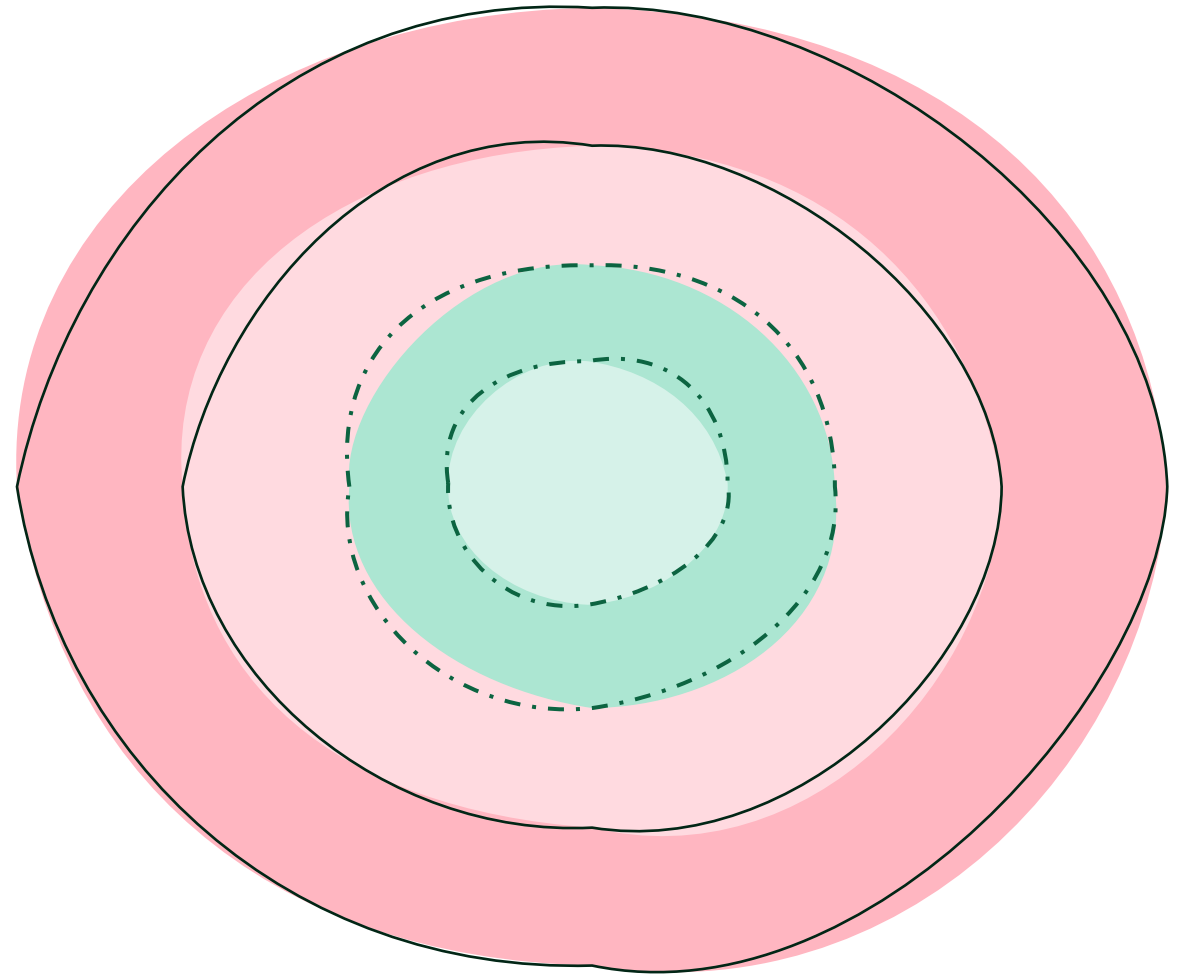


ACCO Mentoring Circle

August 18th, 2026

PRESENTERS: **Josh Tuiono** – Acting CEO, GEGAC
 VACCHO Board Member
Jon Staley – Trainer, Community Directors





Join in via chat

*'Hi Jon here and I
am joining today
from Wurrrundjeri
woi-wurrung
country here in
Melbourne ...'*

Acknowledgement of Country



How this will work

Josh's story

- AGM dilemma
- Ethical leadership & stakeholder trust
 - Reflections

Josh's story

Josh Tuiono

Executive Director Culture and Acting CEO
GEGAC
VACCHO Board Member



Questions for Josh

- Joshua, a proud Gunai, Monaro and Muthi Muthi man, was named Executive Director Culture and Deputy CEO in May of 2023, continuing a career at GEGAC that began in 2018.
- Prior to that he worked at Aboriginal Medical Services in Redfern, Sydney.
- Josh and his family have a deep connection to GEGAC.
- His grandfather, Robert 'Jumbo' Pearce, and his grandmother, Marion Pearce, played important roles in the creation of a dedicated Aboriginal medical service in the 1960s that was the precursor to GEGAC, and both continued to be key figures in and around GEGAC in the following decades, as have several members of the Pearce family.

Annual General Meeting

Scenario 1.

The organisation's AGM is held with higher than usual attendance, including members who have not been involved recently.

Early in the meeting, concerns are raised about whether notice was adequate and whether all community members were informed. As the meeting continues, confusion emerges about voting processes and who is eligible to vote.

Tension escalates. Some members accuse the board of not listening to community, while others push to move through the formal agenda. Voices become raised and the Chair struggles to maintain order and clarity.

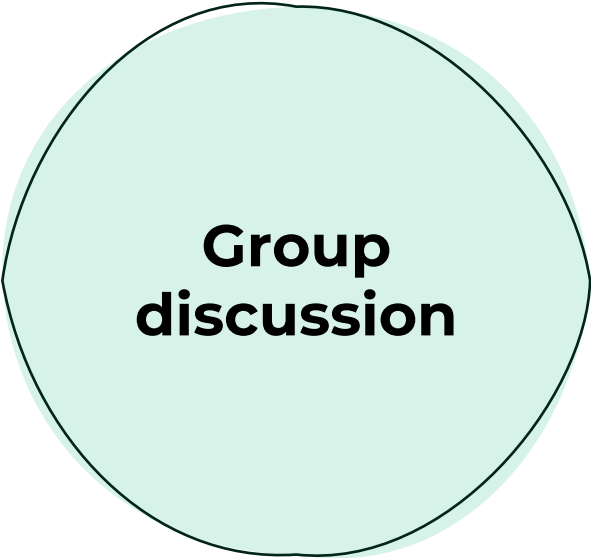
The CEO and staff are present but unsure whether to step in. The meeting concludes, but many leave feeling frustrated and questioning whether the process was fair and whether the organisation is truly community controlled.

BREAKOUT

Discuss:

1. What is really happening beneath the surface here?
2. What should the board and leadership do during the meeting?
3. What needs to happen afterwards to rebuild trust?

Ethical leadership & stakeholder trust



Group discussion

Questions for group discussion

- What builds trust between an ACCO and its Community?
- What damages trust, between an ACCO and its Community?
- How should leaders respond when Community expectations and organisational responsibilities pull in different directions?
- How do leaders remain accountable without becoming defensive?
- What does Cultural integrity look like when making a difficult decision?
- How can boards and executives disagree well and still present a united approach?
- What helps leaders carry responsibility without carrying everything alone?

Reflections & Feedback

Questions

ACCO Governance Program
Evaluation Survey - August 2026



**One
takeaway**

Feedback is for the whole program e.g.
workshop & mentoring circle