



Board Chair



OurVillage



Gembridge

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Our vision

Share More. Waste Less. Every Child Thrives.

Our purpose

**We rehome essentials
to give kids the best start in life.**

Why it matters

The First 2,000 days

Our lives are impacted by our experiences in early childhood. The attachment between a child and their primary carer in the first 2,000 days of life influences that child's health, development and resilience. If there is economic, psychological and/or physical distress, the ability to develop this bond is at risk. Our Village alleviates these pressures and creates the opportunity for every child to feel secure, safe and to thrive.

Circular economy

The world has finite resources. The way we buy, use and dispose of goods has a negative impact on our planet. We're investing our energy into changing the way we consume goods. As part of the circular economy, we are reducing waste and pollution by extending the life cycle of kids' essential goods through repair and reuse.

Our pledges

Support every child up to the age of six that needs us, first in Victoria and then beyond.

Reduce waste by ensuring children's products are used for their full safe lifespan.

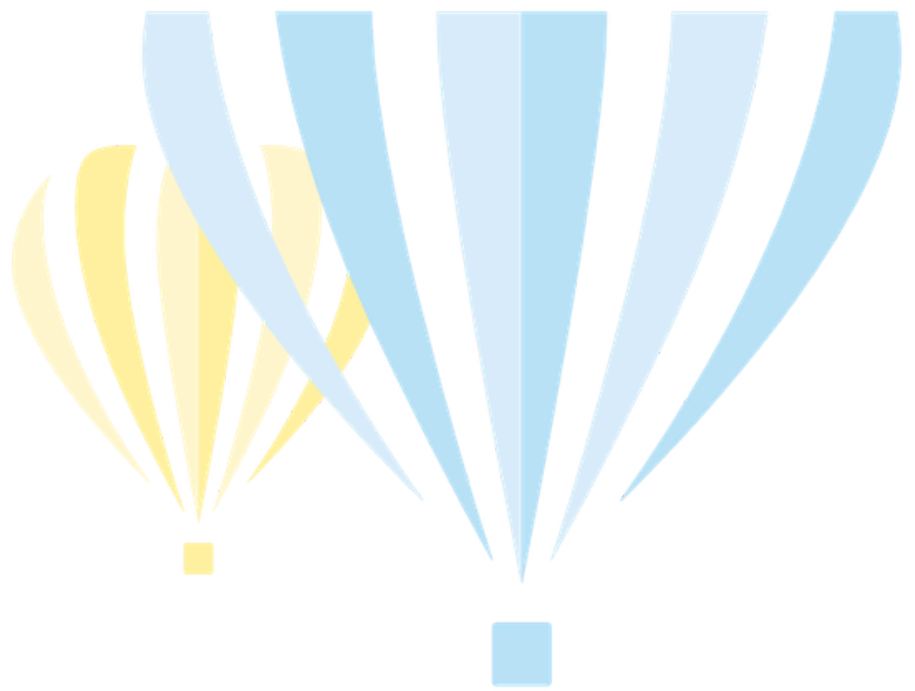
Contribute to thriving communities, social connection and employment opportunities by providing enjoyable and fulfilling volunteering experiences.

Our operational priorities

Reach, progress and impact | Reducing waste | Our people | Operational excellence

Our way of working

Community, Respect, Caring for the planet, Collaboration, Accountability, Joy



Our focus



The first 2,000 days

We are focusing our service to use our limited resources where they will make the biggest long-term impact. This means we are aligning with the extensive research outcomes that show the first 2,000 days of life are essential for forming a secure and healthy future.

Our lives are impacted by our experiences in early childhood. The attachment between a child and their primary carers in the first 2,000 days of life influences that child's health, development and resilience. If there is economic, psychological and/or physical distress, the ability to develop this bond is at risk. We alleviate these pressures and create the opportunity for every child to feel secure, safe and to thrive.

Whilst we support older siblings, our service is primarily geared towards children up to the age of six who need our help and for whom the research tells us our impact will be greatest.



Circular economy

We will do more to promote the philosophy of reuse.

The world has finite resources. The way we buy, use and dispose of goods has a negative impact on our planet. We're investing our energy into changing the way we consume goods. As part of the circular economy, we are reducing waste and pollution by extending the life cycle of kids' essential goods through repair and reuse.

Re-use of clothing has significant environmental, social and economic benefits which are underpinned through evidence by Charitable Recycling Australia. "The Waste Hierarchy ranks Reuse as a higher level intervention than Recycling, and the road to circularity necessitates maximising higher level interventions like reuse and repair, before recycling is considered at the end-of-life."⁵ The application of this intervention has seen 100,000 tonnes of pre-loved wearable/usable clothing generate \$50 million for social welfare causes in Australia.

We will prioritise pre-loved items to be confident that as well as supporting children in need today we are also creating a long term sustainable environment in which those children will grow up and thrive.



Our pledges

We've made bold decisions. We're addressing how we can best serve those who need us and achieve our vision of sharing more, wasting less and supporting every child to thrive.

We will:



1. Support every child up to the age of six that needs us, first in Victoria and then beyond

2. Reduce waste by ensuring children's products are used for their full safe lifespan



3. Contribute to thriving communities, social connection and employment opportunity by providing enjoyable and fulfilling volunteering experiences

Our operational priorities

To achieve our pledges we have established four pillars of work and activity.

Our business plans will map out measurable objectives, priorities and actions against each pillar to enable us to deliver our strategy over the long term.

We value transparency, and trust this shows how we organise and prioritise our work.

Our work

01. Reach, progress and impact

Establish and protect our brand equity, and develop and leverage stakeholder engagement to broaden reach and impact.

02. Reducing waste

Establish partnerships for items we can't reuse, promote benefits of reuse, and increase the 'greening' of our own practices.

03. Our people

Enhance health and wellbeing of employees and volunteers, focus on learning, development, and succession planning.

04. Operational excellence

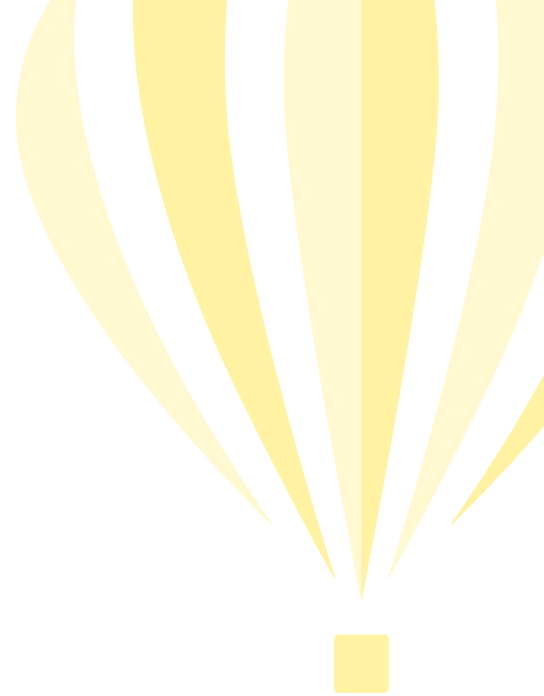
Ensure financial sustainability, good governance and compliance, digital capability and enablement, and continuous improvement.



Our values

Our pledges outline WHAT we want to achieve while our values explain HOW we will achieve it.

Our values drive our behaviours and decision making. We hold one another to account to ensure we are all living our values.



We value

What it means for the people we work with and our supporters

What it means for our team

We value	What it means for the people we work with and our supporters	What it means for our team
Community	It takes a village. We're inclusive – everyone is welcome. We're here for all children under the age of six who need us, whatever their circumstances or background. We welcome everyone to donate their time, money or goods. We make connections and enable communities to support one another through the reuse of the essentials children need.	We're building a diverse team that represents the community – we value difference and leverage it for success. We care for one another. We build connections and support our community of volunteers and donors. We use our networks to achieve our goals.
Respect	We only rehome items we'd be willing to give to our own families and friends. We treat every child and their carers with dignity. We have high standards and constantly improve our work in the search for excellence. We respect the planet and look after it.	We listen to each other and take time to understand each other's views. We are kind to each other, always.
Caring for the planet	We recognise the climate crisis and help alleviate it by considering the impact on the environment of everything we do. Our reuse approach is long term and means we help children in a moment of need while also creating a more sustainable planet for them to live on.	We consider the environmental impact of every decision we make. From the small things, like car sharing where we can, to the big things, like reviewing and improving our supply chain management – we reduce waste and set the bar high for reducing the environmental impact of our work.
Collaboration	We work with others to achieve our goals. We are more powerful and impactful when we partner with people and organisations that add value to our work and the children we support.	We are one team – we trust each other. We work together proactively. We keep each other informed. We welcome new ideas and value diversity in our team. We innovate together to constantly improve our work and ourselves.
Accountability	We deliver. If we say we will do something, we do it.	We seek constructive feedback from one another and act on it. We check and challenge our work.
Joy	The challenges of the children we support are many and varied and we deal with tough stories every day – through all of this we find and create moments of joy for our partners, the children we support and ourselves. We create moments of joy for children receiving gifts from us. We create moments of joy for people who donate their children's essentials so another child can feel special. We create moments of joy for our volunteers who give us their precious time to help children in need.	We love what we do, we are proud of our work and each other and we celebrate success. We are positive and seek solutions not problems. We prioritise staff and volunteer wellbeing and we have fun!



We've served thousands of children, families and carers across Victoria working closely with our social work, maternal child health and social welfare agency partners. We're proud of the work we do with them and our supporters, and we're proud of the joy and hope we create together.

Yet there is so much more to do. There's no time to waste and we need your help. We invite you to be a part of Our Village and get involved – whether you're an individual, group of friends, or business who can donate time, goods and/or dollars – everyone is welcome, and very much needed.





Position Description

Board Chair

Organisation:	Our Village
Location:	Victoria
Term:	3 years with renewal of a further 3-6 years
Remuneration:	Voluntary

About Our Village

Our Village is a trusted charity that collects and rehomes essential baby and children's items. Items are carefully sorted, cleaned and prepared by a large and passionate volunteer community, before being distributed through partnerships with social services, maternal and child health nurses, and community organisations.

Our Village supports babies and children experiencing vulnerability across Victoria, currently reaching more than 20,000 children each year, with ambition to grow significantly to meet unmet demand. Alongside its social mission, Our Village plays a strong environmental role by keeping quality goods in use and out of landfill.

Vision: *Share More. Waste Less. Every Child Thrives.*

Purpose of the Role

The Board Chair provides strategic leadership to the Board of Our Village, ensuring high standards of governance, stewardship and accountability as the organisation continues to scale its impact.

Working in close partnership with the CEO, the Chair leads organisational performance, long-term sustainability and growth, while championing Our Village's vision, values and purpose. The Chair also acts as an ambassador, advocating for Our Village across community, philanthropic and government networks.



Key Responsibilities

Board & Governance Leadership

- Lead and facilitate effective Board and Governance Committee meetings
- Build and sustain a strong, collaborative and high-performing Board culture
- Champion governance excellence, including oversight of risk management and long-term sustainability
- Ensure Board decisions align with Our Village’s mission, values and strategic objectives

Strategy & Organisational Stewardship

- Partner with the CEO and Board to help shape, steward and monitor the organisation’s long-term strategy and growth
- Lead the Board in overseeing organisational performance, impact and readiness for scale
- Guide considerations of strategic risks and opportunities associated with growth and sustainability

CEO Partnership & Support

- Work closely with the CEO to support effective leadership and execution
- Act as the primary liaison between the Board and CEO, providing guidance, support, a sounding board and constructive challenge
- Foster a productive, trusting and values-aligned Chair–CEO relationship

Stakeholder, Advocacy & Fundraising Support

- Act as an ambassador for Our Village, advocating for its mission, values and impact
- Represent or support the organisation across community, philanthropic and government networks as appropriate
- Actively support fundraising efforts by leveraging relevant networks and relationships

Values, Culture & Representation

- Champion Our Village’s vision, values and commitment to children, sustainability and community
- Role-model ethical, inclusive and values-led leadership
- Support a Board culture that values diversity, inclusion, collaboration and respectful challenge



Board Context & Time Commitment

- Our Village is governed by a voluntary Board of Non-Executive Directors with a diverse mix of skills, experience and perspectives
- Board meetings are held quarterly (two online and two in-person across the Our Village warehouses at Clayton and Geelong), with one annual strategy day annually
- The Chair is expected to attend all Board meetings and the annual strategy day, with additional time commitment for CEO engagement, Board leadership and stakeholder activity as required
- Generally, the expected time commitment will be approximately 15-20 hours per month

Skills, Experience & Attributes

Essential

- You have previously worked on a Board, with demonstrated experience in leadership, governance and strategic planning (previous Chair experience will be highly regarded)
- Sound judgement, strategic thinking, leadership and the credibility to chair a growing organisation through change
- Strong facilitation, communication and stakeholder engagement skills
- Genuine alignment with Our Village's mission, values and commitment to children, sustainability and community
- Willingness and capability to actively support fundraising and advocacy
- Strong external networks across community, philanthropy, government, health, children's services or aligned sectors

Desirable

- Experience supporting organisations through growth or transformation
- Formal governance qualifications (e.g. AICD)

Eligibility & Conduct

- Eligibility to serve as a Non-Executive Director under relevant legislation
- Willingness to undertake required probity checks
- Commitment to ethical conduct, appropriate governance standards and Board responsibilities

Diversity & Inclusion

Our Village values diversity, gender equality and inclusion. Aboriginal and Torres Strait Islander people, people with disability, individuals from culturally and linguistically diverse backgrounds, LGBTIQ+ individuals, and people living in rural and regional Victoria are encouraged to apply.

How to Apply

Timeline

Our Village is partnering with Gembridge Australia on this important appointment. We encourage you to reach out to explore this opportunity or submit your application without delay.

Applications will be reviewed as they are received.

Closing date 25 May 2026.

Who to Contact / How to apply

To apply, please share your application (cover letter and CV or brief bio) through the apply links on the advertisement via email to apply@gembridge.com.au. For a confidential discussion, please contact Michelle Varcoe or Jenni D'Orival at Gembridge on 03 8375 9661, or reach out via email:

- Michelle Varcoe, CEO and Founder | michelle@gembridge.com.au
- Jenni D'Orival, Associate Director | jenni@gembridge.com.au

Board Chair

