



National Memorial Service Canberra with SES Young Emerging Leaders 2025

ANNUAL REPORT

2024 - 2025

Contents

Chairman's Report.....	2
The Leadership Team.....	4
Our People	9
About Us.....	10
Young Emerging Leaders	12
Canberra May 2023.....	13
Auditors' Report (see attachment 1).	14
History of the National SESVA.....	15
Directors and Councilors – Current and Former	17
Company Information.....	20

*This Annual Report was compiled by the NSESVA Executive Group, Gordon Hall ESM,
Dr Faye Bendrups OAM and Doreen McEncroe ESM*

Chairman's Report 2025 - Gordon Hall *ESM*

This report marks the tenth year of the National State Emergency Service Volunteer Association (NSESVA) Board, highlighting significant achievements and ongoing initiatives within the organisation. Over the past decade, the organisation has garnered increasing recognition across various agencies nationwide, reflecting the dedication and professionalism of SES Volunteers in their communities.

The positive acknowledgment from Federal, State, and Territory levels underscores the vital role played by SES Volunteers. Their efforts are complemented by the teamwork of Directors and Councilors, whose leadership has enhanced awareness of the volunteers' contributions across Australia.

Support from AFAC and their team has been instrumental in the NSESVA supporting key events such as the National Memorial Service and AFAC25, demonstrating effective collaboration and organisational excellence. Engagements with federal politicians have been fruitful, paving the way for future advocacy and policy development.

The Executive Group has provided strong leadership, with all Directors providing input as required and the organisation's administrative functions being managed by key personnel, including Secretary Doreen McEncroe ESM, Vice President Dr Faye Bendrups OAM, and Assistant Secretary Peter Lalor ESM, supported by CPA-qualified accountant Alina Tuladhar.

Representation and Advocacy

NSESVA actively participates in numerous national committees, advocating for SES Volunteers. These include the AFAC Volunteer Management Technical Group, Mental Health initiatives, and the Australian Emergency Management Volunteer Forum, among others. Such involvement ensures that volunteer perspectives influence policy and operational standards.

Publications and Fundraising

The 2024 NSESVA Yearbook showcased the diverse activities of SES Volunteers nationwide, with contributions from the Vice Chair and other members. The organisation's fundraising efforts, primarily through raffles managed by contracts with 4Mile, have seen strategic adjustments, including transitioning to new raffle providers in Victoria. Despite economic challenges, the total raffle sales decreased marginally by 7.3% in 2024/2025, with projections indicating a slight decline in the upcoming year.

Governance and Financial Oversight

The organisation maintains robust governance practices, supported by independent audits that confirm the integrity of financial operations. The 2024/2025 financial year concluded with unqualified audit reports, reflecting sound management and compliance. The Association will maintain and improve its current reporting and governance framework.

Memorial and Commemorative Activities

The annual National Memorial Service, held between ANZAC Day and St Florian's Day, honours fallen Emergency Services personnel. In 2025, the event included participation from 14 Young Emerging Leaders, who provided a guard of honour for the distinguished guests on their arrival. The event also featured tours of significant government and emergency service facilities.

Current Activities

The current activities include the distribution of funds from raffles to those Associations in the States/Territories where the funds are raised, the organisation of Young Emerging Leaders from all states and territories for the annual National Memorial Service in Canberra, and Directors and Councilors to the annual AFAC event.

The Board is ensuring the continuance of the future fund so the National Association can continue during hard fiscal times.

Future Directions

The organisation recognises the importance of ongoing advocacy, focusing on issues such as SES/agency culture, safety standards, youth recruitment, and a national consultation process for emergency volunteers. Current initiatives include lobbying for the establishment of a national hotline for bullying, advocating for safety regulations, and enhancing volunteer retention strategies.

Sponsorship for an SES volunteer to attend the National Memorial Service in Canberra has been offered, and the Board is considering funding a second one.

Conclusion

I express my gratitude to the Company Secretary, Vice Chair, and all the Directors, Councillors, Administration Officer, Accountant, Auditor, and our supporters for their assistance and input during the year.

In closing, the efforts of the NSESVA Board and its members continue to positively impact SES Volunteers and the communities they serve. Appreciation is extended to all contributors, supporters, and partners who have supported the organisation's mission throughout the year.

A handwritten signature in black ink, appearing to read 'Gordon Hall', is written over a faint, circular, light-blue watermark or background mark.

Gordon Hall ESM
NSESVA Board Chair

The Leadership Team



Gordon Hall ESM
 Chair
 (SES Volunteer WA)

Gordon's formal background is in Electronic Engineering, yet his extensive voluntary involvement roles include serving as a District Governor for Apex, charter President of a Lions Club, and Chair of a School Council. His voluntary service in the State Emergency Service (SES) commenced in 1993 at the Swan SES unit in WA, and he has participated in numerous searches and rescue operations.

Since 1995, Gordon has been an active member of the WA SES Volunteers Association. His leadership qualities were recognised with his appointment to the inaugural FESA Board as the representative for the SES, highlighting his influence in Emergency Management.

In 1999, Gordon was appointed as a Director of FESA (Fire and Emergency Services Authority) and served until his retirement in 2011. During his tenure, he was involved in numerous operations and played a pivotal role in tsunami research and community preparedness initiatives for Australia, contributing to national emergency readiness.

He also served as Secretary and President (8 years) of the WA SES Volunteers Association and chaired the WA SES Volunteer Advisory Committee (6 years).

In 2018, Gordon was elected Chair of the National SES Volunteers Association (NSESVA), a role that has enabled him to advocate for the inclusion of young emerging leaders in national events and promote gender diversity within the SES, exemplified by the 40/40/20 rule



Dr Faye Bendrups OAM
 Vice Chair
 (SES Volunteer Vic)

Dr Bendrups is a former SES volunteer Controller, President of Vic SESVA, and Vice-Chair of NSESVA.

She has been a member of over 30 committees and expert working groups at the state and national level.

In 2016, Faye was recognised for her volunteer leadership as the recipient of the Victorian Premier's Volunteer Champions Award, and in 2019, she was named as one of the Australian Financial Review's '100 Women of Influence'.

In 2020, Faye was the Victorian winner of the Telstra Businesswomen's Awards (Not for Profit and Social Enterprise).

Ms Bendrups's distinguished service was recognised when she was awarded the Medal of the Order of Australia in the Australia Day Honours list of 2022.



Doreen McEncroe ESM
 Secretary/Treasurer
 (President ACT SESVA)

Doreen McEncroe has been an active member of the ACT State Emergency Service since 1988. Doreen has been involved in all the major flood, storm and bushfire incidents in the ACT and interstate. She is known for her sense of duty and calm in an emergency.

Doreen has been in management roles since 1989 in the ACTSES, these included Team Leader Logistics from 1989 to 1997, Team Leader HQ Unit from 1998 to 2004, and Commander Pialligo Unit from 2004 to 2014.

She was awarded the 2003 Inaugural recipient of the ACT Volunteer of the Year Award in the Emergency Service category.

Doreen has been the President of the ACTSES Volunteers Association since its inauguration in 2008 until standing down in late 2024

Doreen was on the first working committee for the NSESVA in December 2012 and was elected as the Secretary/Treasurer since its inception in 2015.

In April 2023, Doreen was awarded the first Life Membership of the NSESVA. She was taken completely by surprise when this was awarded.

Ms McEncroe's distinguished service was recognised when she was awarded the Emergency Services Medal in the Australia Day Honours list of 2010



Ron Green ESM
 Director NSESVA Board
 President of the NT SESVA

Ron joined the Katherine NTES Unit in 2005 and has participated in a wide variety of operations, including flood response, community evacuations, and cyclone responses around the Northern Territory.

Ron had an active role in the 2006 Katherine flood, 2011 Daly River evacuation, 2015 Cyclone Lam response on Elcho Island and 2021 flood evacuation of Jilkminggan.

Ron has held a number of responsibilities at the unit level including:

Equipment Officer, Rescue Leader, and Deputy Unit Officer. In 2018, Ron took on the role of Katherine Unit Officer, which is a volunteer position responsible for the care, training, and leadership of NTES volunteers in Katherine. Ron was a founding member of the NTSESVA and the inaugural Vice President, right through until the end of 2019. He served as the NT Councillor with the National SESVA in 2019.

Mr Green was named the Katherine Citizen of the Year in 2023 for his dedication to the local community.

Mr Green's distinguished service was recognised when he was awarded the Emergency Services Medal in the Australia Day Honours list of 2019.



Eddy Cowie ESM
 Director NSESVA Board
 President of the Qld SESVA

Eddie has been at the forefront of Queensland's State Emergency Services for over 37 years. He joined SES as a 16-year-old in the mid-1980's.

During this time Eddie's work on developing SES operational effectiveness across many SES functions saw significant improvements to Capability and Capacity in regional Queensland. Eddie is currently an SES Controller and has coordinated and controlled some of SES's biggest disasters within the Central Queensland. Eddie has served on numerous SES and Government committees, been appointed on disaster management groups, instigated, and participated on numerous task forces and volunteer associations within central Queensland, Queensland, and Australia with the intent to provide opportunities for all SES Volunteers.

He was instrumental in developing and establishing the Queensland State Emergency Service Volunteer Association (QLDSESVA) to give Queensland SES volunteers a robust voice in uncertain times and has been the elected President of the QLDSESVA for the past 3 terms.

Mr Cowie's distinguished service was recognised when he was awarded the Emergency Services Medal in 2020.



Lance Mulligan
 Director NSESVA Board
 President of the Tas SESVA

Lance first took an interest in the State Emergency Service in his late 20's and signed up at the local unit for a short time. However, work and lifestyle did not allow time for a true commitment. Fast forward several years, and changing times, he has now been at the Wynyard unit for the past nine years, and eight of those as deputy unit manager.

Lance resides in the beautiful rural township of Flowerdale, several kms outside of Wynyard. Away from volunteering with the SES, Lance enjoys chasing the large tuna and other fish species in the area and camping in the serene beauty that Tasmania has to offer. He also enjoys a casual game of golf when weather permits.

Lance has built plentiful friendships with members across the state and was inspired to become involved with the Association.

Lance has been the President of the Tasmanian SESVA for the past three terms and enjoys promoting our members successes within the community.

He has taken up the challenge of advocating for the SES volunteers and can see the positive change, and betterment of the SES within Tasmania. This is all thanks to the hard work of the Association, and volunteers.



Gregory Cook
Director NSESVA Board
President of the WA SESVA

Greg joined the Northam SES as a Volunteer in 1996. During his time in Northam, Greg was able to assist other volunteers by being the regional SES Consultative Committee and VA Representative.

Greg also spent time, whilst at the Northam Unit, as the acting Manager York SES Unit and the Training Manager at the Trayning SES Unit.

After 8 years in the Midlands Region, Greg moved to the Pilbara region as the District Manager serving local FESA SES and Volunteer Emergency Service Units.

A few years later Greg moved back to Perth and served as the Section Leader for the Regional Operations Section. Greg then moved to the SES Communications Support Unit as the Local Manager.

Greg holds many SES and National Emergency Management qualifications and is employed as a Senior Risk Consultant working in the public and private sectors.



David Rowlands
Director NSESVA Board
Chair of the Vic SESVA

David joined the Victorian SES in 1995 at the Whitehorse Unit, where he is still an operational member.

David has qualifications in Alpine Search and Rescue, Air Observer, Boat Crewperson, USAR, Staging Area Manager, and General Rescue competencies, including SWAS, Chainsaw, and 4WD Operator.

David has served as Section Leader - Finance, Deputy Controller - Administration, and Unit Controller.

David has been involved with the Vic SESVA (aka VESA) as a Unit delegate on the Central East Regional Council since 2010. He has held several positions at the state level and is currently the Chair of the State Board.

Mr Rowlands was awarded Life Membership of VICSES in 2018.



Warren Hicks ESM
Director NSESVA Board
President of the NT SESVA

Warren has been an SES Volunteer with the South Australian State Emergency Service (SES) since 1992, serving in both metropolitan and country units, including a marine unit.

Warren has fulfilled several leadership roles during this time, including SES Unit Manager for 10 years. Whilst in this position, he became involved in the South Australian SES Volunteers Association, joining as a Regional Representative in 2002 and becoming the Chair in 2005 (a position he still holds).

During Warrens' leadership, there have been numerous reviews and restructures of the Emergency Service sector in South Australia. This has required Warren to use his experience as an SES Responder during many discussions with Ministers and Chief Officers.

Away from SES, Warren is a Design and Technology teacher at an Adelaide High School. A career he took up in his mid-twenties after working as a welder in the construction industry. Warren has qualifications in Volunteer management as well as those in training and SES operations.

Mr. Hicks' distinguished services were recognised when he was awarded the Emergency Service Medal in the Australia Day Honours list of 2011.



Kim Davis ESM
Director NSESVA Board
President of the NSW SESVA

Joel Cowey
Director NSESVA Board
President of ACT SESVA

Kim is the current President of the New South Wales State Emergency Service Volunteers Association and has been in this position for 6 years.

Kim is the first female president of the NSW Association in 22 years. This position is a voluntary position with many responsibilities and advocates for approximately 10,000 SES volunteers in New South Wales.

The SES Volunteers Association has a staff of 3 with a Board of 6 Directors.

Kim also operates a rural contracting business in southern New South Wales, is a Volunteer with NSW SES and Ambulance NSW, along with several other things.

Kim is a family person with 6 grandchildren and a pack of 3 Kelpie dogs to keep her busy.

Ms. Daviss' distinguished service was recognised when she was awarded the Emergency Services Medal in the Australia Day Honours list of 2007.

The National SES VA Councillors (2024/25)

COUNCILLOR

Paul Kelly ESM
John Dowling
Shannon Crofton ESM
Peter Geard ESM
Vacant
Vacant
Ian Smith ESM
Allen Gale ESM

STATE

Queensland
Australian Capital Territory
New South Wales
Tasmania
Victoria
South Australia
Northern Territory
Western Australia

Our People

Structure

The National State Emergency Service Volunteers Association (NSESVA) is a registered company, with the President of each State/Territory Association serving as a Director of the Board. The positions of Chair, Vice Chair, and Secretary/Treasurer provide leadership to the Board in formulating strategy, policy, risk, and financial management. To assist the Secretary, an Assistant Secretary has been appointed by the Board whose role is to take care of the day-to-day business of the raffle and assist the Secretary as required.

Each State/Territory also nominates an independent person from their own State/Territory Association to become a member of the National Council. These representatives and the Board form the National Council. The National Council researches and makes recommendations to the Board on issues that are relevant to State/Territory Emergency Service Volunteers.

The Chair, Vice Chair, and Secretary are elected by the National Council and form the executive group to oversee day-to-day business.



About Us

The National State Emergency Service Volunteers Association was established in 2015 after years of work and negotiations between each State and Territory State Emergency Service Volunteers Association. The National State Emergency Service Volunteers Association is an incorporated association established as a not-for-profit entity that is registered with the Australian Charities and Not for Profit Commission.

The Association is actively working to achieve nationally consistent goals that represent the interests of its members, advocating for them when appropriate.

The Association also provides a forum for national cross-jurisdiction communication, collaboration, and coordination on common issues in the emergency management areas that affect State and Territory Emergency Service volunteers.

As a peak body, the Association provides financial and administrative support to each State and Territory Association.

Mission

Advancing SES Volunteers through National Representation and Advocacy.

Vision

To lead and influence change.

Objectives

The objectives of the National State Emergency Service Volunteers Association are to:

- Provide a collective voice on issues of common interest to SES volunteers
- Enable national collaboration and coordination of responses on matters of national importance



Strategies

Profile Growth

Establish an Engagement Plan on how we will effectively communicate with a diverse audience to increase awareness of the National SES Volunteers Association's role within the volunteering community across Australia.

Governance

Build rules and operating procedures that provide transparency in all activities that the Association undertakes so that our stakeholders have confidence in all that we do.

Advocacy

Develop nationally consistent positions on matters that are relevant to all the State and Territory Associations and communicate to our stakeholders_

Values

Trust

To provide effective stewardship of the organisation for the benefit of our members

Respect

To accept everyone and appreciate them for their differences and points of view

Volunteering

To give, without benefit or gain, to our organisation to support and represent other volunteers

Leadership

To make decisions for the benefit of our members

Integrity

To apply moral and ethical standards to all decisions that we make

Professionalism

To use our skills and experience to grow and build a sustainable organisation

Young Emerging Leaders as attendees at the National Memorial Service

The NSESVA board has been actively supportive of the emergency services youth and the young emerging leaders in the state emergency service.

In 2019, the board financed a contingent representing each state and territory SES unit to attend the National Memorial service for emergency services in Canberra.

This is a board initiative, and they intend to carry it on each year.

Due to the coronavirus pandemic in 2020, this event was postponed and later conducted as a video stream.

In 2021, the National Memorial service went ahead and was also streamed via YouTube.

Unfortunately, due to COVID-19 and lockdowns, it was not possible to have a youth involvement at the 2022 National Memorial service.

In 2023, thirteen selected young emerging leaders from across all 8 jurisdictions attended the National Memorial Service in Canberra.

They were fortunate to not only to provide the guard of honour for the Governor General and Mrs Hurley but were also invited back to the Governor General's residence for a Garden Party lunch in recognition of the coronation of King Charles III.

In 2024, a group of 12 young emerging leaders from all jurisdictions attended the National Memorial Service.

In 2025, a group of 14 SES young emerging leaders from all states and territories attended the National Memorial Service in Canberra



Canberra May 2025



**National State Emergency Service
Volunteers Association LTD
ABN: 64 606 107 215**

**Annual Financial Report
30 June 2025**

Auditors report
See Attachment 1

The History of the National SESVA

In the late 2000s, some SES Volunteers discussed setting up a national body to represent the SES Volunteers.

At the 2012 AFAC Conference in Perth, a small group of SES Volunteers from WA and NSW gathered behind some partitions and had a chat about when, where, and how. The SES Volunteers were Peter Lalor ESM, Gordon Hall ESM, David Price ESM, Dave Beard, John Capes, Charlie Moir, and one other.

Then the NSW SESVA Chair, Charlie Moir ESM, pledged support from NSW SESVA to assist and provide some funding to make this happen.

A working group (NWG) was set up in 2013, consisting of SESVAs from NSW, Victoria, ACT, South Australia, and Western Australia.

The NSW SESVA became the lead agency for the NWG, and all meetings were chaired by Charlie Moir, ESM, President of NSW SESVA. Documentation for meetings was provided by the NSW SESVA, including arranging accommodation, preparing agendas, supporting papers, preparing meeting notes, information, recording, and distribution of Minutes.

Qld and NT joined the working group in 2014.

Tasmania joined the National Association in mid-2018.

At the working group meetings, several ideas were tabled and discussed with agreements

- Objectives of the future Company,
- Structure and voting,
- A National Council to be formed

The Board of Directors was originally restricted to association Presidents and later modified to include an independent Director and Chair.

Councillors were provided by each Association (one each). They were required to enter into discussions with the Board and its members and were assigned projects together with Board members.

It was intended that these would be representative of the relevant associations' members and were not to be paid association or agency employees.

The constitution was discussed and eventually submitted.

Other items such as funding, raffles, and preparation of documents to compare the different states and territories were discussed at these working group meetings.

The following states and territories were at the first meeting of the Board in May 2015; WA, NT, SA, Victoria, NSW, Qld and the ACT.

History of the NSESVA (cont.)

In May 2015, the NSESVA was officially formed as a Company, with the Registered Office, required consents, ACNC registration, and other administrative matters all being completed. Directors and Councilors were assigned specific projects and reported progress at each meeting.

Many of those projects will always be ongoing, and the Directors will continue to work on those national tasks.

A succession of review updates was made to the constitution to meet the changing needs.

The registration of the Association as a limited liability, not-for-profit company, also facilitated taking over the income-generating raffle that NSW SES VA had used, not only to fund itself but also our association through its formation process, enabling the national association to generate income across the nation.

The Working Group Members

2011 Teleconference

Charlie Moir, David Price, Teresa Cook, Warren Hicks, Neil Hedger, Doreen McEncroe

2012 Perth meeting (AFAC)

Charlie Moir, David Price, Gordon Hall, John Capes, Peter Lalor, and one other.

2013 Shangri-la meeting

Charlie Moir, Gordon Hall, Peter Lalor, Doreen McEncroe, Warren Hicks, Neil Hedger, Duck Tonge,

2014/15

Charlie Moir, Gordon Hall, Peter Lalor, Doreen McEncroe, Warren Hicks, Neil Hedger, Duck Tonge, Sharon Kearney, Garry Casey, Alan Leahy, Peter Lalor, John Lawrence



Members of the SESVAs of WA and NSW discussing a future National SESVA - Perth AFAC 2012



Inaugural Chair, Charlie Moir ESM, being presented with a commemorative plaque by the NSESVA Chair, Gordon Hall ESM

Directors and Councilors

Current and Former

Chair

Year	Name	ACNC Director Id	State/Territory
2015 – 2018	Charlie Moir ESM	Before ids issued by ACNC	NSW
2018 - 2025	Gordon Hall ESM	036 21854 88736 40	WA

Deputy Chair

Year	Name	ACNC Director id	State/Territory
2015- 2018	Gordon Hall ESM	036 21854 88736 40	WA
2018-2025	Dr Faye Bendrups OAM	036 76622 29932 17	Vic

Secretary/Treasurer

Year	Name	ACNC Director id	State/Territory
2015-	Doreen McEncroe ESM	036 85890 09606 27	ACT

Directors

Current

Year	Name	ACNC Director id	State/Territory
2019 - 2025	Gordon Hall ESM	036 21854 88736 40	Chair (NSESVA)
2019 -2025	Dr Faye Bendrups OAM	036 76622 29932 17	Deputy Chair (NSESVA)
2015 - 2025	Doreen McEncroe ESM	036 85890 09606 27	Secretary/Treasurer
2015 - 2025	Eddie Cowie ESM	036 88050 51162 19	Qld
2016 -	Warren Hicks ESM	036 97374 88778 11	SA
2017 -	Kim Davis ESM	036 52565 16819 66	NSW
2018 - 2025	David Rowlands	036 36156 65327 02	Vic
2019 -	Gregory Cook	036 76249 61967 69	WA
2020 -	Ron Green ESM	036 96245 88040 71	NT
2021 -	Lance Mulligan	036 22388 51733 75	Tas
2024	Joel Cowey	036 10999 03661 04	ACT

Directors

Former

Year	Name	ACNC Director id	State/Territory
2015 - 2017	Charlie Moir ESM	Before ids issued by ACNC	NSW
2015 - 2019	Gordon Hall ESM	036 21854 88736 40	WA
2015 - 2019	Dr Faye Bendrups OAM	036 76622 29932 17	Vic
2016 - 2020	Sharon Kearney ESM	Before ids issued by ACNC	NT
2018 - 2021	Chris Draffin ESM	Before ids issued by ACNC	Tas
2021- 2021	Robert Muller	Before ids issued by ACNC	Tas

Councillors

Current

Year	Name	State/Territory
2015 - 2025	Paul Kelly ESM	Qld
2018 -	Shannon Crofton ESM	NSW
2025 - 2025	Jeremy Douglas-Bill	Tas
2019 - 2023	Vacant	Vic
2022 -	Ian Smith ESM	NT
2022 -	Allen Gale ESM	WA
2023 -	John Dowling	ACT
	Vacant	SA

Administration Officer

Year	Name	State/Territory
2022 -	Peter Lalor ESM	NSW

Councillors

Former

Year	Name	State/Territory
2015 - 2018	David Rowlands	Vic
2015 - 2023	Duck Tonge ESM	ACT
2015 - 2021	John Lawrence	SA
2015 - 2017	Peter Lalor ESM	NSW
2015 - 2017	John Wright	NT
2016 - 2022	Lin Booth	WA
2017 - 2017	Kim Davis ESM	NSW
2017 - 2020	Ron Green ESM	NT
2018 - 2025	Peter Geard ESM	Tas

Company Information

National State Emergency Service Volunteers Association

PO Box 7321,
Kaleen ACT 2617

E: Office@nsesva.org.au

T: 0429 008 436

Website www.nsesva.org.au