

## **FEMALE REGIONAL MEMBER DIRECTOR CANDIDATE INFORMATION**

**ALLAN, Le-Anne**

**BRADBURY, Tara**

**EDWARDS, Nadine**

**FOGARTY, Rebecca**

**HOOD, Elizabeth**

**SPILSBURY, Suzy**

**WARD, Cyndi**

**WRIGHT, Michelle**

**REIQ 2024 ELECTION**

## ALLAN, LE-ANNE

### Question 1. What are 3 key issues of importance to the real estate profession in Queensland you would promote and support as a Director of the REIQ?

1. I would support, advocate and promote Continuing Professional Development for all real estate personnel, with a particular focus on regional agencies and personnel.
2. I believe connection, support and ongoing training of Real Estate Business Principals is a key issue for the sustainability of their real estate business and benefit of their sales and property management teams.
3. I would support and promote an REIQ Membership Drive – to show the value of “Your” REIQ membership and create awareness of the benefits of REIQ membership within the real estate profession and community.

### Question 2. Please describe your background and experience in the real estate profession including any positions held and contributions made to the REIQ.

I have been a passionate advocate of the real estate industry since the 1980's, particularly on a regional Queensland level. I operated the successful Richardson & Wrench Bargara real estate office from 2005 to 2020 and now work independently for Ray White Bargara and Place Projects for an off-the-plan apartment development in Bargara. I have been a member for the REIQ for well over 15 years and supported the Real Estate Institute of Queensland firstly as a Zone Chair for the REIQ from 2016-2021 and now as a member of the REIQ's Sales Chapter. I was admitted as Fellow Member of the REIQ in February 2024. I am stepping into a real estate training role with the REIQ, delivering real estate courses in Papua New Guinea this year.

### Question 3. Describe your academic and professional qualifications.

I hold a Diploma of Leadership and Management and Diploma of Business, Marketing, along with extensive real estate training. I am the Immediate Past President of the Zonta Club of Bundaberg, one of the most active and longest established charity organisations in Bundaberg.

### Question 4. Outline any experience you have, or any professional training that you have completed in the role of a company director that would assist you in undertaking the duties of an REIQ Director.

I am a Licensed Real Estate Agent and am a hands-on working director of my own company for over 20 years. As immediate Past President of the Zonta Club of Bundaberg and long-term member of the club, I have extensive community connection, governance training and experience.

The skills I could bring to the REIQ Board include: marketing strategy development, fundraising campaign management, board level experience, proactive team leadership, meeting management, legal and financial accountability, diligence and accountability, event planning, advocacy and management and much more.

### Question 5. Please describe anything else you would like REIQ members to know about you and your ability to take on the role of a Director of the REIQ.

I believe in a holistic approach to life and business. The real estate profession is a very rewarding and long game career. The profession, whilst reliant on skills, experience, communication and ethical standards, remains a person-to-person communication-based transactional business. Technology does play its part, however sound common sense, commitment and a human face is crucial for a successful outcome for all stakeholders. This is particularly important in regional markets and in the education and mentoring of the new generation of real estate professionals. In my Board role, I would continue to support and mentor real estate professionals on their path to a rewarding career.

**Please be assured that, if I was fortunate to be elected as a Regional Director, I believe that, with my experience and skills, I would serve all REIQ members with integrity, vision and commitment.**



## BRADBURY, TARA

### Question 1. What are 3 key issues of importance to the real estate profession in Queensland you would promote and support as a Director of the REIQ?

One key issue I'm passionate about addressing is the need for Mandatory Continuing Professional Development (CPD) in the real estate industry. The real estate landscape is constantly evolving, with frequent changes in legislation, market dynamics, and best practices. It is crucial that professionals in our field stay informed and equipped to navigate these changes effectively. By advocating for ongoing education, I aim to ensure that real estate professionals not only remain current with the latest developments but also maintain the highest standards of practice. This commitment to continuous learning is essential for delivering the best outcomes for clients and upholding the integrity of our industry.

My second focus is on influencing legislation that protects both consumers and professionals, ensuring that our industry operates with the highest levels of transparency and integrity. By championing equitable laws, I aim to create a property market that is both just and efficient, fostering trust and stability for all parties involved. This advocacy is crucial for maintaining the health of the real estate sector and ensuring that everyone whether Principal Licensees, Salespeople, Property Managers, Auctioneers, Business Brokers, Residential Complex Managers, Commercial and Industrial Agents benefit from a fair and well-regulated environment.

My third focus is my dedication to promoting best practice standards within the industry. By upholding and championing these standards, I aim to elevate professionalism and enhance public trust in the real estate profession. Ensuring that our industry adheres to the highest ethical and operational standards is essential for building confidence among clients and stakeholders, ultimately contributing to a more trustworthy and respected real estate sector.

### Question 2. Please describe your background and experience in the real estate profession including any positions held and contributions made to the REIQ.

With 22 years in real estate, I began as a receptionist, quickly advancing to trainee property manager in 2002. My career progressed to roles of Department Manager and Business Development Manager. In 2012 I spent 5 months covering a maternity leave position as Property Operations Manager for Harcourts Queensland. In 2013, I founded the BDM Academy supporting property management professionals across Australia and New Zealand through workshops, online coaching, training events and published my first book Real Estate Business Development Grow your Rent Roll. In 2019, I launched Active Agents Hervey Bay, as of today we manage

325 properties with a dedicated team of 4 in property management and 2 in our sales department.

### Question 3. Describe your academic and professional qualifications.

My primary qualification is my Principal Real Estate License, which I completed during my time as Business Development Manager at Wide Bay Prestige Properties. While I didn't pursue formal academic degrees, I've completed high school and have over 22 years of hands-on experience in property management. Since preparing my submission I have been doing some research and have enquired about a Company Directors Course with the AICD.

### Question 4. Outline any experience you have, or any professional training that you have completed in the role of a company director that would assist you in undertaking the duties of an REIQ Director.

I have participated in numerous conferences and soft skills development courses, while consistently reading and staying actively engaged in professional development as an ongoing priority in my life. I have been an active member of Toastmasters International for the past 10 years, during which I've had the privilege of serving in various leadership roles, including President, Vice President of Membership, Secretary, and Vice President of Education.

### Question 5. Please describe anything else you would like REIQ members to know about you and your ability to take on the role of a Director of the REIQ.

I've been passionate about the real estate industry since 2002, and I'm incredibly proud of how far we've come during my years of involvement. In terms of my capabilities, I'm a driver in every sense of the word. I drive ideas, implement procedures, establish structure, and embrace change. Whether it's setting visions or goals I act and ensure things run smoothly. I consider myself a master of time efficiency, always striving to optimise and improve. As a Director of the REIQ, I would bring this same level of dedication, innovation and leadership to help advance our industry and support our members.



## EDWARDS, NADINE

**Question 1. What are 3 key issues of importance to the real estate profession in Queensland you would promote and support as a Director of the REIQ?**

- Promotion of and acting in accordance with legislation.
- Continuing to bring professionalism to our industry.
- Connectivity between real estate professionals regardless of brand.

**Question 2. Please describe your background and experience in the real estate profession including any positions held and contributions made to the REIQ.**

I commenced in real estate as a sales consultant in February 2004 at my family business of LJ Hooker Cairns Edge Hill. Prior to that I was a qualified lawyer and accountant and worked as a lawyer at Clayton Utz Brisbane and Freehills Melbourne. I became the Sales Director in the agency in 2012. I became a director of the company and agency when we lost my father at the start of 2021. Since June 2018 I have been a director of Cairns Bank and since September 2023 I sit on the CQU Regional Advisory Committee for Cairns. I have attended every REIQ training session I can and operate as per the REIQ best practice guidelines. I have won many awards with the LJ Hooker network including most recently 2024 Top Auction Lister for QLD/Norther NSW and 2024 Third Place Champion Auction Lister.

**Question 3. Describe your academic and professional qualifications.**

I have a Bachelor of Business – Accountancy and Bachelor of Law. I graduated from QUT Gardens point with this dual degree 1991-1995. I commenced working as a lawyer with Clayton Utz in 2006 covering the areas of property law/insolvency and banking and finance. I commenced with Freehills Melbourne in 2001 (and was made a Senior Associate at the age of 28) in the areas of banking and finance and project finance.

**Question 4. Outline any experience you have, or any professional training that you have completed in the role of a company director that would assist you in undertaking the duties of an REIQ Director.**

Having practiced as a lawyer with two major National law firms and dealing with many corporates I am fully across the Corporations Act.

In June 2018, I commenced as a Director with Cairns Bank, regulated by APRA, so I am fully aware of the duties and responsibilities of being a director.

Real Estate Agent Licence under the Property Occupations Act 2014 issued 7 April 2021.

**Question 5. Please describe anything else you would like REIQ members to know about you and your ability to take on the role of a Director of the REIQ.**

Having been in this industry just shy of 21 years, I remain passionate about what I do and how I do it. Our team here is known as conducting themselves with the utmost professionalism to the letter of the Law. We understand and embrace that we have a duty of care to each of our clients and anyone we deal with in our day-to-day operations. I am willing to be an advocate for our profession and assist others in becoming better real estate professionals as well as being instrumental in navigating the future shape of our industry. I would consider this position as an honour and a privilege.





## FOGARTY, REBECCA

### Question 1. What are 3 key issues of importance to the real estate profession in Queensland you would promote and support as a Director of the REIQ?

I believe the REIQ can foster a more connected, knowledgeable, and ethically-driven real estate profession across Queensland by focusing on the following:

1. **Regional Training and Support:** Regional agents often face challenges such as isolation from central resources, limited access to professional development, and difficulties in networking with peers.
2. **Advocacy Regarding Legislation:** The property sector is highly regulated, and agents need clarity and support when navigating these rules.
3. **Best Practice for Members:** Promoting best practices among real estate professionals is essential to maintaining trust, credibility, and high ethical standards in the industry.

### Question 2. Please describe your background and experience in the real estate profession including any positions held and contributions made to the REIQ.

I have been a real estate professional for over 20 years. In 2017, I launched my own agency which has experienced significant success, including REIQ's **Regional Residential Agency of the Year** in both 2021 and 2023, **Small Residential Agency of the Year** in 2023, and I was personally awarded **Property Manager of the Year** in 2021.

Since 2018, I have been an active member of the **REIQ Property Management Chapter** and in 2024, I commenced working with the **REIQ Student Support Service**, assisting new entrants into the industry. I am looking forward to expanding my contributions in 2025 by presenting training sessions to support the next generation of real estate professionals.

### Question 3. Describe your academic and professional qualifications.

I hold a **Diploma in Business Management**, which has been instrumental in my role as the Co-Owner of Blackbird and Finch. This qualification has provided me with a solid foundation in key business areas such as financial management, operations, leadership, and strategic planning.

Currently, I am undertaking a **Certificate IV in Workplace Assessment and Training**, which will further enhance my ability to mentor and train others within the industry.

### Question 4. Outline any experience you have, or any professional training that you have completed in the role of a company director that would assist you in undertaking the duties of an REIQ Director.

As the **Co-Founder of Blackbird and Finch**, I have gained extensive experience in managing the overall strategic direction, operations, and financial oversight of a business. This has honed my decision-making skills and my ability to navigate complex situations that affect both the business and its stakeholders.

Currently, I serve on the **Board of Directors for Toowoomba Together**, an organisation dedicated to addressing domestic and family violence in the community. In this capacity, I am also **Chair of the Business Action Group**. My work with this board involves governance responsibilities, risk management, and the development of initiatives that align with our mission, all of which are skills that directly translate to the responsibilities of an REIQ Director.

### Question 5. Please describe anything else you would like REIQ members to know about you and your ability to take on the role of a Director of the REIQ.

I am **deeply passionate about the real estate profession** and understand the challenges and opportunities within the industry firsthand. I have the **flexibility and time to commit** fully to the role of a Director of the REIQ.

What drives me most is the desire to **give back to the industry** that has provided me with so much opportunity. I am committed to championing initiatives that support best practices, enhance training and development, and advocate for fair and effective legislation that benefits both real estate professionals and the communities we serve.

Ultimately, **my goal is to contribute to the success of REIQ members**, ensuring that we continue to lead the way in promoting professional standards, fostering innovation, and upholding the integrity of the real estate industry in Queensland.



## HOOD, ELIZABETH

### Question 1. What are 3 key issues of importance to the real estate profession in Queensland you would promote and support as a Director of the REIQ?

1. I would like to propose that the current salesperson certification be divided into separate qualifications for sales and managing agents. This would allow for more targeted training and specific qualifications for both sales agents and property managers (or leasing agents). Currently, one generic 'salesperson' certificate covers the entire industry, but I believe it does not provide adequate training on best practices, legislation and risk management for those pursuing a career in property management.
2. Honesty & Integrity: I propose that the REIQ create a platform to facilitate accountability and service standards, helping to build a strong reputation across our industry. I would like to see the real estate industry in Queensland elevated, with the public holding it in high regard and placing their trust in it.
3. Rental Law Reforms: I agree with the REIQ's position on the proposed changes. Whilst I support some of these reforms, I believe consideration should be given to both tenants and property owners. The current government's changes seem primarily in favour of tenants. I want to support an industry body that advocates equally for both tenants and owners, ensuring the laws are fair and balanced. As we navigate the housing crisis, it's crucial that property owners receive support as well. Without fair legislation for both parties, we risk reducing the availability of properties and worsening the crisis.

### Question 2. Please describe your background and experience in the real estate profession including any positions held and contributions made to the REIQ.

I began my career in the Central Queensland real estate industry in 2002, gaining extensive experience during my 14 years with a locally-owned independent agency. Initially hired as a receptionist, I quickly immersed myself in all aspects of the business expanding my skills across multiple roles. In 2015, I was honoured three national awards, including the REB BDM of the Year Award in Sydney.

In January 2016, I founded my own company, Elite Real Estate, in response to a need for high-level property management services with a personal touch. Elite Real Estate has since grown beyond Property Management to offer full services across residential and commercial management, as well as sales. Starting with zero properties under management, we have experienced organic growth and now manage over 650 properties.

In addition to running my business, I have delivered multiple speaking engagements and training sessions for other industry professionals, sharing insights on business development, personal branding and service delivery. As a multi-award winner with 22 years experience as a regional agent, I believe my attention to detail and work ethic in property dealings would make me a valuable asset and contributor to the REIQ.

### Question 3. Describe your academic and professional qualifications.

Grade 12 Certificate, Real Estate Agent & Director.

### Question 4. Outline any experience you have, or any professional training that you have completed in the role of a company director that would assist you in undertaking the duties of an REIQ Director.

Self-growth is essential for anyone looking to develop both personally and professionally. As this is one of my core values, I invest both time and resources to ensure that my training remains current, relevant and ongoing. As a leader, I believe it is important to invest in and facilitate the growth of my team as well. Equally important is fostering enthusiasm in those around me and encouraging a learning environment to ensure we deliver a maximum impact. Personal training:

- REIQ Zone Breakfasts, REIQ Commercial Training in both Sales and Property Management (2023), REIQ Advanced Leadership Program (2024), REIQ Auctioneering Course (seeking recognition of prior learning for completion)
- Advanced Leadership & Professional Development Course (including NLP training)
- Professional coaching for writing
- Co-Authored Best Selling Book (Voices of Impact Vol 2)
- Vinh Giang – Stage Academy (communication mastery)
- Stacey Holt Rental Reform Training 2024

### Question 5. Please describe anything else you would like REIQ members to know about you and your ability to take on the role of a Director of the REIQ.

In addition to my commitment to continuous personal and professional development, I am deeply dedicated to fostering growth within my team and also the wider industry. Over the last 2 years, Elite Real Estate has expanded our services to the regional areas of Moura, Theodore, Baralaba, Biloela and Gladstone and we are very committed to ensuring a high level of service is optional for the remote areas within regional Queensland. I believe in leading by example and creating an environment that encourages learning, innovation and collaboration. My experience in building and growing a successful real estate business from the ground up has equipped me with the leadership skills that I believe would provide meaningful contribution as a regional director of the REIQ.

I am passionate about advocating for fairness and professionalism in the industry, and I am confident that my skills, values and industry knowledge will be an asset towards making a positive impact in this role.



## SPILSBURY, SUZY

**Question 1. What are 3 key issues of importance to the real estate profession in Queensland you would promote and support as a Director of the REIQ?**

1. Professionalism & Honesty
2. Continued Professional development of Qld Agents
3. Encouraging Agents to achieve their business objectives & understand their legislative requirements

**Question 2. Please describe your background and experience in the real estate profession including any positions held and contributions made to the REIQ.**

I started my Real Estate Career in Townsville in 1992 and owned my own agency since 1993 as a 19 year old. I have now just rolled over 30 years in the industry. I enjoyed being an industry trainer for the REIQ through the early 2000's until I had to put my young family first and raised them whilst building & growing 2 real estate offices in Townsville. I am a strong advocate and believe in constant training and development. I also have a strong focus on Property Management.

**Question 3. Describe your academic and professional qualifications.**

As my life has been focused on Real Estate for the last 30 years and is my passion I have not had anytime for any other academic qualifications. However, I am a qualified workplace trainer and on a side note have a Cert 3 & 4 in Fitness. I believe it is my experience in the Real Estate sector in owning and operating Real Estate Offices that greatly benefits a potential role as a Director of the REIQ as I can relate to the members and understand the challenges our industry face today first hand.

**Question 4. Outline any experience you have, or any professional training that you have completed in the role of a company director that would assist you in undertaking the duties of an REIQ Director.**

I have been a company director for 30 years so understand the duties required. I have also been Treasurers and Secretaries of local Townsville Clubs.

**Question 5. Please describe anything else you would like REIQ members to know about you and your ability to take on the role of a Director of the REIQ.**

I feel that I would bring passion, drive and experience in all areas of the Real Estate Profession. From understanding the challenges of owning and operating a business, to the day to day challenges a receptionist faces in customer service and everything in between.



## WARD, CYNDI

### Question 1. What are 3 key issues of importance to the real estate profession in Queensland you would promote and support as a Director of the REIQ?

1. **Regulatory Changes and Compliance.** I support proactive collaboration with industry stakeholders, government agencies, and the community to address regulatory changes. This includes engagement during the proposal stages and after legislation is enacted, to identify and address potential pain points, gaps, and ambiguities.
2. **Regional Face-to-Face Training.** To enhance access to professional development, I will support more face-to-face training opportunities in regional Queensland regarding availability and attendance. This will enable agents in these areas to access more training, improving compliance and the ability to provide accurate client advice.
3. **Specialised Training for Property Managers.** I support the ongoing development of specialised training for property management professionals to help with managing the complexities and the overwhelming amount of pressure that our valued property managers are feeling with so many legislative changes happening.

### Question 2. Please describe your background and experience in the real estate profession including any positions held and contributions made to the REIQ.

I come with 33 years of hands on experience in the real estate industry, I am a long-standing Practicing REIQ Member and an REIQ Accredited Agency (Medium Office).

After 14 years in the industry working with only two agencies, I was presented a business opportunity in 2005 to become the Real Estate Licensee-in-Charge. Since then, I have co-owned and managed a Property Management business in Gladstone growing from 1 staff member to 7 long term loyal team members. My intention was never to have a huge business but a business where my staff, clients and customers all feel valued and heard.

My roles include serving on the REIQ Property Management Support Services Team, being a Trainer and Assessor for the REIQ, and years of contributing as a Committee Member for the Property Management Chapter in a franchise group.

I have contributed to our industry by successfully establishing case law relevant to Rental Reforms Stage 2 through QCAT, just one month after the reforms were enacted. This achievement involved successfully testing Section 93B of the RTRA Act, specifically addressing Rental Property Price Capping with my client being able to increase his rent to current market value within the 12 month capping due to his extenuating circumstances.

I have also been a guest speaker and panellist for the REIQ and other franchise groups on many occasions.

I have been named Australian Property Manager of the year for my franchise group in 2011, 2014 and 2018 and a finalist in 2015,

2016, 2017. I have been a Finalist for the REIQ Property Manager of the Year in 2016, 2017, 2018 and 2019.

### Question 3. Describe your academic and professional qualifications.

- Treasurer and Training for a suicide prevention Organisation in Gladstone for seven years, honing financial management, governance and leadership skills.
- JP (Qualified) which means I have a strong grasp of legal processes and requirements which is crucial for a role that involves compliance and regulatory matters. This background enables me to navigate the legal documents and procedures with a high level of proficiency.

### Question 4. Outline any experience you have, or any professional training that you have completed in the role of a company director that would assist you in undertaking the duties of an REIQ Director.

- Extensive hands-on experience as a Managing Director, including corporate governance, risk management, strategic oversight, financial management and organisational governance.
- Completed various training programs in leadership, financial management and organisational governance.
- Valuable skills in financial oversight and strategic planning and compliance from my 19 years of business ownership and operations and my community committee involvement.

### Question 5: Please describe anything else you would like REIQ members to know about you and your ability to take on the role of a Director of the REIQ.

I am deeply committed to advancing the real estate profession and improving standards in Queensland. My extensive experience, coupled with a strong background in community service and governance, equips me to effectively address the challenges faced by the industry and contribute positively as an REIQ Director. My dedication to professional development and regional support underscores my readiness to serve and grow with this role. I thank you for taking the time to read and consider my nomination submission for REIQ Female Regional Director.





## WRIGHT, MICHELLE

### **Question 1. What are 3 key issues of importance to the real estate profession in Queensland you would promote and support as a Director of the REIQ?**

I would promote and support the following as a Director of the REIQ:

- Diversification of training and networking opportunities to include all sectors of real estate in Queensland.
- An increase to professional development opportunities in regional areas.
- The REIQ's efforts to 'Address the Home Ownership Crisis'.

### **Question 2. Please describe your background and experience in the real estate profession including any positions held and contributions made to the REIQ.**

I am a Fellow REIQ member and for many years I was actively involved with the REIQ Business Brokers Chapter Committee and held the Chair role for a period. I enjoyed helping host the business brokers educational forums and events during my time on the Business Brokers Chapter Committee.

In 2019, I was the winner of the REIQ's Business Broker of the Year award.

I have a passion for helping improve standards within all areas of the real estate industry.

### **Question 3. Describe your academic and professional qualifications.**

I hold qualifications in accounting and am a Registered Business Valuer (RBV) accredited by the Australian Institute of Business Brokers. The experience I have valuing and selling business has enabled me to quickly identify areas of weakness in business that could be improved. I believe I could make a valuable contribution to the REIQ board given the business experience I have to offer.

### **Question 4. Outline any experience you have, or any professional training that you have completed in the role of a company director that would assist you in undertaking the duties of an REIQ Director.**

As a Registered Business Valuer (RBV), part of assessing the value in a business is completing a risk assessment and reviewing company processes for each valuation undertaken. This is a critical part of the valuation process. I can very quickly identify areas in business structures and processes where there are strengths and weaknesses.

I believe this skillset would be valuable as a member of the REIQ Board.

### **Question 5. Please describe anything else you would like REIQ members to know about you and your ability to take on the role of a Director of the REIQ.**

I have had a passion for real estate since entering the industry which is why I was an active part of the Business Brokers Chapter Committee for many years. I now feel that a natural progression for me would be to use my skills and knowledge of real estate and business to assist the board with strategic decision making to benefit the REIQ and ensure sustainability of the organisation for REIQ members for years to come.





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