FEMALE DIRECTOR CANDIDATE INFORMATION

BOLD, Tracy
BOYD, Joanna
CHASE, Rauhena
FOGARTY, Rebecca
FYNES-CLINTON, Emma
PARSONS, Leanne
STIVANO, Sherrill
VALENTI, Laura





BOLD, TRACY

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?

Three key issues I will promote and support:

- Elevating Professional Standards & Ethics: champion practical education, transparent compliance and mentoring to support the next generation of principals and property managers.
- Simplifying Compliance & Legislation: advocate for member-friendly resources and guidance (e.g. new reforms and advocacy that reduce red tape while ensuring compliance.
- Stabilising Investor Confidence & Rental Supply: collaborate on policies that encourage sustainable investment and rental supply, with a focus on delivering housing solutions for Defence and veteran communities.

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 worked in Queensland real estate for over 30 years, specialising in property management, sales and buyer advocacy. As Principal of **Bebold Properties**, I restructured the business to focus on investor wealth creation, personalised service, and strong property management outcomes. In 2023, I was honoured with **Fellowship of the REIQ** in recognition of my contribution to the profession.

Throughout my career, I have consistently supported REIQ training and initiatives. Beyond real estate, I lead major community and veteran housing projects, including partnerships with multiple organisations e.g. RSL Queensland and the Salvation Army, demonstrating my commitment to leadership that delivers genuine intent.

Beyond real estate, I have been a community leader for more than a decade, including 12 years of organising one of Australia's most successful ANZAC Day Dawn Services. My commitment to service has been recognised through multiple awards, including the **Special Services Award presented by Governor-General Sir Peter Cosgrove** for my contributions to the Scouting movement, and an **Australia Day Award for community leadership** across several not-for-profit organisations.

Question 3. Describe your academic and professional qualifications.

- Licenced Real Estate Principal (QLD)
- TAFE Queensland Real Estate Diploma 1991.
- Corporate and trust-account compliance under the Property Occupations Act.
- Financial management, risk governance, and strategic planning.

- Experience implementing CRM systems and digital tools to improve compliance, efficiency and client engagement.
- Certificate IV in Entrepreneurship and New Business

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.

- Director and Founder of **Bebold Properties** private company) and **Horisuns Limited** (public NFP).
- Governance experience spanning budgets, financial oversight, risk registers, HR and policy compliance.
- Leadership of community events, committees and sponsorship programs.
- I have completed multiple governance courses throughout my career and am prepared to undertake the AICD Director Short Course in line with REIQ's expectations

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 bring operational depth, a strong compliance lens, and a passion for advocating for members' interests. My leadership is grounded in integrity and collaboration, with a proven track record of delivering practical outcomes for businesses and communities.

I believe the real estate profession is on the cusp of continual evolution – no longer defined only by traditional practices but shaped by **innovation**, **individuality and professionalism**.

My goal is to strengthen the REIQ as the trusted voice of our industry, ensuring members are supported with the tools, advocacy and forward-thinking leadership needed to thrive in an environment of change. I believe my industry expertise, combined with over two decades of nationally recognised community leadership, positions me to contribute a unique perspective that blends professional rigor with service to others.





BOYD, JOANNA

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?

Regulatory and Compliance Reform – Ongoing legislative changes, like the new Property Law Act, mean agents need clear guidance and practical tools to adapt. As Director, champion proactive education, real-world resources, and strong advocacy to ensure members are prepared and confident.

Professional Standards in a Competitive Market – With more players and digital disruption, standing out means delivering exceptional service, transparency, and trust. Support initiatives that showcase and reward best practice, raising the bar for professionalism across the industry.

National Licensing for Real Estate Agents – A national licence could remove border restrictions and make it easier for agents to work across states, but it must protect Queensland's high standards. Ensure Queensland's voice is heard in national discussions, shaping reforms that benefit members while closing loopholes that allow other states to use a Queensland licence to fast-track or bypass equivalent licensing requirements.

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

Over the past 27+ years, I have held various property centric roles in Franchise Management, Real Estate Insurance, Recruitment/Training and Buyers Agency, which have collectively deepened my expertise in the real estate sector. I am honoured to have been recognised as a Fellow of the REIQ and to serve as the Buyer's Agent Chapter Chairperson for the past two terms. Recent Industry Awards include: 2023 REIQ Buyers Agent of the Year, 2025 PIPA Small Business of the Year. I also co-developed and teach the REIQ Buyers Agent Essential program, designed to enhance the skills and knowledge of industry professionals, our programme is now CPD accredited. The 2025 REIQ Leaders' summit I have been invited to present to my industry peers.

Additionally, I served for 2 tenures as the Queensland State Representative for the Real Estate Buyers Agents Association of Australia (REBAA), where I continue to advocate for the interests of Buyers Agents and contribute to the profession's growth on a national level. I am committed to continuing my contributions to the real estate sector in Queensland.

Question 3. Describe your academic and professional qualifications.

Professional Qualifications

 QPIA Accredited – Property Investment Professionals of Australia (PIPA)

- Tier 1 Insurance Broking Compliance ANZIF
- Diploma of Business Auckland, New Zealand

Professional Skills & Experience Beyond Real Estate

- Strong governance and compliance knowledge through insurance broking and risk management roles
- Proven strategic planning and business growth expertise as founder and Principal Buyer's Advocate
- Extensive stakeholder engagement and negotiation skills in both corporate and property sectors
- Experience in mentoring, training, and industry advocacy
- High-level analytical and decision-making capabilities for complex transactions and organisational governance
- Demonstrated ability to build reputable brands and maintain ethical, client-focused service standards

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.

Throughout my career, I have gained extensive experience in key management roles, including stakeholder engagement, financial management, and team leadership. I've also contributed to community initiatives, such as founding the Marist College Ashgrove Solo Parent Group and leading the P&F Committee, which enhanced my governance, risk management, and strategic decision-making skills.

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.

Recognised leader, trainer, and mentor, actively supporting the growth of peers and emerging professionals.

- Well-connected across Queensland's property industry, fostering collaboration and strong professional relationships.
- RISE Ambassador in conjunction with charity Hands Across The Water.
- Passionate about shaping policy, contributing to governance, and driving ethical, client-first practices.
- Respected thought leader with strategic insight to represent member interests and deliver future-focused outcomes.





CHASE, RAUHENA

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 three issues are central to Queensland's real estate profession today. First, the ongoing challenges in the **commercial property sector**, where members must navigate shifting market conditions across retail, office, and industrial spaces. Second, **advocacy for fair and practical regulation**, ensuring government decisions protect our industry and our clients. Third, the importance of **digital transformation and member engagement**, so our members have access to the right tools, training, and support to remain trusted professionals in a changing world.

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 dedicated my career to the commercial real estate profession, spending 15 years with Raine & Horne Commercial Southside before establishing my own firm, Rauhena Chase Commercial Real Estate. My focus has always been on office, retail and industrial management and leasing. I was honoured to be recognised as a finalist for the REIQ Commercial Property Manager of the Year, reflecting my commitment to excellence in practice and service. I currently serve on the REIQ Commercial & Industrial Chapter and have had the privilege of serving as its Chair, where I contributed to advocacy and industry representation. I have also written for the REIQ Journal, sharing insights with members to strengthen our collective voice.

Question 3. Describe your academic and professional qualifications.

I am a fully licensed real estate principal and a graduate of the **AICD Foundations of Directorship** program. I bring skills in governance, advocacy, negotiation, and stakeholder engagement. As a business owner, I also understand firsthand the challenges our members face daily in balancing compliance, client expectations, and commercial realities.

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.

Beyond my professional practice, I have held leadership and governance roles in both industry and community settings. These include my service as Chair of the REIQ Commercial & Industrial Chapter, President of a large women's organisation, and **Co-founder and President of a community choir,** where I gained valuable experience in governance, member engagement and building inclusive

culture. I have experience in **financial oversight, risk management, and strategic decision-making,** and I am committed to ongoing development in governance practice.

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 passionate about ensuring that **commercial members are strongly represented** at Board level while also supporting the REIQ's broader mission to raise professional standards across the industry. My style is collaborative and approachable, and I believe in bringing people together to achieve outcomes. Having built my career from large agency experience through to running my own firm, I understand the diverse realities of our members. Most importantly, I care deeply about our profession and the people who make it thrive, and I am committed to serving with integrity, energy, and focus on member value.





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?

Staff Development and Support: I am committed to championing greater access to professional development and mentoring for all members, including early-career real estate professionals and those in regional Queensland, to lift industry standards and retention across sales and property management.

Industry Advocacy to Government: I support policy reform by collaborating directly with government and industry bodies to ensure balanced regulations, ease of doing business for agencies, and fair consumer outcomes for buyers, sellers, landlords and tenants.

Professional Standards and Community Trust: I support initiatives that build public trust and ensure high ethical standards – focusing on compliance, transparent conduct in all agency business, and promoting REIQ's values in every sector, from residential sales to commercial and strata.

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

With more than 20 years in Queensland real estate, my career highlights include:

- Licensed since 2016, registered since 2007, and holding a
 Diploma in Business Management as well as being a
 Certified Strata Manager.
- Experience across sales, property management, and strata, operating a real estate business with a strong focus on legal compliance, team mentorship, and operational innovation.
- Contributions as an REIQ Property Management Chapter Member, Fellow Member, and active REIQ Workplace Trainer and Assessor, supporting professional learning and raising standards across the industry.

Question 3. Describe your academic and professional qualifications.

Qualifications:

- Over 20 years in real estate, Queensland-registered since 2007, full real estate licence since 2016.
- Diploma in Business Management.
- SCA Certified Strata Manager.
- REIQ Property Management Chapter Member and Fellow Member.
- REIQ Workplace Trainer and Assessor.

Further relevant experience:

- Proficient in business operations, regulatory compliance, training, and staff coaching.
- Skills extend to sales strategy, client service, legal process navigation, and governance – all vital for the REIQ Board role and effective advocacy to government.

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.

- Hands-on governance experience as a business owner, responsible for organisational risk, staff management, and ensuring compliance in both sales and property management operations.
- Exposure to industry change management and risk management at an enterprise level, including adapting business practices to legislative reforms and shifting market dynamics.
- Professional training as an REIQ Workplace Trainer and Assessor, plus experience mentoring industry professionals and serving on committees, broadens competencies for board service.

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 committed to **championing the interests of Queensland's property professionals,** regardless of their area sales, property management etc.
- Known for advocating **staff development**, **promoting career pathways**, and helping colleagues navigate legislative and marketplace changes.
- Passionate about ensuring the Queensland industry remains progressive, resilient, and inclusive at all levels.





FYNES-CLINTON, EMMA

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 Diversity, Inclusion & Women in Leadership: The real estate profession in Queensland has a strong female workforce but remains underrepresented at senior leadership and board levels. I would drive initiatives to promote diversity and inclusiveness at leadership levels.

Advocacy for Planning, Housing Supply & Development Approvals: I have worked in the property industry in various roles for over 30 years and Queensland faces ongoing challenges around housing affordability, land supply and lengthy development approval processes. As an REIQ Director, I would champion a strong advocacy role with all levels of government to create a more balanced and responsive approach to housing.

<u>Strengthening Consumer Confidence & Professional Standards:</u> The Queensland property market relies on a high level of consumer trust and professional integrity. As an REIQ Director, I would advocate for initiatives that elevate the profession's reputation and protect consumer interests.

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 relatively new member of the REIQ; however, I bring over 30 years of diverse experience in the real estate and property industry across Queensland and interstate. My career has spanned residential and project sales, leasing, property finance, and property development. I am deeply committed to supporting REIQ's role as the peak body for real estate professionals and believe my extensive industry background would enable me to contribute meaningfully to the REIQ's advocacy efforts, professional development initiatives, and strategic direction.

Question 3. Describe your academic and professional qualifications.

- Real Estate Licence No 4313842 (2019)
- CPP40307 Certificate IV in Property Services (Real Estate (2019)
- Company Directors Course (AICD 2015)
- Master of Business (Professional Accounting), (Queensland University of Technology, 1998)
- Graduate Diploma in Finance and Investment (Securities Institute of Australia 1997)
- Honours Degree in Economics, (University of Queensland, 1991)
- Bachelor of Economics, (University of Queensland 1988)

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.

<u>Professional Memberships:</u> Fellow, Securities Institute of Australia; Graduate, Australian Institute of Company Directors; Member, REIQ.

Charitable Memberships: Member, RSPCA; Member, C&K.

Board Positions:

- Board Member, C&K (retired)
- Chair, Audit, Risk and Finance Committee, C&K (retired)
- Committee Member, Nominations Committee, C&K (retired)
- Board Member; Mother of Boys; (retired)
- CEO, Managing Director Venerdi Finance Pty Ltd
- Company Secretary, Wilston Works Pty Ltd

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 passionate about contributing to the ongoing growth, professionalism, and influence of the Queensland real estate sector. I bring extensive experience in governance and strategic leadership. I have also served on various boards and committees, which has strengthened my skills in risk management, advocacy, and stakeholder engagement – all essential attributes for an effective REIQ Director. I am also passionate about supporting diversity and promoting women in leadership.





PARSONS, LEANNE

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?

Areas outside of Brisbane, particularly in Far North Queensland, face different market dynamics, especially with rental availability. Regional challenges like tighter supply and higher demand should be better recognised in policy and advocacy.

I also believe the profession should have the chance to review and provide feedback on new legislation before it is implemented, to ensure changes are workable and fair for both owners and tenants.

Finally, I believe more clarity is needed around new tenancy laws. For example, with the recent break lease legislation, if a tenant changes their mind, can the lessor legitimately recover advertising and reletting costs? At present this remains a grey area, creating uncertainty for both property managers and owners. Clearer guidance and strong advocacy on these issues would be of great benefit to the profession.

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

Starting in reception in 2015, I progressed to property management assistant, then property manager, before moving into sales and now operating as principal of my own agency. This journey has allowed me to gain a strong understanding of every aspect of the real estate profession. Having worked across multiple roles, I can relate to the challenges and responsibilities face at each level. My experience has also given me valuable insight into how industry changes impact different parts of the profession, which I believe positions me well to contribute meaningfully to the REIQ and its members.

Question 3. Describe your academic and professional qualifications.

Starting full-time work at 17 with NAB, I developed strong skills in customer service, compliance, and attention to detail. I then spent 5-8 years in the hospitality industry, gaining experience in communication, problem-solving, and working in fast-paced environments. Following this, I worked 4 years with VicRoads, where I further developed my knowledge of regulatory processes and stakeholder engagement. Over the past 10 years in real estate, I have combined these experiences to build a broad and practical skill set. This diverse background has equipped me with adaptability, professionalism, and the ability to approach challenges from multiple perspectives – qualities that I believe would assist me in effectively undertaking the role of a Director of the REIO.

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 Principal of Coronis & Leanne Parsons for the past 4 years, where I have gained extensive experience in business leadership, compliance, and risk management. I am currently expanding my knowledge in the area of Commercial Letting and Sales to broaden my professional expertise. Prior to this, I spent 3 months as Office Manager at VicRoads Shepparton, overseeing a team of 8 staff and providing guidance on legislative requirements. These roles have given me direct experience in governance, staff management, and ensuring operational compliance — all skills that would assist me in fulfilling the responsibilities of an REIQ Director.

I have organically grown my rental portfolio to 60 properties, which has given me valuable insight into building and managing a business from the ground up. With strong systems now in place, I have the time and capacity to actively contribute as a Director of the REIQ. I am committed to supporting the profession, advocating for members, and ensuring the industry continues to grow with integrity and professionalism.

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.

No additional information was provided.





STIVANO, SHERRILL

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?

- Regional and Rural Representation Ensuring the unique challenges of regional and rural Queensland markets are represented in REIQ's advocacy and policy.
- Professional Standards, Mentoring and Trust Promoting ethics, compliance, and professional development while mentoring and supporting new agents to build sustainable, respected careers.
- 3. **Innovation and Adaptability** Supporting the adoption of digital tools and modern business systems to improve transparency, efficiency, and client outcomes.

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 qualified real estate agent with one year of experience in residential and rural sales across the Toowoomba region under independent agency Inside Property Sales Pty Ltd. I manage end-to-end sales campaigns, advise clients on new disclosure and compliance obligations, and represent the unique complexities of rural transactions. I also mentor new agents in my network, sharing knowledge on compliance, communication and client care.

Question 3. Describe your academic and professional qualifications.

- Licensed Real Estate Agent (Qld)
- Graduate, Australian Institute of Company Directors (AICD), 2015
- Diplomas in Agriculture and Agribusiness Management (AgForce)
- Professional training in governance, leadership and sustainability

Beyond real estate, I bring:

- Banking & Finance: 12 years with NAB as Senior Agribusiness Analyst, specialising in commercial finance.
- Conveyancing knowledge: Practical experience with property settlements and compliance.
- Business and Agribusiness Leadership: Director and operator of agricultural enterprises.
- Marketing & Engagement: Experienced in stakeholder relations and industry advocacy.
- Established Regional Networks: Deep connections across rural and regional Queensland through agribusiness, community leadership, and property markets, enabling me to represent regional member interests at a state level.

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.

- Former Non-Executive Director, Australian Lot Feeders Association (ALFA)
- Graduate of the AICD Company Directors Course with ongoing updates
- Governance and leadership roles with Maranoa Commerce & Tourism, Brisbane Boys College P&F, and industry committees
- Strong experience in financial oversight, audit frameworks, and compliance management

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 bring a unique blend of real estate practice, financial acumen, governance expertise, rural advocacy and regional networks. As a female agent in a regional market, I am committed to representing diverse voices across Queensland while fostering integrity, innovation, and support for the next generation of agents.





VALENTI, LAURA



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?

Industry-wide skills shortage remains the biggest challenge for agency owners, especially in property management. In many ways, we've become default apprenticeship training providers out of necessity, all while managing increasing wage pressures. That's why I remain committed to supporting the REIQ and its specialised training programs, which help ease the burden on business owners.

Poor community perception, driven by the actions of less professional operators, continues to taint our industry. I am on a mission to challenge this unfair stereotype by championing professional development and leading community initiatives to ease homelessness.

The pace of legislative change continues to challenge our industry and increase workloads. I stand with the REIQ in its strong advocacy to ensure property investment remains a sustainable and attractive option.

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

- Launched a Real Estate office in 2001, growing to four offices in four years, employing over 40 staff. Established an independent property management agency in 2008, re-branded to McGrath North Lakes in 2023.
- 'Fellow' Member of REIQ (member since 2010)
- REIQ Awards for Excellence: Property Manager of the Year – Winner 2018 and Finalist 2019 / Medium Agency of the Year – Winner 2018, 2020, 2021, and 2024; Finalist 2019 and 2022 / Contribution to the Community – Winner 2022 & 2024, Finalist 2021
- REIQ Property Management Chapter Committee Member 2018-2019
- REIQ Board Director 2019-present
- Member of the RTA Stakeholder Forum (representing the REIQ) 2020-2024
- Facilitated REIQ training sessions and events as guest speaker, panellist and MC.

Question 3. Describe your academic and professional qualifications.

- **1985-1987** Bachelor of Arts Degree (UQ) majoring in languages (GPA 6.7 out of 7).
- **1989-1990** Exchange student at Osaka University (Japan), then worked at Osaka Expo 90 as Qld representative.
- **1988-1994** Various hospitality & customer service roles including Brisbane Expo 88 and International Tour Guide.
- **1995-2006** QANTAS International Flight Attendant (continued part time after starting my real estate business).

Working with diverse customers has taught me empathy and respect for different perspectives and reinforced that clients must remain at the centre of every process and decision, with exceptional service as the ultimate goal.

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.

- **2001-present** Principal Licensee of several successful agencies. Responsibilities include risk management, strategic planning, business development, systems and technology, PR, and staff mentoring & training.
- **2012-present** Secretary of the Tuscan Association of Qld & NT inc. which promotes the Tuscan culture.
- 2016-2021 Committee member of COM.IT.ES in Qld & NT, which represents Italians abroad. Responsibilities include allocation of funds sent by the Italian Government and assisting Italian immigrants settle into Qld.
- **2020-present** Member Australian Institute of Company Directors (MAICD)
- **2021-present** Founder & Board Director of 'SafeHome Alliance' (not-for-profit Charity)
- 2021-2023 Member of the Ministerial Housing & Domestic Family Violence Roundtable; and Attorney-General Domestic Family Violence Corporate Roundtable.
- **2021-present** Founding member and President of 'Bel Canto Singers. Duties include governance and marketing.

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.

Since joining the REIQ Board of Directors in 2019, I have been privileged to serve our members with professionalism and dedication.

Alongside this role, I have worked to bridge the social housing and private rental sectors through key projects since 2021, helping disadvantaged community members – particularly DFV survivors – secure safe housing. As founder of the not-for-profit SafeHome Alliance, I also champion DFV awareness and education within the property industry, complementing my work on the Board.

I am a strong advocate for fair, balanced legislation. With our industry under constant pressure, the REIQ plays a critical role as both a respected voice for real estate professionals and a partner in shaping government policy. The REIQ's future lies in fearlessly protecting members' interests while building greater credibility with consumers. With 25 years' experience as a practitioner and agency owner, I bring an authentic understanding of the challenges faced by our members and have sought to represent them faithfully as a Board Director. I value the opportunity to continue this important work.









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