



# Board Elections 2026 - Board Member & Role Nominations 2027-2028

## Candidate Pack

COMPILED BY THE SPENCE CLUB BOARD 2026



## Introduction:

Dear Spence Club Member,

Thank you for participating in our Board Elections and taking the time to read the following applications we've received from an impressive list of nominees who wish to join the Spence Club Board.

We are seeking to appoint (or re-appoint) a number of these self-nominated candidates to the Spence Club Board or Volunteer to serve a two-year term 2026-2028.

Please read and consider these applications and cast your votes for your preferred candidates via our voting portal (which you will have received via email).

**Member voting closes at 6pm, Tuesday 22 September 2026.** Outcomes will be announced at our Annual General Meeting (AGM) on Wednesday 30 September, which is being held online, 5:30-6:30pm (free to attend, all members encouraged to join). Register at [events.humanitix.com/spence-club-online-agm-2026](https://events.humanitix.com/spence-club-online-agm-2026).

Yours sincerely

The Spence Club Inc. Board

## 2026 Applications Summary:

| Name                     | Position                                  | Employer                   | Applying for:        |
|--------------------------|-------------------------------------------|----------------------------|----------------------|
| <b>Tracy Frankenfeld</b> | Recruitment Consultant                    | Mansfield & Co Recruitment | General Board Member |
| <b>Charlene McGrath</b>  | Change Manager                            | Randstad Digital Pty Ltd   | General Board Member |
| <b>Kelly Tagalan</b>     | Team Leader, Customer Experience (Acting) | City of Adelaide           | General Board Member |
| <b>Katie Toop</b>        | Principal                                 | Toop Co                    | General Board Member |
| <b>Jade Wright</b>       | Specialised Banking Manager               | NAB                        | Deputy Chairperson   |

**Name:** Tracy Frankenfeld  
**Position:** Recruitment Consultant  
**Employer:** Mansfield & Co Recruitment  
**Position/s applied for:** General Board Member

**Why would you like to join the Spence Club Board?**

I want to join a working board where I can genuinely contribute, not just hold a title. Spence Club's mission to retain and empower SA's emerging female leaders resonates personally — I've been that woman navigating career growth without the right room to be in. I bring hands-on operational, systems, and people skills that fit exactly what a working board needs, and I'm ready to show up, set up, and pack down.

**Please outline your relevant professional experience/skills to demonstrate your suitability for the Spence Club Board role/s and committee/s you are interested in.**

15 years across legal, professional services, and HR consulting has given me broad, practical skills across systems and IT (IT Manager, O365 and Google Workspace Admin, Essential Eight cyber security implementation), events and operations, communications and marketing (employer brand campaigns, social media, Canva), CRM and member engagement (Zoho, HubSpot, Go High Level), onboarding and people experience, and AI and workflow automation (Claude, Make, Zapier). I'm currently a Recruitment Consultant at Mansfield and Co, giving me a sharp, current view of the SA professional market and a broad network.

**Please provide information about your current/previous board or/and committee experience, if applicable.**

I had direct involvement with the Advisory Board at Resolve Divorce, which included CEO-level members Calvin Stead (Kelly Tillage) and Nick Setchell (RealTimeCEO), both of whom mentored me during their tenure. My involvement included meeting attendance, board report and business case preparation, minute taking, and action item management. I also completed leadership development through SA Leaders, Vistage, and a two-year mentoring program with RealTimeCEO.

**What issues are you interested in? How do these align to the Spence Club and its objectives/values?**

I care deeply about closing the experience gap that holds capable women back from leadership, the circular problem where you need board experience to get board experience. Spence Club actively breaks that cycle and I want to help build it. I'm also passionate about using technology and automation to help not-for-profits punch above their weight, which is something I can contribute to practically from day one.

**LinkedIn:** <https://www.linkedin.com/in/tracy-frankenfeld-95b950161/>

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*~ Tracy Frankenfeld Application Ends ~*

**Name:** Charlene McGrath  
**Position:** Change Manager  
**Employer:** Randstad Digital Pty Ltd  
**Position/s applied for:** General Board Member

**Why would you like to join the Spence Club Board?**

I would like to continue serving on the Spence Club Board to complete the strategic work I've begun and ensure continuity for our members. Over the past year I've contributed to strengthening engagement, improving systems, and shaping clearer member insights, and I'm committed to building on this momentum.

**Please outline your relevant professional experience/skills to demonstrate your suitability for the Spence Club Board role/s and committee/s you are interested in.**

I am the current Lead of the Member Engagement Committee and have established the committee structure, mapped the member journey, introduced the annual survey, analysed results, and shared insights across committees to support informed decision-making. I am also developing the Member Engagement Strategy and Retention Plan. My professional background includes science communication and 18 years in education, with extensive facilitation experience. I previously served on the Science Teachers Association PD Committee, delivering state and national conferences, and I hold a Masters in Special Education, bringing a strong commitment to inclusion. I also have a long history of volunteering and have set up multiple community programs focused on safety, education, and engagement. More recently, my work in change management has strengthened my ability to partner with diverse stakeholders, build engagement, diagnose impacts, and support adoption across complex environments.

**Please provide information about your current/previous board or/and committee experience, if applicable.**

I have served on the Spence Club Board for the past two years and currently lead the Member Engagement Committee. Before this, I was part of the Events Committee and supported the planning and delivery of Club events. I previously served for many years on the Science Teachers Association PD Committee, supporting the board and delivering state and national conferences. Throughout my teaching career, I contributed annually to numerous school committees including parent groups, governing council, year level teams, faculty committees, events and fundraising groups. Outside education, I have served on WHS and DEI committees and have a long history of volunteering and establishing community programs. In my current change management work, I participate in Project Governance Committees, contributing to structured decision making, risk awareness and alignment across projects which strengthens my ability to support Spence Club's governance and committee work.

**What issues are you interested in? How do these align to the Spence Club and its objectives/values?**

I am passionate about ensuring members' voices are heard and reflected in our decisions. I am interested in understanding what keeps members engaged over time and what contributes to members leaving, so we can improve retention and create a consistently positive experience. I want us to deliver events and experiences that are relevant, inclusive and accessible, including exploring online options for members who cannot attend in person. I am committed to expanding our professional development offerings so members can build practical skills, particularly in leadership. I also want to strengthen the ways members stay connected between events, including developing our LinkedIn community into a more active and valuable space. These interests align closely with Spence Club's mission to empower women, foster genuine connection and support personal and professional growth, as well as our principles of inclusivity, accessibility and meaningful engagement.

**LinkedIn:** <https://www.linkedin.com/in/charlene-mcgrath17/>

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~ Charlene McGrath Application Ends ~

**Name:** Kelly Tagalan  
**Position:** Team Leader, Customer Experience (Acting)  
**Employer:** City of Adelaide  
**Position/s applied for:** General Board Member

**Why would you like to join the Spence Club Board?**

I am hoping to contribute my experience across customer, marketing and events. I am new to Adelaide, having moved here late last year. I am also hoping to grow meaningful connections, as well as gain some South Australian experience in leadership and governance.

**Please outline your relevant professional experience/skills to demonstrate your suitability for the Spence Club Board role/s and committee/s you are interested in.**

I'm a joiner by nature. I like getting involved, understanding how things work, meeting people and finding practical ways to make things stronger. My career has centred on improving organisations, services and experiences across customer experience, business growth, stakeholder engagement, program delivery and leadership. I'm often at my best where something needs to be built, improved or brought together, whether that's growing participation, strengthening engagement or turning an idea into something that works. I also bring a blend of experience having exposure as a Trustee Board Member with The Awesome Foundation for four years, and having completed my AICD Company Directors Course. I'm comfortable thinking strategically, but equally happy to roll up my sleeves and contribute to the work that makes a network like Spence Club successful.

**Please provide information about your current/previous board or/and committee experience, if applicable.**

I've been lucky to experience boards from a few different angles. I've served as a trustee, an executive reporting to a board, and a board observer. For four years as a Trustee with Awesome Foundation, I supported community micro-grant funding and the practical work of a volunteer-led organisation. As a professional, I have worked closely with boards on strategy, growth, performance and sustainability, which gives me a strong appreciation for clear direction, healthy challenge and a productive board-executive relationship. Through The Observership Program, I also shadowed the Board of Pocket City Farms and contributed to growth strategy, including expanding its education offering. Across all of these experiences, I find that I align well with organisations that want to grow, improve and contribute value in the community. I am looking to get involved by contributing both strategically and hands-on.

**What issues are you interested in? How do these align to the Spence Club and its objectives/values?**

I've always been drawn to work that sits between opportunity, fairness and practical impact. Early in my career in San Francisco, I worked with community-based literacy and academic intervention organisations, helping them become more sustainable and better able to serve their communities. Since then, the same questions have stayed with me: who gets access, who gets left out, and how do we create social value in a way that lasts? This is the thread that has run through education, science engagement, digital inclusion, partnerships, start-ups and community work. I care deeply about social mobility, equity and inclusion, and the role strong networks and good leadership can play in opening doors. That's what draws me to Spence Club: it feels values-led, practical and connected. I'm excited by the chance to learn from women with different experiences, contribute my own, and get involved. I genuinely feel I have something to learn here, and something to give.

**Do you have any other comments or information to support your application?**

I'm still relatively new to South Australia and only recently discovered Spence Club, but it clicked with me very quickly. More than anything, I'd love to get involved. I'm keen to build stronger connections here in South Australia, contribute to a community of women whose values resonate with me, and be useful where I can. Whether or not this application results in a Board role, I'm very happy to help, volunteer, contribute to projects or simply get stuck in where there's a need. I'm not currently active on LinkedIn and tend to keep my online professional presence fairly limited, so I haven't included a profile here.

**LinkedIn:** Not provided

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*~ Kelly Tagalan Application Ends ~*

**Name:** Katie Toop      **Position:** Principal  
**Employer:** Toop Co      **Position/s applied for:** General Board Member

**Why would you like to join the Spence Club Board?**

I am interested in joining the Spence Club Board because my values strongly align with its objectives to support, connect and elevate professional women across diverse industries in South Australia. I recognise that while women in professional roles have achieved significant advancement, work remains to be done. Data from the Workplace Gender Equality Agency continues to show gender inequality in leadership, and increasing women's participation and representation in leadership is specifically identified as a priority in the SA Women's Equality Blueprint 2023 - 26. Organisations like Spence Club have an important role to play in continuing that progress by building supportive peer networks, providing professional development and highlighting the achievements and experiences of women from diverse backgrounds so that others can see the different pathways available to them. That excites and inspires me, and I would love to help build and actively participate in that work.

**Please outline your relevant professional experience/skills and committee/s you are interested in:** I have substantial governance experience, including serving on the Board of Heta Inc and chairing the Boards of the Hackham West Community Centre and Christies Beach Business and Tourism Association. These roles taught me to come prepared, contribute constructively, listen to different perspectives and help boards make decisions and get things done. I also understand that Spence is a working board and am very willing to roll up my sleeves and contribute. As an employment and industrial relations specialist, I have extensive experience facilitating conversations involving diverse perspectives and interests, as well as experience chairing a state HR conference and panel discussions. These skills would be particularly relevant to the Events Committee. I would be interested in contributing to Membership, particularly by engaging and creating value for emerging professional women, seeking to understand potential barriers to their participation and what they value most from membership.

**Please provide information about your current/previous board or/and committee experience, if applicable.**

As mentioned, I have served on the Board of Heta Inc and chaired both the Hackham West Community Centre and Christies Beach Business and Tourism Association Boards. These active governance roles included drafting and overseeing adoption of a new constitution; recruiting and onboarding Board members; planning member and community events; engaging with government representatives; reviewing complaints, policies, compliance reports and budgets; and initiating and overseeing an organisational rebrand and tender process. Professionally, I have also participated in, facilitated and chaired consultative and bargaining committees involving diverse stakeholder interests. This has developed my ability to facilitate discussion, find common ground, manage disagreement constructively and help groups move towards practical outcomes.

**What issues are you interested in? How do these align to the Spence Club and its objectives/values?**

I am particularly interested in issues affecting women that are often hidden, unspoken or uncomfortable to discuss openly. Do women undercut other women (and why)? Is how we dress at work relevant? Is there such a thing as too much confidence? Is swearing at work a forgivable sin? I am intrigued by the things that are probably affecting us but which we are uncomfortable or unsure how to speak about openly. I think there is a niche for these conversations, perhaps through occasional debates or facilitated discussions. This aligns particularly with Spence Club's values of Connection and Inclusivity: creating space for women to speak candidly can build genuine connections, while hearing different professional, personal and cultural perspectives can challenge our assumptions in a constructive, respectful way.

**Do you have any other comments or information to support your application?**

I have lots of ideas and would be enthusiastic about contributing them! These include facilitated panel discussions and debates; exploring what emerging professional women value from membership; and finding more ways to share the spotlight among members through profiles, interviews or perhaps a podcast. Another small idea is a Spence Club ivy-leaf lapel pin. I have fond memories of my grandmother wearing her Beta Sigma Phi pin and of how it visibly represented her connection to that community. I think there could be something similarly special about Spence members wearing the ivy leaf (and recognising one another "in the wild"! ). I should also note that I have only recently joined Spence Club and do not meet the usual 12-month membership requirement. I understand an exception may apply in some circumstances and have applied on that basis.

**LinkedIn:** <https://www.linkedin.com/in/katie-toop/>

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~ Katie Toop Application Ends ~

**Name:** Jade Wright

**Position:** Specialised Banking Manager    **Employer:** NAB

**Position/s applied for:** Deputy Chairperson

**Why would you like to join the Spence Club Board?**

I would like to continue my tenure on the Spence Club Board because I am genuinely passionate about the Club, its purpose and the impact it has within our community. Over the past two years, I have been proud to contribute as Secretary & Deputy Chair and to help strengthen our governance, operations, events, member experience and strategic direction. I believe we have achieved a great deal, including strengthening our governance framework, continuing to deliver high-quality events and increasing our profile and engagement. I would like the opportunity to build on that momentum rather than see the work we have commenced stop at the end of my current tenure. I am committed to ensuring Spence Club remains a strong, relevant and sustainable organisation that provides meaningful connections and opportunities for women while continuing to support Catherine House.

**Please outline your relevant professional experience/skills to demonstrate your suitability for the Spence Club Board role/s and committee/s you are interested in.** I bring more than 18 years' experience in banking and financial services, including over a decade in a senior Equipment Finance leadership role across SA and NT. My role requires strategic thinking, commercial judgement, stakeholder management, negotiation, risk awareness and strong relationship-building skills. I also have experience in mentoring, advocacy, governance and project delivery. Within Spence Club, I have applied these skills as Deputy Chair and Chair of the Projects & Operations Committee, contributing to governance, strategic initiatives, operational improvements and member experience. I have played a key role in delivering successful events, including a major event hosted at the NAB building, securing sponsorships and partnerships with wineries and food sponsors including Tony & Marks. These experiences demonstrate my ability to build strong relationships, negotiate partnerships and deliver outcomes that enhance Spence Club's profile member experience and purpose.

**Please provide information about your current/previous board or/and committee experience, if applicable.**

I have served on the Spence Club Board for the past two years, initially as Secretary and subsequently as Deputy Chairperson. I currently Chair the Projects & Operations Committee, which has provided me with broad exposure to the operational, strategic and governance responsibilities of the organisation. During my tenure, I have contributed to Board decision-making, strategic planning, governance improvements, operational processes, events, stakeholder engagement and initiatives designed to strengthen Spence Club's sustainability and member experience. I work in and closely with the Executive Committee and other Board members on ensuring our operations align with our Constitution and governance obligations. This experience has strengthened my understanding of the responsibilities of a not-for-profit Board and the importance of collective decision-making, accountability and good governance.

**What issues are you interested in? How do these align to the Spence Club and its objectives/values?**

I am particularly interested in women's leadership, connection, professional development, mentoring, advocacy and creating opportunities for women to be seen, heard and supported. I believe strong networks can have a significant impact on women's confidence, careers and personal and professional growth. These interests align closely with Spence Club's objectives and values and are reflected in the opportunities we create through our events, conversations and connections. I am also passionate about supporting women experiencing disadvantage, which aligns strongly with Spence Club's ongoing support of Catherine House. From a Board perspective, I am equally interested in ensuring Spence Club remains relevant, sustainable and well governed so that we can continue creating meaningful impact for our members and the broader community into the future.

**Do you have any other comments or information to support your application?**

I am proud of what we have achieved over the past two years and grateful for the opportunity to have contributed to Spence Club in both an Executive and Board capacity. I believe continuity is important at this point in the Club's journey, particularly as we continue to strengthen our governance, build on our recent successes and shape our future direction. I am committed to bringing energy, accountability and a collaborative approach to the Board. I genuinely care about Spence Club, our members and the women and community we support, and I would value the opportunity to continue contributing to the organisation's growth, sustainability and impact.

**LinkedIn:** <https://www.linkedin.com/in/jade-wright-b5183a64/>

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~ Jade Wright Application Ends ~