



INNER
MELBOURNE
COMMUNITY
LEGAL

Board Pack

Non-Executive Directors

July 2026

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VISION, PURPOSE & VALUES

Inner Melbourne Community Legal Centre (IMCL) is an independent not for profit legal centre, operating in the inner Melbourne area since 1978.

Our vision

We are working towards a future where systemic injustices that affect our clients are recognized and addressed

Our Purpose

To create a just society by building fairness and wellbeing in our community through the legal system.

Our values

Integrity - We act with integrity in all that we do.

Courage - We are courageous in the pursuit of justice.

Radicalism - We seek systemic change, alongside individual remedies.

Community - Communities shape our work and hold us to account.

Care - We centre compassion, dignity, and humanity in our client-focused practice.



BACKGROUND

Inner Melbourne Community Legal (IMCL) has been providing free legal services in inner Melbourne since its inception as the North Melbourne Legal Service in 1978.

In 2022 IMCL merged with Flemington and Kensington Legal Centre, established in 1981. IMCL now provides services across Inner Melbourne, North Melbourne and Kensington.

The organisation's funding is sourced from state and federal government, philanthropy, donors and pro bono assistance from legal services partners. IMCL is a member of the Federation of Community Legal Centres and the National Association of Community Legal Centres.

IMCL's three main areas of work are:

- Specialist legal services in tenancy; family and family violence; crime and policing.
- Community and integrated partnerships in health, education, housing, homelessness and court settings.
- Law reform and strategic advocacy.



What's on the horizon

Governance, growth and sustainability

Following several years of rapid growth after the 2022 merger, the Board has focused on consolidating governance, risk, and workforce systems to support a sustainable future.

We have modernised financial controls and HR frameworks, commenced a whole-of-organisation risk management program, and continued to strengthen board governance through review of the constitution and policy suite.

With an income of over 4 million, our funding remains a mix of core government sources and competitive project grants. We are mindful of the volatility this creates and are working with funders and partners to secure multi-year commitments for our proven models of integrated practice.

IMCL will continue to strengthen its role as a leading voice for justice and equity. We will progress our appeals in the public housing class action, seek to expand our youth and mental health outreach, and deepen our partnerships that connect people to justice in the places they already seek help and in ways that work. In this way we will continue to show that deeply relational integrated legal help not only changes individual lives but reforms the systems that shape them.



Structure

IMCL is a not for profit incorporated organization registered with the Australian Charities and Not For Profit Commission.

Composition

The Board currently comprises 6 members. The constitution provides for a total 9 members. There are currently two Board sub committees- Finance and Risk and Nomination and Remuneration. Members are expected to be a member of at least one committee

Tenure

Members are appointed for a term of three (3) years and may seek re appointment on two occasions provided that a member's period of continuous services does not exceed a period of nine years.

Board meetings & commitment

Meetings are held bi-monthly around six meetings per year and are generally held in person and require a 2-3 hour commitment and committee meetings are held via teleconference.

Substantial pre-reading and preparation is required.

Committee meetings (frequency varies by committee)

Annual Strategic Planning and staff and stakeholder events

Remuneration

Board members are not remunerated. Remuneration is available for out -of -pocket expenses for attendance at board meetings or undertaking the role of a Board member,



Board member requirements

Collectively the board combines a deep understanding of governance, legal system, social justice, public policy and practice.

IMCL is seeking to strengthen its governance based on the current skills mix, we encourage nominations from people who could bring the following skills :

- *Experience an understanding of quality systems and risk management.*
- *Registration as a CPA with experience and expertise in senior finance roles particularly in the not for profit or public sector.*
- *Experience and understanding of digital technology ,IT system and cyber security.*
- *Philanthropy, grant strategy and corporate partnerships experience*

Personal attributes

All Board members are expected to demonstrate :

- *Genuine interest in IMCL and commitment to its vision, purpose and values*



Board recruitment process

Nominations period

Opens:

Closes:

How to nominate

To be considered please :

- Review the position description
- Provide a covering letter and CV
- Submit your application to

Nominations will be reviewed by the Nomination and Remuneration Committee who will interview candidates and recommend appointments to the board.



Our Board

Chair- Michelle Bisset

Michelle has an extensive 30 year career in industrial relations at the Australian Council of Trade Unions and a Commissioner at Fair Work Commission. Currently she works as a consultant to both the Victorian and ACT governments. Michelle is a member of the Victorian Public Tenants Association board.

Treasurer- Luke White

Luke is an experienced finance and governance professional. He is Chartered Accountant with a Bachelor Business, Bachelor of Arts and Master of Management. He has worked for over a decade in the public and private sectors and was on the board of Melbourne Community Television Consortium and volunteered with various sporting groups and owners corporations.

Secretary-Umeya Chaudhuri

Umeya is a proud unionist and lawyer at the Australian Education Union (Victorian Branch),. She is an experienced social policy researcher, community legal practitioner having previously worked at the Aboriginal Legal Service Western Australia , Redfern Legal Centre and in private practice. She volunteers as a solicitor with Redfern Legal Centre and on a Human Research Ethics Committee in the tertiary sector.



Our Board

Board Member- Jenny Si

Jenny is a lawyer with a Melbourne firm in the areas of property, commercial and retail leasing, business sales and acquisitions, dispute resolution, succession planning and estate administration. She was a volunteer of over 10 years and board secretary of the Flemington and Kensington Legal Centre's prior to the merger with IMCL.

Board Member-Kenneth Cheng

Kenneth has worked for over a decade in the Victorian health and human services public sector. He has extensive experience in funding structures, program frameworks, monitoring and evaluation. Prior to this he worked in the commercial sector with a focus in business development and management. He was on the board at the Flemington Kensington Legal Centre prior to the merger with IMCL

Board Member- Aileen Ashford

Aileen is an experienced board director and CEO with four decades of extensive experience in not for profit organisations focused on social justice and the public sector. She has expertise in governance, strategy, mergers, financial stewardship, public policy and community engagement. She is currently the chair of the peak body Early Learning Association Australia. She has a bachelor of social work and Diploma of Education.



Our CEO

Nadia Morales has over twenty years experience as a lawyer across the justice sector in Australia and internationally. She began her career at Victoria Legal Aid before moving into legal policy, projects and system reform roles.

Nadia commenced at IMCL in 2016 and has held a range of position prior to being appointed as the Chief Executive Officer in 2024.

During her time at IMCL she has been instrumental in shaping the organizations growth from a small community legal Centre with ten staff into a leading rights based legal service of over 40 staff with a strong reputation for strategic advocacy, integrated legal practice and system reform



FURTHER INFORMATION

Website

www.imcl.org.au

Annual Report

https://imcl.org.au/assets/downloads/IMCL_AR25_WEB.pdf

Financial Statement

<https://imcl.org.au/assets/downloads/Inner Melbourne Community Legal Inc - Special Purpose Financial Report - 30 June 2025 - Final>

Signed Version.pdf

Constitution

Attached

Strategy

<https://imcl.org.au/about-us/our-strategic-plan>

