59

60+

Ministry category

Lay

Ordained

Location

Remote

Rural

Regional Centre

City

What cultural and linguistic background do you have?

AUSTRALIAN; ENGLISH

Referees: (Please list the names and contact details of two people to act as referees for you in regard to this role)

1. *Rev. Heather Hon, Minister KOONUNG HEIGHTS UNITING CHURCH*

2. *Mr Ray Michelle, Chairperson KOONUNG HEIGHTS UNITING CHURCH*

If you are not appointed to this body, are you willing for Assembly to retain a copy of this form, and to consider you for appointment to a relevant task group in the future? YES / NO

Signature:

David Cousins

Date:

4/10/2023

*M62,1e
(0439 339 414)*

(0417 399 032)

Dr. David Cousins AM



David is an applied economist with senior public sector, academic and consulting experience. He has had considerable involvement and leadership roles in the practical application of prices regulation, competition and consumer policy. He has demonstrated an ability to effect change and achieve high performance in significant organisations. In January 2009 he was appointed a member of the Order of Australia in recognition of his contribution to consumer policy and its administration in Australia.

CURRENT POSITIONS

- Deputy Chair, NSW Independent Review of Tolls - April 2023
- Clean Energy Council, Accreditation Review Panel - Jan 2021
- Member, Finance Committee, Uniting Church Vic/Tas -2017
- Principal, P.I. Research Pty. Ltd. -2009
david.cousins@piresearch.com.au

PAST POSITIONS

- Non-executive Director, Consumer Policy Research Centre Oct 2022 - Oct 2017
- Member Review Panel, Social Housing Regulation Victoria Aug. 2022 – Oct. 2020
- Non-executive Director Uniting Ethical Investors Limited (U Ethical) June 2021 - Feb 2016
(Chairperson Jan 2017- Dec 2020)
- Deputy Monitor, NSW Government Emergency Services Levy Insurance Monitor June 2020 -June 2016

- Deputy Chair Australian Government Migrant Workers Task Force Feb 2018-Oct 2016
- Panel Member, Independent Franchisee Review and
Staff Claims Panel (established by 7-Eleven) June 2016 - Sept 2015
- Deputy Monitor, Victoria Fire Services Levy Monitor Dec. 2014 - Dec. 2012
- Commissioner, Victorian Taxi Industry Inquiry Feb 2013 - May 2011
- Professorial Fellow/Adjunct Professor
Centre for Regulatory Studies, Faculty of Law
Monash University (half-time) June 2018 - July 2008
- Commissioner, Victoria State Services Authority (half-time) June 2011 - July 2008
- Executive Director, Consumer Affairs,
Department of Justice, Victoria
Director, Consumer Affairs Victoria June 2008 - June 2002
- Commissioner,
Australian Competition and Consumer Commission June 2002 - June 1999
- Professorial Fellow (part-time),
Department of Economics, Monash University Dec 1996 - June 1996
- Director/Associate Director, KPMG Consulting Pty. Ltd. June 1999 - Feb 1996
- Associate Commissioner, Trade Practices Commission 1995-1990
- Chairman, Prices Surveillance Authority 1995-1992
- Full-time Member, Prices Surveillance Authority 1992-1989
- Senior Economist, State Electricity Commission Victoria 1989-1988
- Director of Research, Economic and Budget Review
Committee of the Victorian Parliament 1988-1986
- Manager, Office of the Victorian Prices Commissioner,
Ministry of Consumer Affairs; Dept. of Industry,
Technology and Resources 1986-1983
- Review of the Liquor Control Act [half-time secondment] 1986-1984
- Research Fellow, Department of Economics,
University of Melbourne 1982

OTHER PAST POSITIONS

- Trustee representing the Ministerial Council for Consumer Affairs
Travel Compensation Fund 2005
- Member, Building Advisory Council in Victoria 2011-2003
- Member Expert Working Group advising on implementation of the
National Occupational Licensing Scheme 2009-2008
Chair Plumbing and Gas Fitting Interim Occupational
Licensing Advisory Committee. (appointed by the
Ministerial Council for Federal Financial Relations) 2010-2009
- Council Member Queens College, University of Melbourne 2018-2004
- Director and Chairman, Queens College Trust Corporation 2016-2005

ACADEMIC QUALIFICATIONS

- Doctor of Philosophy University of Manchester UK
- Master of Economics Monash University
- Diploma of Education State College of Victoria, Rusden
- Bachelor of Economics [Hons] Monash University

PROFESSIONAL BODIES

- Member, Australian Institute of Company Directors
(Graduate Company Directors Course, GAICD 2019)
- Fellow, Institute of Public Administration of Australia (Victorian Division).
- Member, Economic Society of Australia and New Zealand

CONTACT DETAILS

RESIDENTIAL ADDRESS 41 Balwyn Rd. Bulleen, Victoria 3105

TELEPHONE 0409 660 170 [mobile]

E-MAIL david.cousins@piresearch.com.au

CONSENT TO ACT AS A COMPANY OFFICEHOLDER

Proposed Company name: UCA Assembly LTD.

I hereby consent to act as the Director/Secretary [Circle] of the company upon its registration.

Personal Details:

Full name: DAVID CHARLES COUSINS

Former name: [if applicable].....

Usual residential address: 41 BALWYN RD. BULLEEN, VIC, 3105

Date of birth: 9-2-1951

Place of birth: HOBART [Town/City] TASMANIA [State/Country]

Signature: David Cousins

Printed name: DAVID C. COUSINS

Date: 4/10/23

UCA Assembly Limited
Conflicts of Interest Declaration Form

Name	Role	Declared Conflicts	Description
DAVID COUSINS	MEMBER	FINANCE COMMITTEE, VIC/TAO SYND	

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