

**APPLICANT PARTICULARS**

|                    |                |
|--------------------|----------------|
| <b>SURNAME</b>     | Day            |
| <b>FIRST NAMES</b> | Stephen Julian |
| <b>SUB BRANCH</b>  | Kedron Wavell  |
| <b>DISTRICT</b>    | Brisbane North |



Nominate for the position of:

**STATE PRESIDENT (BOARD CHAIR)**

**LEAGUE DETAILS**

PERIOD OF MEMBERSHIP

| Date from | Date to         | Sub Branch                |
|-----------|-----------------|---------------------------|
| 2021      | Life Subscriber | Gaythorne                 |
| 2021      | Life Subscriber | Kedron-Wavell (Associate) |
|           |                 |                           |
|           |                 |                           |
|           |                 |                           |
|           |                 |                           |

**LEAGUE SERVICE**

(To include Committee appointments and service as a Delegate or Board member)

SUB BRANCH

| Date from | Date to | Appointment |
|-----------|---------|-------------|
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# Nomination for State Executive



## DISTRICT BRANCH

| Date from | Date to | Sub Branch |
|-----------|---------|------------|
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## NATIONAL & STATE BRANCH

| Date from       | Date to | Appointment     |
|-----------------|---------|-----------------|
| 9 December 2021 | Present | State President |
|                 |         |                 |
|                 |         |                 |
|                 |         |                 |
|                 |         |                 |
|                 |         |                 |

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**RSL SERVICE & COMMUNITY RELATED ACTIVITIES**  
**FUNDRAISING**

#### REPATRIATION

Chair of a citizens group established to achieve formal recognition of families of veterans at the Australian War Memorial (2014 - 2022). Stood down as Chair due to RSL commitments but continue as a member of the group.

Patron of 17 Construction Squadron Association (2010 - )

Patron of Purple Warriors Australia (2017 - 2019)

Representative Colonel Commandant Royal Australian Engineers (2016 - )

COMMUNITY

Patron of Army Cricket (2001 - 2022)

Honorary Aide de Camp to the Governor General of Australia (2007 - 2009)

Friend of the Peter Cullen Water Trust (2010 - )

Member of the Advisory Board for the Queensland Sporting Wheelies Association  
(2008 - 2010)

Director on the Board of ACT Cricket (2016 - 2018)

**EDUCATION QUALIFICATIONS and GOVERNANCE and COMMERCIAL  
QUALIFICATIONS / EXPERIENCE THAT MAY ASSIST THE LEAGUE**

**Tertiary Education:**

MEngSc - University of New South Wales

BAppSc - University of Canberra

GradDip Strategic Studies - University of Malaya

Master of Arts (MA) - Deakin Univeristy

**Formal Governance Courses:**

Australian Institute of Company Directors Course - Sydney

National Association of Corporate Directors Course - United States

See attached resume for more information.

**BRIEF MILITARY HISTORY**

| Service                                       | Date served from | Date served to |
|-----------------------------------------------|------------------|----------------|
| 21C Engr Sqn deployed to Namibia              | 1989             | 1990           |
| CO 3CER deployed to East Timor                | 1999             | 2000           |
| Director General of Operations with US Forces | 2005             | 2006           |
| Commander 7 Brigade                           | 2008             | 2010           |
| Afghanistan as Chief of Plans for NATO IJC    | 2012             | 2012           |
| Coordinator General of Drought in Australia   | 2018             | 2019           |

***No more than two additional pages of supporting documentation may be provided by the nominee.***

*Continues next page*

### NOMINATION

The nomination was accepted in accordance with By-Law 3.3 at a meeting of the Sub Branch at:

21 KITTY HAWK DVE CHERMSIDE on 13<sup>th</sup> FEBRUARY 2024  
(Sub Branch location) (Date)

  
Signature (Sub Branch President)

20/2/2024  
(Date)

  
Signature (Sub Branch Secretary)

20/2/2024  
(Date)

### NOMINEE'S AGREEMENT

I, STEPHEN DAY accept the nominations listed on page 1  
(one) of this submission.

## STEPHEN DAY

---

### **What do I believe?**

You will be a sailor, soldier, airman or airwoman for some time, but once you have served, you will forever be a veteran. Being a veteran is not something that can be inherited, it cannot be bought, it is not for sale. It is recognition of hard work and some considerable personal sacrifice in the service of our nation. The RSL, built off the back of personal sacrifice has been and, I believe always should be, the preeminent veterans organisation. It's key role and focus is appropriately in care, commemoration, and camaraderie of veterans; but it is also part of the soul of our nation. It is a reservoir of our nation's values; the values that veterans were prepared to practise and defend. It is one of our nation's iconic institutions.

### **What is my background?**

I am a fourth generation veteran. My forbears were veterans of Gallipoli and the Western Front, my grandfather was a veteran of Tobruk and El Alamein and my father was a Vietnam veteran.

Membership of the RSL is a family tradition. My grandfather was an active member and the camaraderie he found was important to him as he struggled with his experiences in Tobruk/El Alamein. My father was both a member and served as a national trustee. My first personal connection was in 1983, the Concord RSL. I was single and living in the barracks and the Mess food on weekends was ... no good. So I went to the RSL regularly because I could get better food at a fair price. I then drifted away from the League as the pressures of family, the military and regular postings left little time for anything else. Today I am a member of Gaythorne and an associate at Kedron-Wavell sub-branches.

I joined the Regular Army in 1981 and saw my first operational service in Namibia, Africa in 1989/90. In 1999 I deployed to East Timor as the Commanding Officer of 3 Combat Engineer Regiment. After command I worked as the Staff Officer to the Chief of Defence Force where I was exposed to the leadership and management of large organisations.

In 2005/06 I deployed to Iraq, embedded with the US military, as the Director of Strategic Operations for the war. After this deployment I spent a year as the Director General of Plans for ADF operations before taking up command of the 7<sup>th</sup> Brigade.

In 2012 I deployed to Afghanistan as the Chief of Plans for NATO's Joint Command. On returning to Australia I took time out to attend the Australian Institute of Company Directors course, and was appointed head of our national cyber capabilities. I established, and was the inaugural head of, the Australian Cyber Security Centre.

In 2014 I established a citizens group to seek formal recognition of families of veterans at the Australian War Memorial.

I left the Regular Army in 2015 to pursue business interests and build my business knowledge. I attended a National Association of Corporate Directors course in the United States and took up an appointment with PricewaterhouseCoopers. They helped me understand business and employed me to advise executives and boards on leadership as well as the developing cyber risk.

In 2018 I was asked to return to duty and coordinate the national response to the drought devastating much of Australia. In the course of this work, I developed an understanding of the

issues facing communities in regional Australia and established many contacts in regional communities as well as with national, state and local politicians. Around the same time I was asked to help mentor the Australian men's cricket team as they worked through the challenges of generational change in team leadership and the sandpaper incident in South Africa.

After completing the drought task, I left full time duty again and accepted an appointment as an executive coach for the CEO and several members of Rio Tinto's executive team. In December 2021 I was elected as State President of RSL Queensland and have enjoyed both the privilege and responsibility of that role.

## **BOARD EXPERIENCE**

- Member of the Joint Iraqi and International Board responsible for the planning and negotiating of the transfer of responsibility for security from coalition forces to the sovereign Government of Iraq (2005 – 2006)
- Member of the Advisory Board for the Queensland Sporting Wheelies Association (2008 – 2010)
- Board Member of the joint NATO and Afghan Deputies Committee for National Security; responsible for policy advice and oversight of the delivery of security for the Afghan state (2012)
- Chair of Advisory Board for UNSW Cyber Security Centre (2015 - 18)
- Director on the Board of Cricket ACT (2016 - 18)
- Chair of RSL Queensland State Board (2021 -)
- Chair of M4M Board (2022 -)

## **HONOURS**

- **Distinguished Service Cross** – for leadership in action in East Timor
- **Officer of the United States Legion of Merit** – for contributions during the Iraq War
- **Member of the Order of Australia** – for command and leadership of 7 Brigade
- **Officer of the French National Order of Merit** – for leadership in Afghanistan
- **Officer of the United States Legion of Merit** – for leadership in Afghanistan

**APPLICANT PARTICULARS**

|                    |                                   |
|--------------------|-----------------------------------|
| <b>SURNAME</b>     | WHITBURN                          |
| <b>FIRST NAMES</b> | William (Bill)                    |
| <b>SUB BRANCH</b>  | Townsville RSL Inc                |
| <b>DISTRICT</b>    | RSL North Queensland District Inc |



Nominate for the position of:

**STATE PRESIDENT (BOARD CHAIR)****LEAGUE DETAILS**

## PERIOD OF MEMBERSHIP

| Date from | Date to | Sub Branch             |
|-----------|---------|------------------------|
| 1994      | 1999    | Ivanhoe RSL - Victoria |
| 2009      | Present | Townsville RSL - Qld   |

**LEAGUE SERVICE**

(To include Committee appointments and service as a Delegate or Board member)

## SUB BRANCH

| Date from | Date to  | Appointment                          |
|-----------|----------|--------------------------------------|
| Feb 2006  | Feb 2008 | Townsville RSL Committee member      |
| Feb 2006  | Feb 2010 | Townsville RSL Cadet Liaison Officer |
| Feb 2008  | Feb 2010 | Townsville RSL Vice President        |
| Feb 2008  | Feb 2010 | Townsville District Alt Delegate     |
| Feb 2010  | Mar 2023 | Townsville RSL President             |
| Feb 2013  | Aug 2016 | Townsville RSL District Delegate     |

## DISTRICT BRANCH

| Date from | Date to  | Sub Branch                             |
|-----------|----------|----------------------------------------|
| Feb 2010  | Jun 2016 | Townsville RSL Delegate to NQ District |
| Apr 2014  | Jun 2016 | NQ District Vice President             |
| Jun 2017  | Jun 2019 | NQ District President                  |

## NATIONAL & STATE BRANCH

| Date from | Date to  | Appointment                                         |
|-----------|----------|-----------------------------------------------------|
| Jun 2017  | Jun 2019 | NQ District President                               |
| Jun 2019  | Present  | RSL QLD State Board Committee member                |
| Jun 2019  | Present  | Elected RSL QLD State Vice President                |
| Sep 2017  | Present  | Audit & Risk Committee member                       |
| Feb 2021  | Dec 2021 | Constitution Working Group - Chair                  |
| Feb 2021  | Mar 2023 | Governance, Constitution & Awards Committee - Chair |

## RSL SERVICE & COMMUNITY RELATED ACTIVITES

### FUNDRAISING

|                                                                                                                                     |
|-------------------------------------------------------------------------------------------------------------------------------------|
| Have been actively involved with set up and selling of ANZAC & Remembrance Day memorabilia at shopping centres for Townsville RSL   |
| Managing School bursaries at Sub Branch and District level                                                                          |
| Supporting Mates4Mates & Legacy financially as Townsville RSL major charities.                                                      |
| Managing the provisions of financial support to those veterans and families doing it tough through Townsville RSL hardship program. |

### REPATRIATION

|                                                                                                                                                                                                   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actively manage welfare issues at Sub Branch, District and State level.                                                                                                                           |
| Manage & conduct Funeral poppy services at Sub Branch and District level when requested.                                                                                                          |
| Attended many RSL, DVA, OPEN ARMs, and other ESO forums on welfare and mental health issues.                                                                                                      |
| Actively manage many Hospital and Home visits to our injured and ill Veterans and families.                                                                                                       |
| Manage & provide support to the Resilience and Human Performance Centre at Lavarack barracks.                                                                                                     |
| Supporting and providing guidance and assistance at 3 <sup>rd</sup> Brigade Defence forums.                                                                                                       |
| Provide support and conduct presentations to those injured Defence personnel that are being medically discharged as to what the RSL can provide in service support for them post Defence service. |

## COMMUNITY

|                                                                                                                                                                                                  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Attended schools in the Townsville region prior to ANZAC day as their keynote speaker.                                                                                                           |
| Attended Veteran funeral services when they occur at Sub branch, District & State level.                                                                                                         |
| Have actively encouraged our schools in the region to engage with ANZAC day by marching.                                                                                                         |
| Actively engaged with Townsville City Council and other key organisations with the management, planning, co-ordination and conduct of ANZAC & Remembrance Day on the Townsville ANZAC Committee. |
| Provide assistance and advice to local Schools on grant programs available for memorial to be erected in local schools for their own services of commemoration.                                  |
| Consideration of and recognition of local volunteers for any nominations for any Community, State and/or National awards.                                                                        |
| Raised community awareness of other commemorative services that are conducted at Sub Branch & District level through other ESOs and the Townsville City Council.                                 |
| Member of Townsville Day Surgery Advisory Board as committee member since 2016.                                                                                                                  |
| Life Member of the Order of Australia Association – Qld.                                                                                                                                         |
| AFL Townsville Volunteer Football Operations Manager - 2003-2013                                                                                                                                 |
| AFL Townsville Tribunal Chair - 2014                                                                                                                                                             |
| AFL Townsville Chair - 2015-16                                                                                                                                                                   |
| Patron of the Thuringowa Bulldogs AFL Club – 2023 - Present                                                                                                                                      |

## EDUCATION QUALIFICATIONS and GOVERNANCE and COMMERCIAL QUALIFICATIONS / EXPERIENCE THAT MAY ASSIST THE LEAGUE

|                                                                     |
|---------------------------------------------------------------------|
| Advanced Diploma of Resource Management                             |
| Associate Diploma of Human and Physical Resource Management         |
| Advanced Certificate in Personnel Management                        |
| Advanced Certificate in Human and Physical Resource Management      |
| Certificate IV in Personnel Administration                          |
| Certificate IV in Frontline Management                              |
| Certificate IV Work Place Training & Assessment                     |
| Accredited Certificate in Occupational Health and Safety Management |
| Occupational Health and Safety Manager/Assessor                     |

|                                                                                             |
|---------------------------------------------------------------------------------------------|
| Equity and Diversity in the Work Place                                                      |
| Dispute Resolution in the Work Place                                                        |
| Non-Public Monies and Accounting Course                                                     |
| Suicide Awareness Training Courses                                                          |
| Qualified - Responsible Service of Alcohol                                                  |
| Certificate in Governance for Not-For-Profits through the Governance Institute of Australia |
| Member of the Royal Australian Armoured Corps Association                                   |
| Member of Governance Institute of Australia since 2019                                      |
| Member of the 1 <sup>st</sup> Armoured Regiment Association                                 |

## BRIEF MILITARY HISTORY

| Service                                                       | Date served from | Date served to |
|---------------------------------------------------------------|------------------|----------------|
| ARMY                                                          | 29 May 1974      | 15 Jan 2015    |
| <b>Operational/Peacekeeping Service</b>                       |                  |                |
| SE ASIA                                                       | Jan1982          | Apr 1982       |
| Multinational Forces & Observers Group (MFO)<br>Sinai - Egypt | Dec 2001         | Jun 2002       |
| Op Iraqi Freedom - IRAQ                                       | Dec 2005         | Jul 2006       |

***No more than two additional pages of supporting documentation may be provided by the nominee.***

### NOMINATION

The nomination was accepted in accordance with By-Law 3.3 at a meeting of the Sub Branch at:

**Townsville RSL Inc**

on 17 March 2024

(Sub Branch location)

(Date)



**Wayne Preedy ESM**

Signature (Sub Branch President)



**Garry Player**

Signature (Sub Branch Vice President)

17 March 2024

(Date)

17 March 2024

(Date)

### NOMINEE'S AGREEMENT

I, **William Joseph Whitburn** accepts the nominations listed on page 1 (one) of this submission.



Nominee Signature

17 March 2024

(Date)



**WILLIAM (BILL) WHITBURN OAM**  
**NOMINEE FOR RSL QLD STATE BRANCH**  
**PRESIDENT POSITION**



Dear RSL QLD Members,

I write to you all firstly, to advise of my intended nomination for the RSL QLD State Presidents position which becomes vacant at your State AGM in June 2024. Secondly, it allows me the opportunity to inform you all of what the League should focus on critically now and into the future. I have no outside influences or impediments which will restrict my focus or attention on the role and have seen four State Presidents come and go. Some with greater influence and direction than others. I have learnt many lessons over that period on what works and what does not in our organisation.

I have attended many other District and Sub Branch meetings these past five years and have been privileged to meet so many of our wonderful volunteers who put some much time and effort into assisting our veterans and their families. It is heartening to see so many Sub Branches are trying to entice the younger and still serving veterans into our midst to have them clearly understand what it is RSL QLD is trying to do in having them engage with our organisation. I know firsthand that many isolated rural or remote Sub Branches will still struggle to keep their doors open if their membership numbers do not increase. Membership strategies are critical to their survivability and we have an obligation to put strategies in place to support them going forward.

It is certainly difficult as many veterans when they retire or transition from Defence are not moving back to their grass roots area as many are wanting to gain employment and settle down and get gainful employment to survive after their defence service on the Eastern seaboard.

The RSL has been around now for one hundred and eight years and will still remain the eminent Ex-Service Organisation (ESO) in the country along with Legacy and will be around for another one hundred years. The only things that will change is the way the League conducts its business into the future, compared with how we do our business today. It will change progressively with time, simply because we, the RSL has to change with society and remain relevant to our members over the years to come.

Many rural and remote Sub Branches around Queensland are closing their doors because of poor membership numbers, the age demographic in their particular area and the lack of support from the general community outside of ANZAC and Remembrance Day is a conspicuous problem in most cases. Our Districts need to think 'outside the square' to fix the membership problems, we just cannot overlook the problem, it needs to be addressed and addressed quickly. It is heartening to see that we have increased membership gradually over the past two years! Let us hope that this continues.

I am prepared to work hand in hand with the Executive team, the Board and Management on those relevant issues that are challenging the Board of Directors in their decision-making process. I consider that I display a high degree of loyalty, honesty and integrity when dealing with staff and management in complex situations and processes that needs a stable leader. Many will say that I have certainly over time played the devil's advocate at meetings and happy to ask the challenging questions and not sit back and be guided by conversation direction at times.

Governance processes across the organisation are not as good as they should be. Some Sub Branches still have obvious issues with poor administration and upkeep of their own governance processes. I observe this a good deal with the simple conduct of many Sub Branches' & District AGM meetings, where meeting protocols are not adhered to and are not aligned with their own constitution. There needs to be further governance training and mentoring for all new committee members to be inducted into their position, so they can learn and understand their role and get the job done as best they can.

It has been stated many times that we must be seen to be totally transparent in all matter we engage in, particularly with our members, otherwise we will again be held accountable for our mistakes we make with decisions in the Board room. I have a good rapport with all the District Presidents and will collaborate with them to ensure their Districts are to be catered for in the best viable way moving forward. Communications up and down the chain is vitally important too.

My contribution to the board has been extremely substantial with having taken on many processes myself and some with direction by the President at that time. Some of note are;

1. Board matrix compilation in 2018 to determine what skills deficiencies the Board possessed,
2. Conducted a complete District review on the veteran services each District provided to their members with so much disparity in the findings. I must say that all Districts are now providing far reaching services as a result of our findings with veterans services provisions that you would expect in every Districts;
3. Chair of the 2021 Constitution Working Group; 4. Wrote the RSL QLD Ceremonial and Protocol manual 2022; and
5. Have attended many RSL activities representing RSL QLD at State, District and Sub Branch level activities invited to.

Many would know that I do get out and about and engage with our members, which I believe is critical in understanding the issues that are confronting the organisation at ground level and get a feel for what morale is like and get an idea for what our members believe we should be focussing on for the future. I know that we cannot fix all issues, but we will certainly ensure we have a crack to resolve them, if deemed suitable.

I strongly believe that I possess solid capacity to make a far greater contribution to our League having been on the board now for over seven years. I have the background knowledge, experience, exposure, leadership qualities and relevant qualifications to be able to take on additional responsibilities within the League. As many would already know I have previously been a President of a truly amalgamated Sub Branch & Club with over 3200 service members and 21,000 social members for the past nine years. Over that time, I have been indoctrinated and educated in many business insights over that time and because of this and relevant qualifications held, has kept me in good stead on the RSL QLD State Audit & Risk Committee for the last six years and have been chair of the Governance, Constitution and Awards committee that was disbanded in 2022 and its focus handed to the State Council of District Presidents (SCDP).

Thank you for all of the support you have provided me over the past five years as the State Vice President. Let us continue to embrace change, to assert our relevance and to stand shoulder-to-shoulder with our veteran community. Everything we have done; we have done together. But we still have much more to do. Many forget we are all volunteers in our role and I applaud those that contribute so much to our organisation in both time and effort.

If elected by you, my peers in the RSL, I stand ready to give this prominent position my full attention, dedication and commitment for the next three years.

In closing, I take this opportunity to wish any other candidates, all the best with their nominations.

Sincerely,



**Bill Whitburn OAM**

Nominee for State Presidents appointment

*"Respecting our Past and Securing our Future"*



To: RSL Queensland Directors  
District Presidents, District Secretaries  
Sub Branch Presidents, Sub Branch Secretaries

Re: Nominations for State President (Board Chair) of RSL Queensland

Date: 3 May 2024

---

Dear Directors, District and Sub Branch Presidents and District Secretaries

As you may recall, there will be an election for the position of State President (Board Chair) at the Annual General Meeting of RSL Queensland on 22 June 2024. A call for nominations for State President (Board Chair) was distributed to members as required under the Constitution and By-Laws on 22 January 2024 and two nominations have been subsequently received.

The RSL Queensland By-Laws require all District and Sub Branches to be provided with a list of nominations received, at least one month prior to the AGM. Details of the two nominations received are as follows, and contained in the attached nomination forms:

1. Stephen Day DSC AM
2. William (Bill) Whitburn OAM

Please disseminate this information to your members.

Yours sincerely  
**Returned & Services League of Australia (Queensland Branch)**

  
Hayley Stephens  
**Company Secretary**  
3 May 2024

ANZAC House, 283 St Pauls Terrace, Fortitude Valley Qld 4006  
Phone 07 3634 9444 Email [reception@rslqld.org](mailto:reception@rslqld.org)

 [rslqld.org](http://rslqld.org)



# Nomination for State Executive



## APPLICANT PARTICULARS

|                    |                |
|--------------------|----------------|
| <b>SURNAME</b>     | Day            |
| <b>FIRST NAMES</b> | Stephen Julian |
| <b>SUB BRANCH</b>  | Kedron Wavell  |
| <b>DISTRICT</b>    | Brisbane North |



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**STATE PRESIDENT (BOARD CHAIR)**

## LEAGUE DETAILS

PERIOD OF MEMBERSHIP

| Date from | Date to         | Sub Branch                |
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| 2021      | Life Subscriber | Gaythorne                 |
| 2021      | Life Subscriber | Kedron-Wavell (Associate) |
|           |                 |                           |
|           |                 |                           |
|           |                 |                           |
|           |                 |                           |

## LEAGUE SERVICE

(To include Committee appointments and service as a Delegate or Board member)

SUB BRANCH

| Date from | Date to | Appointment |
|-----------|---------|-------------|
|           |         |             |
|           |         |             |
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|           |         |             |
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# Nomination for State Executive



## DISTRICT BRANCH

| Date from | Date to | Sub Branch |
|-----------|---------|------------|
|           |         |            |
|           |         |            |
|           |         |            |
|           |         |            |
|           |         |            |
|           |         |            |

## NATIONAL & STATE BRANCH

| Date from       | Date to | Appointment     |
|-----------------|---------|-----------------|
| 9 December 2021 | Present | State President |
|                 |         |                 |
|                 |         |                 |
|                 |         |                 |
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|                 |         |                 |

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**RSL SERVICE & COMMUNITY RELATED ACTIVITIES**  
**FUNDRAISING**

REPATRIATION

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Representative Colonel Commandant Royal Australian Engineers (2016 - )

COMMUNITY

Patron of Army Cricket (2001 - 2022)

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QUALIFICATIONS / EXPERIENCE THAT MAY ASSIST THE LEAGUE**

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BAppSc - University of Canberra

GradDip Strategic Studies - University of Malaya

Master of Arts (MA) - Deakin Univeristy

Formal Governance Courses:

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National Association of Corporate Directors Course - United States

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**BRIEF MILITARY HISTORY**

| Service                                       | Date served from | Date served to |
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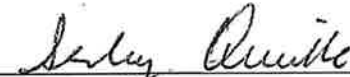
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**NOMINATION**

The nomination was accepted in accordance with By-Law 3.3 at a meeting of the Sub Branch at:

21 KITTY HAWK DVE CHERMSIDE on 13<sup>th</sup> FEBRUARY 2024  
(Sub Branch location) (Date)

  
Signature (Sub Branch President)  
20/2/2024  
(Date)

  
Signature (Sub Branch Secretary)  
20/2/2024  
(Date)

**NOMINEE'S AGREEMENT**

I, STEPHEN DAY accept the nominations listed on page 1  
(one) of this submission.

## STEPHEN DAY

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### **What do I believe?**

You will be a sailor, soldier, airman or airwoman for some time, but once you have served, you will forever be a veteran. Being a veteran is not something that can be inherited, it cannot be bought, it is not for sale. It is recognition of hard work and some considerable personal sacrifice in the service of our nation. The RSL, built off the back of personal sacrifice has been and, I believe always should be, the preeminent veterans organisation. It's key role and focus is appropriately in care, commemoration, and camaraderie of veterans; but it is also part of the soul of our nation. It is a reservoir of our nation's values; the values that veterans were prepared to practise and defend. It is one of our nation's iconic institutions.

### **What is my background?**

I am a fourth generation veteran. My forbears were veterans of Gallipoli and the Western Front, my grandfather was a veteran of Tobruk and El Alamein and my father was a Vietnam veteran.

Membership of the RSL is a family tradition. My grandfather was an active member and the camaraderie he found was important to him as he struggled with his experiences in Tobruk/El Alamein. My father was both a member and served as a national trustee. My first personal connection was in 1983, the Concord RSL. I was single and living in the barracks and the Mess food on weekends was ... no good. So I went to the RSL regularly because I could get better food at a fair price. I then drifted away from the League as the pressures of family, the military and regular postings left little time for anything else. Today I am a member of Gaythorne and an associate at Kedron-Wavell sub-branches.

I joined the Regular Army in 1981 and saw my first operational service in Namibia, Africa in 1989/90. In 1999 I deployed to East Timor as the Commanding Officer of 3 Combat Engineer Regiment. After command I worked as the Staff Officer to the Chief of Defence Force where I was exposed to the leadership and management of large organisations.

In 2005/06 I deployed to Iraq, embedded with the US military, as the Director of Strategic Operations for the war. After this deployment I spent a year as the Director General of Plans for ADF operations before taking up command of the 7<sup>th</sup> Brigade.

In 2012 I deployed to Afghanistan as the Chief of Plans for NATO's Joint Command. On returning to Australia I took time out to attend the Australian Institute of Company Directors course, and was appointed head of our national cyber capabilities. I established, and was the inaugural head of, the Australian Cyber Security Centre.

In 2014 I established a citizens group to seek formal recognition of families of veterans at the Australian War Memorial.

I left the Regular Army in 2015 to pursue business interests and build my business knowledge. I attended a National Association of Corporate Directors course in the United States and took up an appointment with PricewaterhouseCoopers. They helped me understand business and employed me to advise executives and boards on leadership as well as the developing cyber risk.

In 2018 I was asked to return to duty and coordinate the national response to the drought devastating much of Australia. In the course of this work, I developed an understanding of the

issues facing communities in regional Australia and established many contacts in regional communities as well as with national, state and local politicians. Around the same time I was asked to help mentor the Australian men's cricket team as they worked through the challenges of generational change in team leadership and the sandpaper incident in South Africa.

After completing the drought task, I left full time duty again and accepted an appointment as an executive coach for the CEO and several members of Rio Tinto's executive team. In December 2021 I was elected as State President of RSL Queensland and have enjoyed both the privilege and responsibility of that role.

## **BOARD EXPERIENCE**

- Member of the Joint Iraqi and International Board responsible for the planning and negotiating of the transfer of responsibility for security from coalition forces to the sovereign Government of Iraq (2005 – 2006)
- Member of the Advisory Board for the Queensland Sporting Wheelies Association (2008 – 2010)
- Board Member of the joint NATO and Afghan Deputies Committee for National Security; responsible for policy advice and oversight of the delivery of security for the Afghan state (2012)
- Chair of Advisory Board for UNSW Cyber Security Centre (2015 - 18)
- Director on the Board of Cricket ACT (2016 - 18)
- Chair of RSL Queensland State Board (2021 -)
- Chair of M4M Board (2022 -)

## **HONOURS**

- **Distinguished Service Cross** – for leadership in action in East Timor
- **Officer of the United States Legion of Merit** – for contributions during the Iraq War
- **Member of the Order of Australia** – for command and leadership of 7 Brigade
- **Officer of the French National Order of Merit** – for leadership in Afghanistan
- **Officer of the United States Legion of Merit** – for leadership in Afghanistan

## APPLICANT PARTICULARS

|                    |                                   |
|--------------------|-----------------------------------|
| <b>SURNAME</b>     | WHITBURN                          |
| <b>FIRST NAMES</b> | William (Bill)                    |
| <b>SUB BRANCH</b>  | Townsville RSL Inc                |
| <b>DISTRICT</b>    | RSL North Queensland District Inc |



Nominate for the position of:

**STATE PRESIDENT (BOARD CHAIR)**

## LEAGUE DETAILS

### PERIOD OF MEMBERSHIP

| Date from | Date to | Sub Branch             |
|-----------|---------|------------------------|
| 1994      | 1999    | Ivanhoe RSL - Victoria |
| 2009      | Present | Townsville RSL - Qld   |

## LEAGUE SERVICE

(To include Committee appointments and service as a Delegate or Board member)

### SUB BRANCH

| Date from | Date to  | Appointment                          |
|-----------|----------|--------------------------------------|
| Feb 2006  | Feb 2008 | Townsville RSL Committee member      |
| Feb 2006  | Feb 2010 | Townsville RSL Cadet Liaison Officer |
| Feb 2008  | Feb 2010 | Townsville RSL Vice President        |
| Feb 2008  | Feb 2010 | Townsville District Alt Delegate     |
| Feb 2010  | Mar 2023 | Townsville RSL President             |
| Feb 2013  | Aug 2016 | Townsville RSL District Delegate     |

### DISTRICT BRANCH

| Date from | Date to  | Sub Branch                             |
|-----------|----------|----------------------------------------|
| Feb 2010  | Jun 2016 | Townsville RSL Delegate to NQ District |
| Apr 2014  | Jun 2016 | NQ District Vice President             |
| Jun 2017  | Jun 2019 | NQ District President                  |

## NATIONAL & STATE BRANCH

| Date from | Date to  | Appointment                                         |
|-----------|----------|-----------------------------------------------------|
| Jun 2017  | Jun 2019 | NQ District President                               |
| Jun 2019  | Present  | RSL QLD State Board Committee member                |
| Jun 2019  | Present  | Elected RSL QLD State Vice President                |
| Sep 2017  | Present  | Audit & Risk Committee member                       |
| Feb 2021  | Dec 2021 | Constitution Working Group - Chair                  |
| Feb 2021  | Mar 2023 | Governance, Constitution & Awards Committee - Chair |

## RSL SERVICE & COMMUNITY RELATED ACTIVITIES

### FUNDRAISING

|                                                                                                                                     |
|-------------------------------------------------------------------------------------------------------------------------------------|
| Have been actively involved with set up and selling of ANZAC & Remembrance Day memorabilia at shopping centres for Townsville RSL   |
| Managing School bursaries at Sub Branch and District level                                                                          |
| Supporting Mates4Mates & Legacy financially as Townsville RSL major charities.                                                      |
| Managing the provisions of financial support to those veterans and families doing it tough through Townsville RSL hardship program. |

### REPATRIATION

|                                                                                                                                                                                                   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Actively manage welfare issues at Sub Branch, District and State level.                                                                                                                           |
| Manage & conduct Funeral poppy services at Sub Branch and District level when requested.                                                                                                          |
| Attended many RSL, DVA, OPEN ARMs, and other ESO forums on welfare and mental health issues.                                                                                                      |
| Actively manage many Hospital and Home visits to our injured and ill Veterans and families.                                                                                                       |
| Manage & provide support to the Resilience and Human Performance Centre at Lavarack barracks.                                                                                                     |
| Supporting and providing guidance and assistance at 3 <sup>rd</sup> Brigade Defence forums.                                                                                                       |
| Provide support and conduct presentations to those injured Defence personnel that are being medically discharged as to what the RSL can provide in service support for them post Defence service. |

## COMMUNITY

|                                                                                                                                                                                                  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Attended schools in the Townsville region prior to ANZAC day as their keynote speaker.                                                                                                           |
| Attended Veteran funeral services when they occur at Sub branch, District & State level.                                                                                                         |
| Have actively encouraged our schools in the region to engage with ANZAC day by marching.                                                                                                         |
| Actively engaged with Townsville City Council and other key organisations with the management, planning, co-ordination and conduct of ANZAC & Remembrance Day on the Townsville ANZAC Committee. |
| Provide assistance and advice to local Schools on grant programs available for memorial to be erected in local schools for their own services of commemoration.                                  |
| Consideration of and recognition of local volunteers for any nominations for any Community, State and/or National awards.                                                                        |
| Raised community awareness of other commemorative services that are conducted at Sub Branch & District level through other ESOs and the Townsville City Council.                                 |
| Member of Townsville Day Surgery Advisory Board as committee member since 2016.                                                                                                                  |
| Life Member of the Order of Australia Association – Qld.                                                                                                                                         |
| AFL Townsville Volunteer Football Operations Manager - 2003-2013                                                                                                                                 |
| AFL Townsville Tribunal Chair - 2014                                                                                                                                                             |
| AFL Townsville Chair - 2015-16                                                                                                                                                                   |
| Patron of the Thuringowa Bulldogs AFL Club – 2023 - Present                                                                                                                                      |

## EDUCATION QUALIFICATIONS and GOVERNANCE and COMMERCIAL QUALIFICATIONS / EXPERIENCE THAT MAY ASSIST THE LEAGUE

|                                                                     |
|---------------------------------------------------------------------|
| Advanced Diploma of Resource Management                             |
| Associate Diploma of Human and Physical Resource Management         |
| Advanced Certificate in Personnel Management                        |
| Advanced Certificate in Human and Physical Resource Management      |
| Certificate IV in Personnel Administration                          |
| Certificate IV in Frontline Management                              |
| Certificate IV Work Place Training & Assessment                     |
| Accredited Certificate in Occupational Health and Safety Management |
| Occupational Health and Safety Manager/Assessor                     |



|                                                                                             |
|---------------------------------------------------------------------------------------------|
| Equity and Diversity in the Work Place                                                      |
| Dispute Resolution in the Work Place                                                        |
| Non-Public Monies and Accounting Course                                                     |
| Suicide Awareness Training Courses                                                          |
| Qualified - Responsible Service of Alcohol                                                  |
| Certificate in Governance for Not-For-Profits through the Governance Institute of Australia |
| Member of the Royal Australian Armoured Corps Association                                   |
| Member of Governance Institute of Australia since 2019                                      |
| Member of the 1 <sup>st</sup> Armoured Regiment Association                                 |

#### **BRIEF MILITARY HISTORY**

| <b>Service</b>                                                | <b>Date served from</b> | <b>Date served to</b> |
|---------------------------------------------------------------|-------------------------|-----------------------|
| ARMY                                                          | 29 May 1974             | 15 Jan 2015           |
| <b>Operational/Peacekeeping Service</b>                       |                         |                       |
| SE ASIA                                                       | Jan1982                 | Apr 1982              |
| Multinational Forces & Observers Group (MFO)<br>Sinai - Egypt | Dec 2001                | Jun 2002              |
| Op Iraqi Freedom - IRAQ                                       | Dec 2005                | Jul 2006              |

***No more than two additional pages of supporting documentation may be provided by the nominee.***



### NOMINATION

The nomination was accepted in accordance with By-Law 3.3 at a meeting of the Sub Branch at:

**Townsville RSL Inc**

on 17 March 2024

(Sub Branch location)

(Date)

**Wayne Preedy ESM**

Signature (Sub Branch President)

**Garry Player**

Signature (Sub Branch Vice President)

17 March 2024

(Date)

17 March 2024

(Date)

### NOMINEE'S AGREEMENT

I, **William Joseph Whitburn** accepts the nominations listed on page 1 (one) of this submission.

Nominee Signature

17 March 2024

(Date)



**WILLIAM (BILL) WHITBURN OAM**  
**NOMINEE FOR RSL QLD STATE BRANCH**  
**PRESIDENT POSITION**



Dear RSL QLD Members,

I write to you all firstly, to advise of my intended nomination for the RSL QLD State Presidents position which becomes vacant at your State AGM in June 2024. Secondly, it allows me the opportunity to inform you all of what the League should focus on critically now and into the future. I have no outside influences or impediments which will restrict my focus or attention on the role and have seen four State Presidents come and go. Some with greater influence and direction than others. I have learnt many lessons over that period on what works and what does not in our organisation.

I have attended many other District and Sub Branch meetings these past five years and have been privileged to meet so many of our wonderful volunteers who put some much time and effort into assisting our veterans and their families. It is heartening to see so many Sub Branches are trying to entice the younger and still serving veterans into our midst to have them clearly understand what it is RSL QLD is trying to do in having them engage with our organisation. I know firsthand that many isolated rural or remote Sub Branches will still struggle to keep their doors open if their membership numbers do not increase. Membership strategies are critical to their survivability and we have an obligation to put strategies in place to support them going forward.

It is certainly difficult as many veterans when they retire or transition from Defence are not moving back to their grass roots area as many are wanting to gain employment and settle down and get gainful employment to survive after their defence service on the Eastern seaboard.

The RSL has been around now for one hundred and eight years and will still remain the eminent Ex-Service Organisation (ESO) in the country along with Legacy and will be around for another one hundred years. The only things that will change is the way the League conducts its business into the future, compared with how we do our business today. It will change progressively with time, simply because we, the RSL has to change with society and remain relevant to our members over the years to come.

Many rural and remote Sub Branches around Queensland are closing their doors because of poor membership numbers, the age demographic in their particular area and the lack of support from the general community outside of ANZAC and Remembrance Day is a conspicuous problem in most cases. Our Districts need to think 'outside the square' to fix the membership problems, we just cannot overlook the problem, it needs to be addressed and addressed quickly. It is heartening to see that we have increased membership gradually over the past two years! Let us hope that this continues.

I am prepared to work hand in hand with the Executive team, the Board and Management on those relevant issues that are challenging the Board of Directors in their decision-making process. I consider that I display a high degree of loyalty, honesty and integrity when dealing with staff and management in complex situations and processes that needs a stable leader. Many will say that I have certainly over time played the devil's advocate at meetings and happy to ask the challenging questions and not sit back and be guided by conversation direction at times.

Governance processes across the organisation are not as good as they should be. Some Sub Branches still have obvious issues with poor administration and upkeep of their own governance processes. I observe this a good deal with the simple conduct of many Sub Branches' & District AGM meetings, where meeting protocols are not adhered to and are not aligned with their own constitution. There needs to be further governance training and mentoring for all new committee members to be inducted into their position, so they can learn and understand their role and get the job done as best they can.

It has been stated many times that we must be seen to be totally transparent in all matter we engage in, particularly with our members, otherwise we will again be held accountable for our mistakes we make with decisions in the Board room. I have a good rapport with all the District Presidents and will collaborate with them to ensure their Districts are to be catered for in the best viable way moving forward. Communications up and down the chain is vitally important too.

My contribution to the board has been extremely substantial with having taken on many processes myself and some with direction by the President at that time. Some of note are;

1. Board matrix compilation in 2018 to determine what skills deficiencies the Board possessed,
2. Conducted a complete District review on the veteran services each District provided to their members with so much disparity in the findings. I must say that all Districts are now providing far reaching services as a result of our findings with veterans services provisions that you would expect in every Districts;
3. Chair of the 2021 Constitution Working Group; 4. Wrote the RSL QLD Ceremonial and Protocol manual 2022; and
5. Have attended many RSL activities representing RSL QLD at State, District and Sub Branch level activities invited to.

Many would know that I do get out and about and engage with our members, which I believe is critical in understanding the issues that are confronting the organisation at ground level and get a feel for what morale is like and get an idea for what our members believe we should be focussing on for the future. I know that we cannot fix all issues, but we will certainly ensure we have a crack to resolve them, if deemed suitable.

I strongly believe that I possess solid capacity to make a far greater contribution to our League having been on the board now for over seven years. I have the background knowledge, experience, exposure, leadership qualities and relevant qualifications to be able to take on additional responsibilities within the League. As many would already know I have previously been a President of a truly amalgamated Sub Branch & Club with over 3200 service members and 21,000 social members for the past nine years. Over that time, I have been indoctrinated and educated in many business insights over that time and because of this and relevant qualifications held, has kept me in good stead on the RSL QLD State Audit & Risk Committee for the last six years and have been chair of the Governance, Constitution and Awards committee that was disbanded in 2022 and its focus handed to the State Council of District Presidents (SCDP).

Thank you for all of the support you have provided me over the past five years as the State Vice President. Let us continue to embrace change, to assert our relevance and to stand shoulder-to-shoulder with our veteran community. Everything we have done; we have done together. But we still have much more to do. Many forget we are all volunteers in our role and I applaud those that contribute so much to our organisation in both time and effort.

If elected by you, my peers in the RSL, I stand ready to give this prominent position my full attention, dedication and commitment for the next three years.

In closing, I take this opportunity to wish any other candidates, all the best with their nominations.

Sincerely,



**Bill Whitburn OAM**

Nominee for State Presidents appointment

***"Respecting our Past and Securing our Future"***

