



CASTLEMAINE STATE FESTIVAL LTD
ABN 68 005 488 684

New Director CVs

AGM Agenda Item 5.3

Four Directors were appointed to the CSF Board in the period between the 2023 and 2024 AGMs. The Director Appointments were made under s38.4 of CSF's Constitution.

Item 5.3 of the 2024 AGM Agenda proposes that the appointment of the four directors is ratified by vote of the CSF members.

CVs for the four directors are provided in this document.

The four directors are:

- Abby McClure (community engagement)
- John Wellington (commercial law)
- Gary McClure (Goods Shed capital project management)
- Kelly Read (company secretary / people and culture)

Abby McClure

Abby McClure

Castlemaine, Vic, 3451
0417582968 abby@castlemaineosteopathy.com.au

November 8, 2023

Castlemaine State Festival

RE: EOI Board of Directors

To the Chair of the Board,

I am writing to apply for a position on the board of the Castlemaine State Festival. I am a fourth generation Castlemaine resident and have lived here for most of my life excluding a few years living and travelling in South America, Europe and the UK.

Currently I am the owner and Principal Osteopath of Castlemaine Osteopathy, I have also recently opened a local multidisciplinary Allied Health clinic called Collective Well-being. I have individually established both businesses, requiring me to have a thorough understanding of accounting and management procedures.

Prior to this I worked as a forensic technician at the Victorian Institute of Forensic Medicine.

I understand that my career background is heavily science based however, I believe my love for the arts, my local knowledge, family background and my business experience, make me a suitable applicant for this role.

Over the years I have volunteered at numerous festival events. I have attended a significant number of performances and I have also had the privilege of performing myself.

I have a strong interest in the arts, I regularly attend arts festivals such as Dark Mofo in Tasmania. I also have attended many other music festivals in Australia and around the world.

My parents are both life members of the Castlemaine State Festival and have had more than 25 years association with the festival. My father was Chair for 3 festivals and my mother was a board member and volunteer coordinator for 6 festivals. My family have also been instrumental in organising major fundraising events for the town such as the Rotary truck show and the Castlemaine State Festival art auction. Through this I have been immersed in a vast range of festival activities and operations and I have a strong understanding of the challenges associated with running a festival.

I am extremely excited about the opportunity to join the board, and to be involved in overseeing and ensuring the longevity and sustainability of this unique festival.

Sincerely,
Abby McClure

Abby McClure

Castlemaine, Vic, 3451

0417582968 abby@castlemaineosteopathy.com.au

Education

Masters of Health Science (Osteopathy)

Victoria University
Graduated 2016

Bachelor of Clinical Sciences

Victoria University
Graduated 2016

Bachelor Of Science

(Anatomy/Physiology)
The University of Melbourne
Graduated 2009

Diploma of Professional Pilates Instruction

National Pilates Training

Career History

Owner Collective Well-Being

2023 – current

Own and sublet space for Allied Health Practitioners.

Owner/Principal Osteopath Castlemaine Osteopathy

2019 – current

Osteopath O'Shea Osteopathic

2017 – 2019

Forensic Technician Victorian Institute of Forensic Medicine

2010 – 2015

Assisting Forensic Pathologists in post-mortem examination, including undertaking complex anatomical procedures, the medicolegal collection of specimens, post-mortem radiology (CT scans and X-rays), assisting in homicide investigation, donor tissue retrieval and Disaster Victim Identification.

Interests

- Music and Arts Festivals
- Outdoor activities such as waterskiing, snow skiing and motorbike riding.
- Travel

References

Janice Burgess

0423286588

Briega Young

0412094608

John Wellington

19 January 2024

Ms Lucy Mayes
Acting Chair
Castlemaine State Festival
CASTLEMAINE VIC 3450

By email only: mayesies@gmail.com

Dear Lucy,

I refer to our recent telephone conversations concerning a position on the Board of Castlemaine State Festival (CSF).

I confirm that I am very interested in and wish to be considered by the Board as a potential director of CSF.

With a deep passion for Castlemaine and surrounding areas and an awareness of the positive impact that the CSF has had on the community over many years, I am eager to contribute my skills and experience to further advance the work of your organization.

I am able to contribute a wealth of experience in commercial law. I have both acted for and been on the board or management committee of many not-for-profit organisations over more than 35 years. This background has equipped me with the skills and experience to assist with furthering the success and the development of the CSF.

My involvement in the not-for-profit organisations referred to in my resume has honed my ability to work collaboratively within a team, make strategic decisions, and contribute meaningfully to organizational growth.

I am particularly drawn to the CSF because of its unique position in the community from not only the joy and different experiences it brings to the many patrons who have had the pleasure of attending its wide range of events during and between festivals but also the financial contribution to local businesses and the employment and training opportunities it provides to local people, whatever their age.

I am excited about the prospect of contributing my skills and insights to help the CSF achieve its mission and objectives.

Enclosed is my resume, which provides more detailed information about my professional background.

I welcome the opportunity to discuss further how my skills and experiences align with the needs of the CSF.

BENDIGO

386 Hargreaves Street
Bendigo VIC 3550
PO Box 337
Bendigo VIC 3552
P 03 5434 6666

CASTLEMAINE

157 Barker Street
Castlemaine VIC 3450
PO Box 206
Castlemaine VIC 3450
P 03 5472 1588

MELBOURNE

Appointment only
Level 1, 6 Riverside Quay
Southbank VIC 3006

robertsonhyetts.com.au

Thank you for considering my expression of interest. I look forward to the opportunity to discuss my candidacy in more detail.

Yours sincerely,



John Wellington

0435571701

JOHN WELLINGTON

Lawyer

73b Gingell Street, Castlemaine 3450

M 0435 570 736

W 5472 1588

E john@robertsonhyetts.com.au

Admission

February 1979

Education

1974 - 1977 University of Adelaide, Bachelor of Laws

Experience from October 2019

Robertson Hyetts, Castlemaine & Bendigo
Special Counsel, Commercial and Property

I am the senior lawyer in the firm's Castlemaine office and in charge of its Commercial Team in Castlemaine and Bendigo.

We have a wide client base, both local and those who have followed me from my previous roles in Melbourne and Adelaide.

I am in charge of and responsible for developing and servicing my own clients, managing and growing the team and its practice and mentoring junior practitioners. I also mentor junior lawyers in other practice groups.

I am the principal commercial lawyer for the not-for profit Bendigo District Aboriginal Cooperative and have continued to provide legal advice to Old Melburnians Football Club Inc (OMFC).

Experience from December 2008

December 2009 – September 2019 Moray & Agnew, Melbourne
Special Counsel, Real Estate and Commercial

The firm's real estate and commercial team acts for families and high net-worth individuals, property developers, investors, corporations, government entities, contractors and lenders in all aspects of property law, in particular, property development, sale, purchase and leasing of large commercial, retail and industrial buildings and property, land subdivisions and due diligence.

I was the principal lawyer for both the South Melbourne Hellas Football Club and OMFC in their separate negotiations with the Victorian Government and Bayside Council of the terms and conditions of their long term use and leasing of playing and social facilities at Lakeside Stadium and Elsternwick Park, respectively.

December 2008 – June 2009 Al Tamimi & Company – Senior Lawyer Property and
Construction Group, Doha, Qatar

It is the largest full service commercial law firm in the Middle East North African region with over 350 lawyers in 17 offices.

During my time at Al Tamimi, I assisted the partner-in-charge of the Pearl Development in Doha, Qatar, a \$US3BN marina, mixed use and residential project. This included preparing agreements for off-the-plan sales of development plots and apartments and the leasing of commercial and retail shops in the Development.

Experience in South Australia prior to December 2008

Significant projects in which I was a major participant and/or leader during my time in South Australia included:

- Holdfast Shores marina and mixed use project – a \$140m facility, including negotiating with state and local government authorities and joint venturers and preparing development, infrastructure, joint venture, sale and lease documents.
- Representing the managers of the non-performing property loan portfolio owned by State Bank of SA which collapsed in the early 1990's owing \$3bn, including, the due diligence, management, completion of development of, leasing and sale of the real estate assets which were the subject of the portfolio.

I worked with the following firms during that time:

<i>April 2007 – November 2008</i>	Duncan Basheer Hannon Partner Commercial Group
<i>July 2000 – March 2007</i>	Norman Waterhouse Partner and Partner in charge Property Infrastructure and Development Group
<i>October 1997 – June 2000</i>	Bonnins Partner Commercial Property Group
<i>August 1981 – May 1996</i>	Minter Ellison Partner and Partner in charge Commercial Real Estate Group
<i>February 1979 – August 1981</i>	Nicholls Gervasi Resident Lawyer and Lawyer in charge Port Lincoln office

Memberships, Boards and Committees

Committee member of Business Mount Alexander since July 2022.

Member Law Institute of Victoria from December 2009 to present.

Committee member of Hong Kong Australia Business Association, Victorian Chapter, from September 2013 to 2018.

Committee member of OMFC from 2016 to 2019 and Vice- President from 2017 to 2019.

Committee member of ANZBIO, an organisation promoting Qatari-Australian and Qatari-New Zealand business and trade relations in 2009.

Member Law Society of South Australia from 1979 to 2008.

Director of Aguia Resources Ltd, public mining company, 2007-2008.

Director of Invicta Services Ltd t/a "Hands on SA", a not-for-profit charitable company in 2007 & 2008.

Director and company secretary Citicom Pty Ltd, an Australian property management company from 1988 to 1996.

Honorary Solicitor for South Australian Regional Office of Variety Club of Australia from 1990 to 1996.

Member Property Council of Australia from 1988 to 2008.

Councillor South Australian Division of Property Council of Australia from 2003 to 2008.

Member organising committee for annual Invest SA Conference from its inauguration in 2004 to 2008

Interests

- Sport, including Australian Football and cricket, and playing golf
- Exploring Castlemaine and environs
- Food, wine and gardening
- Music and Travel

Referees

Referees' contact details will be supplied on request.

Gary McClure

Curriculum Vitae
Gary McClure
9 Merrifield Street,
Castlemaine. Vic. 3450
0419 552 425
gary@mainecivil.com.au

Qualifications

Diploma of Civil Engineering,
Bendigo Institute of Technology, 1974
Member – Institute of Engineers,
Australia

Member – Australian Institute of
Company Directors

Professional Affiliations

Board Member
Civil Contractors Federation (CCF)
Victorian Branch
1982 – 2006

Board Member – CCF National
1996 - 2006

National President CCF 2002 – 2005
Past President, CCF Victorian Branch
1995 – 1996

Board Member – Beaconsfield Press
(Civil Contractor Magazine)

Councillor – Mount Alexander
Shire Council 2020-2024

Professional Experience

Gary has 43 years experience in the design and construction of civil infrastructure. He spent his first 6 years working for Winchelsea Shire as an assistant engineer mainly in road and drainage design and construction. Upon his return to central Victoria, he joined the family earthmoving business as a project engineer. Malcolm McClure retired in 1992 so Gary and Ian McClure, purchased the family business, (McClure Earthmoving) which grew to be the largest civil construction company in Central Victoria, involved with construction of water storage reservoirs, land developments, roadwork's, streetwork's and township sewerage schemes.

Director and Project Manager, Estimator,
Diamond Gully Estates Pty Ltd,
December Dec 2019 -
Gunangara Estate , Stages 1,2 and 3.
Ellisville Estate Stage 1

Director and Project Manager, Estimator,
Maine Civil Pty Ltd,
December 2014 – Dec 2019
Mclvor Forest, Junortoun, Stages 14,18 and 19.
Provenance Estate Stage 1

Project Manager, Estimator,
McClure Resources Pty Ltd,
Aug 2010 – Dec 2013
Mclvor Forest, Junortoun, Stages 9, 11, 12,13 and 15.
Mclvor Forest Parklands
Lorient Park Estate, Stages 4, 5 and 6.
Emerald Park Estate, Stage 5, 6, 7 and 8.
Midland Rises Estate, Stage 2 and 3
Midland Mews Estate, Stage 1
Snake Valley WWTP Construction

Project Manager
Winslow Projects Pty Ltd,
Nov 2008 –July 2010.
Duplication of Vineyard Road, Sunbury, (Vicroads)
Manage Defect Remediation, Calder Highway Project, Harcourt
(Vicroads)

Regional Manager (Vic),
Leed Engineering and Construction Pty Ltd,
2006 - July 2008
Water Storage Reservoir, Maldon Gold Mine
Epsom Spring Gully Recycled Water Project, Bendigo
Daylesford Waste Water Treatment Plant Winter Storage
16ML Concrete Storage Tank, Kilmore
Lake Manchester Dam Upgrade, Queensland.

Curriculum Vitae
Gary McClure
9 Merrifield Street,
Castlemaine. Vic. 3450
0419 552 425
gary@mainecivil.com.au

Qualifications (cont.)

Malcolm McClure Pty Ltd (McClure Earthmoving) was a member of the Civil Contractors Federation, with over thirty years experience operating as a Civil Earthmoving, Drainage and Road Construction Contractor. Providing contracting services to the State Government Authorities, Regional Water Authorities, Regional Electricity Companies, Regional Gas Companies, The Department of Natural Resources and Environment, Local Government Authorities, land developers, primary and local industries.

The primary field of business includes plant hire, road and street construction including sewer, storm water and water main reticulation. The company constructed small to large earthen dams and reservoirs, sporting facilities such as sporting ovals, tennis courts and race-tracks, industrial and domestic building sites. A subsidiary company Bendigo Washed Sands also produces sand, gravel and gardening supplies.

McClure Earthmoving was sold to Leed Engineering and Construction Pty Ltd in 2006. Gary remained with Leed Engineering for a number of years as a project manager.

Ian and Gary McClure maintained a quarrying business and remained Directors of Bendigo Washed Sands which continues to operate as Quarry and Concrete Sand producer.

Gary McClure resigned as a director of Malco Pty Ltd (Bendigo Washed Sands) in December 2012 but maintains his ownership and directorship of Malcolm McClure Pty Ltd which operates as a land development company.

General Manager

McClure Earthmoving 1992 – 2006

Macedon Township Sewerage Scheme

Mclvor Forest Estate – Stage 1-8

Emerald Park Estate – State 1 and 2

Maryborough Waste Water Treatment Plant Winter Storage Lagoons

Dunolly and Newstead Township Sewerage Schemes

Kilmore Waste Water Treatment Plant Winter Storage Lagoons

Terricks Road Sewer Rising Main Replacement

Project Engineer

Malcolm McClure Pty Ltd

1981 – 1992

Malmsbury Township Sewerage Scheme

Calder Highway Reconstruction, Maiden Gully

Midland Highway Reconstruction, Meredith

Calder Highway, Gisborne Bypass

Construction of Civil Site Works and Associated Road Works at Lansell Plaza Shopping Complex Located in Kangaroo Flat for Kane Construction.

Construction of Civil Site Works at K.F.C. Site Located in Kangaroo Flat.

Construction of Waste Water Treatment Lagoons and Associated works at Avoca, for Central Highlands Water.

Maldon By-pass, Road Construction for The Mount Alexander Shire Council.

Various Minor Works for The Greater City of Bendigo.

Road Construction at Ravenswood for Vic Roads

Road Construction at Calder Highway, Bendigo for Vic Roads

Assistant Engineer

Winchelsea Shire Council

1975 – 1980

Deans Road Floodway Project, Birregurra

Lorne Road Reconstruction, Winchelsea

Winchelsea Township Stormwater Drainage Projects

Gary McClure – Duties as General Manager

Administration of the company's financial affairs, including budget preparation and review, banking arrangements, cash flow administration and review of general governance requirements.

Office Staffing and Review

Capital Purchasing and Finance

Preparation of quotations and tenders as required.

Final review and authorisation of tenders.

Review the tender to ensure adequate allowance is made for the works.

Signing contracts.

Development and implementation of Project Management Plan.

Assessing subcontractors' and suppliers' ability to meet our needs for

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gary@mainecivil.com.au

the contract works.
Prepare subcontracts/orders for the projects.
Appointing subcontractors and
purchasing supplies.
Appointing Project Manager to administer project.
Review the Integrated Management System (IMS) with selected staff to ensure
its ongoing effective application meets the policy and objectives of the
business
Authorize the IMS documents including
forms for issue and use.
Environmental impact studies and
preparation of environmental action
statements.
OH&S risk analysis and preparation of
safe work method statements.

Licences and Tickets Held

Car Licence – 023119961
Truck Licence – Type R
Pilot Licence – Private Unrestricted
Motor Bike Licence
Boat Licence

Red Card

Plumbers and Drainers Licence 35564

Blasting Certificate

Certificate of Competency to operate –
Excavator, FE Loader, Backhoe, Grader,
Rollers, Skidsteer.

First Aid Certificate

Traffic Controllers Certificate

2012 – Current

Gary McClure is managing director of
Malcolm McClure Pty Ltd, primarily a land
development company.

Kelly Read

EOI for CSF Board Role

Kelly Read

Ph: 0407 819 212

Kelly.a.read@hotmail.com

LinkedIn: [Kelly Read | LinkedIn](#)

I've been a resident of Castlemaine for about 8 years, after being a regular visitor to the town for 6 years before that. So much of what makes Castlemaine so very special is the community and environment that attracts creatives of all types; writers, artists, musicians, performers, makers, artisans and provenders.

I have attended several years of Castlemaine Festival events and have so often been impressed and delighted by the fabulous performances, the originality, sheer talent, and the wonder and whimsy of different experiences, as well as the energy and real joy that the Festival brings to the town and to visitors.

I would love to be able to assist and support the success of the next Festival as a member of the Board of the Castlemaine Festival. I am a highly enthusiastic appreciator of the creative arts and while I do not have professional experience in the Arts Sector, I believe I can bring value to the Board in a number of ways:

Professional and Executive Experience

- My professional background has spanned 3 key areas:
 - Commercial legal practice
 - Strategy and Strategic Planning
 - People & Culture and Organisational Effectiveness
- My early career as a commercial lawyer in a major national law firm (Freehills) provided me with an ability to analyse complex matters, to reason through and identify options and outcomes. I also have a solid sense of risk and appropriate, fit for purpose governance
- I spent a number of years in senior corporate executive roles leading Strategy Development, Strategic Planning, People & Culture and Organisational Effectiveness and I hold post graduate qualifications in Organisational Dynamics.
- A consultant and highly experienced facilitator, I currently work as an Executive Coach, focused on Leadership and Career Transition Coaching

Boards

- I am a graduate of the AICD Company Director's Course and I understand the role of the Board in providing oversight and support to management to achieve the goals of the organisation

- I have significant experience working with Boards, including presenting on group Strategy and major projects to Boards (API Limited) and preparing Board Papers and briefing materials for Senate Estimates (Australia Post)
- I value working in collaboration with others, with a true sense of teamwork
 - I am comfortable (although not expert) in reading financial statements, both profit and loss and balance sheets and am able to identify matters that require further description and explanation
 - I listen well and ask good questions to illuminate issues for timely and effective resolution

I have attached a brief Resume for your consideration and I would welcome the opportunity to discuss my expression of interest further in person.

Sincerely,

Kelly Read

Kelly Read

0407 819 212

kelly.a.read@hotmail.com

LinkedIn: [Kelly Read | LinkedIn](#)

SUMMARY CAREER HISTORY

Directioneering	Senior Consultant, Executive, Leadership and Career Coach	Nov 2016 - Current
Verum Consulting	Private Client Consulting and Coaching	Jul 2016 - Current
Australia Post	Manager, Strategic Planning and Operations, Group HR	Aug 2014 – May 2016
Australian Pharmaceutical Industries Limited (API)	General Manager Strategy & People	Sept 2008 – Dec 2009
	General Manager Strategic Development	Jul 2007 – Sept 2008

CAREER HISTORY

Directioneering

Senior Consultant, Executive, Leadership and Career Coach November 2016 – Current

Verum Consulting

Private Clients in Organisational Consulting, Executive and Career Coaching July 2016 – Current

Australia Post

Manager, Strategic Planning and Operations, Group HR August 2014 – May 2016

Reporting to the Group General Manager of HR, I supported the prioritisation of strategic HR activities across all areas of Australia Post during the time that Post sought permission to change service provision and pricing, with 3 main foci: the Federal Government, the community and unions.

Swinburne University of Technology

Associate Director HR August 2011 – July 2014

Lead People and Culture consultant to the Deputy Vice Chancellor, Academic, and the Deputy Vice Chancellor, Research, Executive Deans and the Pro Vice-Chancellor, Transformation during a time of great change, including:

- the sector-leading development of Online Learning and Joint Venture with SEEK.com to create OES, one of Australia's fastest growing companies of 2014-5, and
- Major organisational restructure to centralise Administrative and Student Services
- Significant industrial relations activity and negotiation of a new EBA

Australian Pharmaceutical Industries Limited (API)

General Manager Strategy & People Sept 2008 – Dec 2009

One of 3 main Pharmaceutical Distribution Companies at the time, API served over 75% of Australian Pharmacies and created an industry changing retail model with then revenues in excess of \$3.5b

- I led the Development of API's first integrated Group Strategy after a significant merger
- I led the feasibility study and brief to consultants for a multimillion-dollar logistics and supply chain integration project
- Steering Committee member for the successful integrated logistics/supply chain project
- Led the group People function through a period of great change, with a focus on building organizational culture that enabled employee engagement and development and the achievement of the company's goals

General Manager Strategic Development

July 2007 – Sept 2008

- Part of the team that developed a retail-led pharmacy model that led to the disruption of the Pharmacy sector and the emergence of alternative models during a time of PBS price reductions that have benefited Australian consumers
- Worked on the integration of Retail and Wholesale divisions after merger, including alignment of organisational objectives and building a group culture, including delivering Management Development Programs and co-design and delivery of Senior Management Development Programs
- Assessed potential opportunities for business acquisitions

National Manager, Organisational Development, Retail

August 2003 – July 2007

Coles Myer Limited – Department Store Group

April 1997 – Sept 2000

Organisational Development Consultant

Freehills (now Herbert Smith Freehills)

Solicitor

April 1990 – 1996

Articled Clerk

March 1989 – March 1990

TERTIARY EDUCATION

Harvard Business School

General Management Program (a 4-month program, including 2 months in residence at Harvard Business School in Boston)

RMIT University

Grad Dip Business (Organisational Development and Change)

University of Melbourne

Bachelor of Laws/ Bachelor of Arts

PROFESSIONAL DEVELOPMENT

Australian Institute of Company Directors

Company Directors' Course Diploma

PROFESSIONAL ASSOCIATIONS

Certified Member Australian Human Resources Institute