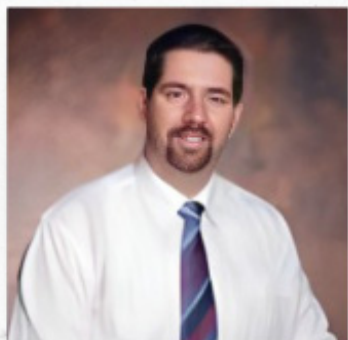


*Celebrating 18 years
2005 - 2023*



OVER
THE
YEARS



Dear Jonathan,

How do you thank the person who has led Shire of Mundaring for the past 18 years? How do you celebrate the great achievements, and reminisce about all the fun times together? What about the challenges? The ones that have made us stronger, if not wiser?

If a picture is worth a thousand words we hope this collection of memories speaks volumes about the remarkable leader you have been.

You will be remembered. You will be celebrated. You will be missed.

Thank you Jonathan!

Your Team.



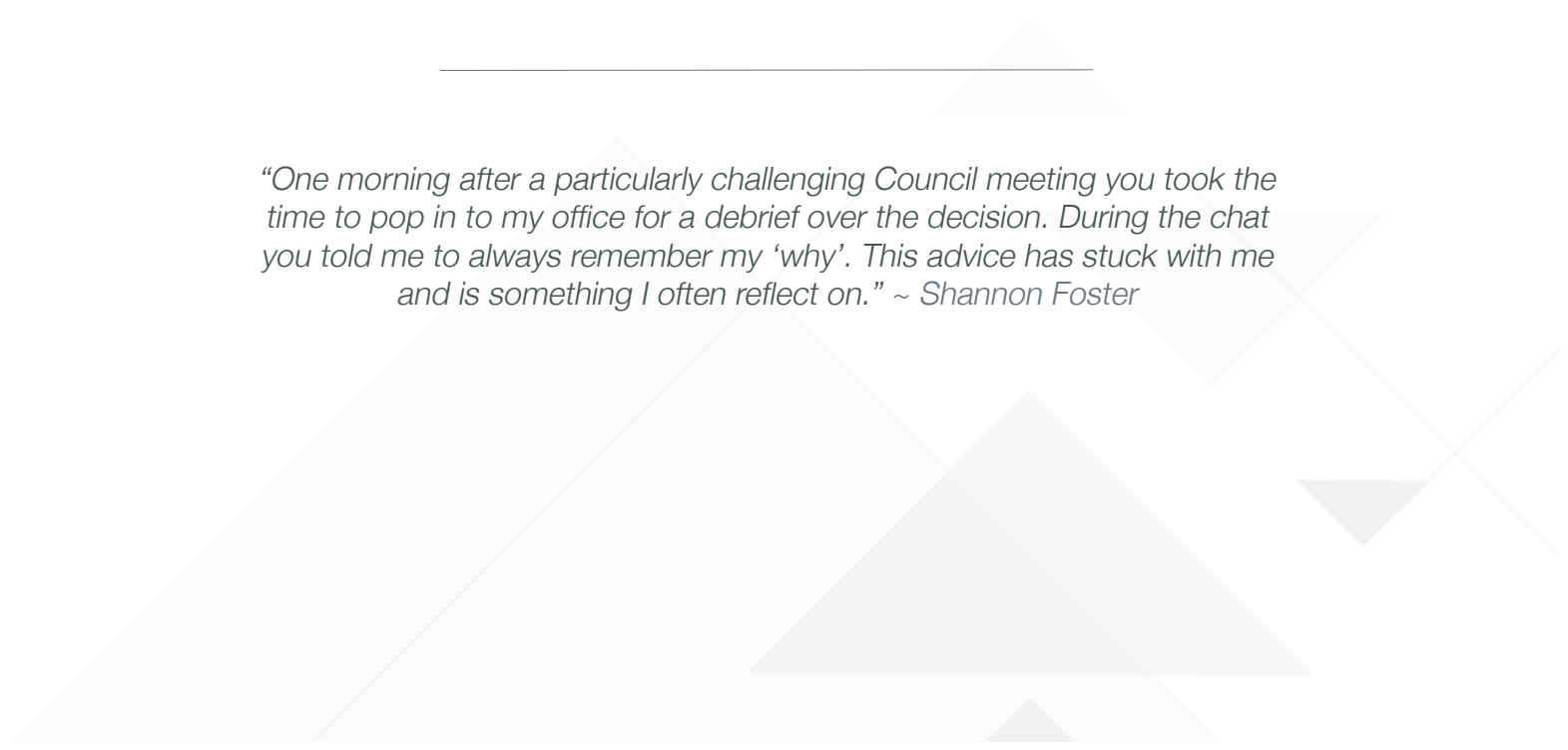
THE LEADERSHIP TEAM

Stories and collaborations

“Jonathan was always good to have with me when meeting disgruntled groups of ratepayers not only due to his physical size and presence but his ability to eloquently put issues in a broader context of matters the Shire has to deal with. The Lacey Road residents and Glen Forrest mothers at Morgan John Morgan Reserve are worthy of particular mention.” ~ Shane Purdy

“No need for Anthony Green, Jonathan attended each Council election voting count in person and provided key staff a running election update throughout the night.” ~ Megan Griffiths

“One morning after a particularly challenging Council meeting you took the time to pop in to my office for a debrief over the decision. During the chat you told me to always remember my ‘why’. This advice has stuck with me and is something I often reflect on.” ~ Shannon Foster

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MUNDARING ARENA (\$10.1M)

INTERPRETATION PRECINCT AT THE WEIR



REDEVELOPMENT OF SCULPTURE PARK (\$1.6M)

MAJOR PROJECTS DELIVERED

29 August 2005 - 15 September 2023

Special TAFE courses initiative to help give young people a helping hand into the job market

Construction of the Swan View Youth Centre building (\$1.7M)

Introduction of an Integrated Planning and Reporting Framework including a Corporate Business Plan, Long Term Financial Plan, Asset Management Plan and a Workforce Plan

Adoption of Local Planning Scheme No. 4 in 2014

Morgan John Morgan Reserve Master Plan

Construction of Elsie Austin Oval Pavilion

Interpretation precinct at the Weir

Redevelopment of Sculpture Park (\$1.06M)

Swan View Station Heritage Trail Reserve upgrade

Completion of the new Boya Community Centre (\$7.4M)

Chidlow War Memorial (\$32,000)

Construction of Mundaring Arena (\$10.1M)

Planning for and progression of the Mundaring Multi-Purpose Community Facility

Rosedale Road shared footpath completed

Scott Street bridge upgrades

Upgrades of Civic and Administration Building

Upgrades to Operations Centre

Property Investment Strategy implementation to look at the disposals, acquisition and management of freehold land to generate additional income streams for the Shire. Through this, the Shire has generated additional income of about \$400,000 per annum, which is used to deliver community projects.

Upgrade of Bilgoman Aquatic Centre

Upgrades at Lake Leschenaultia

Energy Efficiency works leading to a reduction of energy emissions greater than set target

Town Centre Master Plan

Mundaring Activity Centre Plan

Secured financial sustainability and effective asset management through introduction of various systems, federal funding for projects.

Various upgrades to playgrounds, parks, reserves, and facilities including installation of Skate Parks.



In 2011, the Leadership Team developed and delivered a summit aimed at developing leadership skills, capabilities and increasing team effectiveness and trust. Held at the Swan View Youth Centre over two days, the summit sessions delved into 360 degree group feedback, unwritten ground rules, successes and achievements, dumb leadership, responsible gossip, courageous conversations, keeping the values alive and upholding the leadership charter!





STRATEGIES & POLICIES IMPLEMENTED

Access and Inclusion Informing Strategy
2022/2026

Age Friendly Informing Strategy 2020 - 2025

Bushfire Area Access Strategy

Community Engagement Framework

Governance Framework

Community Health and Wellbeing Informing
Strategy 2020 - 2025

Economic Development and Tourism Strategy
2023 - 2028

Energy and Emissions Reduction Strategy 2018

Local Biodiversity Strategy 2023 - 2030

Reconciliation Action Plan 'Innovate' 2022 to
2024

Recreation Facilities Informing Strategy 2019

Watercourse Hierarchy Strategy

Youth Informing Strategy 2017-2022

Public Open Space Strategy





INTRODUCED SERVICES & PROGRAMS

During your time at the Shire, your focus on providing high quality, contemporary services to the community, and to the organisation, led to the following services and programs being successfully introduced.

- Access and Inclusion
- Art Collection
- Bushfire Risk Management Program
- Bushfire Service - long service and outstanding service awards
- Bushfire Safety and Firebreak Management Program
- Child and Parent Centres
- Community Engagement
- Community Gardens
- Community Grants Program
- Environment and Sustainability Service
- Fire Hazard Inspection Program
- Governance Service
- Indigenous Advancement Program
- Integrated Planning and Reporting

- ITC Business Systems
- Media and Communications
- Midvale Hub Parenting Centre
- Perth Hills Mundaring Visitor Service and Regional Tourism Marketing
- Property Management
- Swimming Pool Inspection Program
- Volunteer Support and Development
- Work Health and Safety
- Workforce Planning



THE CHALLENGES

From bushfires to pandemics

2007/2008 Donga Rules

2008 Global Financial Crisis

2014 Parkerville, Stoneville, Mt Helena Bushfire

2014 Local Government Reforms

2020 COVID-19 Pandemic

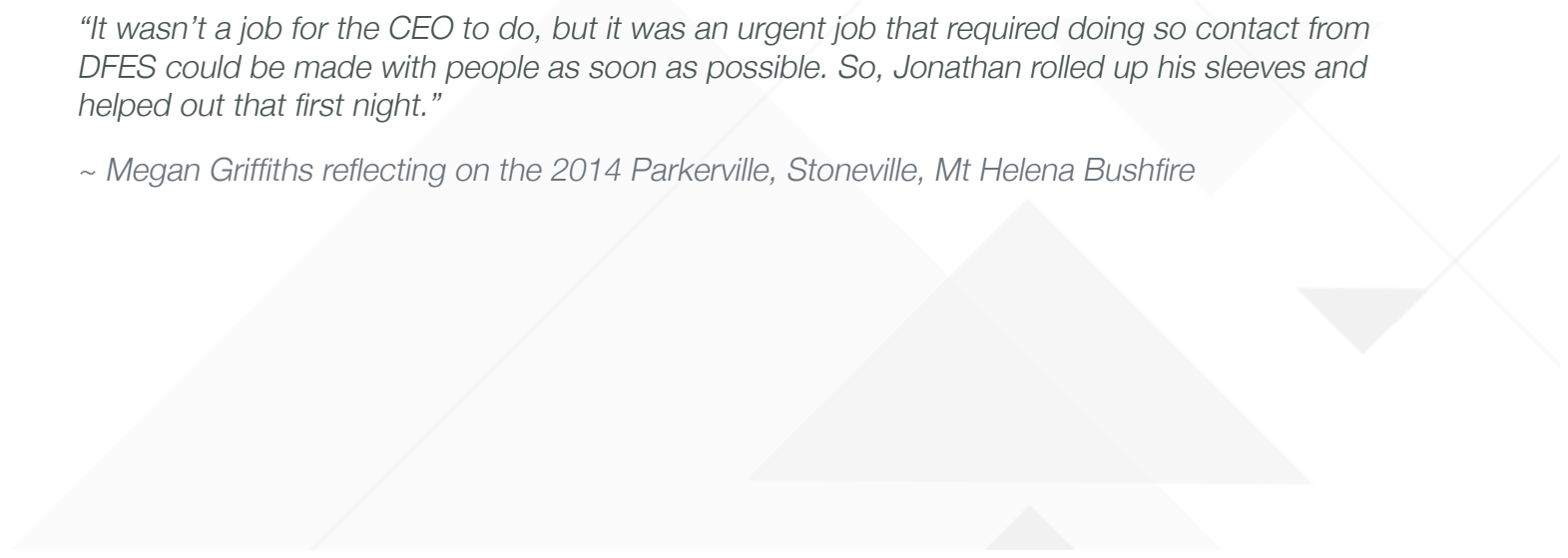
SP34 Special Council Meeting

2021 Wooroloo Bushfire

“Jonathan was on leave when the crisis unfolded. The first night of the fire, Jonathan came in to work and addressed a public meeting and then worked through the night with Damian Stephen going through our records to cross reference and get the contact details of people whose properties had been affected by the fire.

“It wasn’t a job for the CEO to do, but it was an urgent job that required doing so contact from DFES could be made with people as soon as possible. So, Jonathan rolled up his sleeves and helped out that first night.”

~ Megan Griffiths reflecting on the 2014 Parkerville, Stoneville, Mt Helena Bushfire

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LOCAL GOVERNMENT REFORMS

In 2014, the then State Government introduced Local Government Reform with the intention that some local governments would amalgamate with others.

City of Swan and Shire of Mundaring were originally advised of a possible amalgamation. However, the State Government then changed that advice whereby City of Swan would undertake a boundary realignment that would include the Shire of Mundaring, rather than an amalgamation.

This was a difficult time for all employees and Councillors of Shire of Mundaring who faced the possibility that the Shire would be “taken over” by City of Swan.

In 2016 the State Government announced that the Local Government Reform, including boundary realignments and amalgamations of local governments, would not go ahead.

This photo was taken during that time when a ‘Local Implementation Committee’ had been formed between City of Swan and Shire of Mundaring to progress a smooth transition of the Reform process.



Jonathan with former Shire President Helen Dullard, former City of Swan CEO Mike Foley, and former City of Swan Mayor Charlie Zannino

SP34 SPECIAL COUNCIL MEETING

The largest Council meeting in the Shire's history (and we believe the biggest in WA, and maybe nationally), was held at Mundaring Arena on 27 August 2019.

Approximately 1200 zealous residents filled Mundaring Arena to hear Council's recommendation to the Western Australian Planning Commission on the controversial SP34 – North Stoneville, following public submissions.

Due to the number of residents expected, and public interest, the Shire had to hire all the audio/visual equipment for the meeting as well as security guards for that amount of people.

WOOROLOO BUSHFIRE GOVERNOR GENERAL VISIT

Following the February 2021 Wooroloo Bushfire, His Excellency, General the Hon David Hurley, Governor of Australia, and his wife, Her Excellency Mrs Linda Hurley visited Wooroloo.

They had requested the opportunity to meet with those individuals and agencies involved in the emergency response and immediate relief following the bushfire. They were keen to acknowledge the community impact the Wooroloo Bushfire had and those involved in the recovery effort. An event was organised at the Wooroloo Hall on 21 April 2021 and was

attended by representatives from the various agencies involved in the recovery, Shire volunteer bushfire brigades, members of the community who were directly impacted by the bushfire and others involved in the recovery.





COVID-19

How it changed the Shire

The Shire was required to navigate the challenges of COVID-19, skill shortages, supply chain disruption and increasing inflation rates but wasn't deterred from delivering its core services and capital works projects. When the global COVID-19 pandemic started having a greater impact on WA at the end of 2020, the Shire remained committed to supporting its community in new ways.

39 developments temporarily exempted from planning approval.

Staff and volunteers assisted 430 residents to access the ServiceWA app and COVID-19 certificates.

450 vaccinations administered across the four school clinics, organised by Midvale Hub Child and Parent Centre Swan.

69 residents attended six library organised ServiceWA app workshops.

83 home businesses permanently exempted from annual renewal, saving \$100 per approval holder per annum.

Facilities booking staff worked with 150 hirers and event organisers to cancel, refund and re-book facilities and events each time restrictions were introduced.

Shire staff transitioned to working from home on a rotational basis.

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“As I reflect on my time I am also proud of leading a highly respected and award winning organisation through some tough and challenging times, including local government reform, severe bushfire events and the COVID-19 pandemic. Some of you will remember that there was even a challenging period working very closely together in a temporary ‘donga’ while the current Administration office was being refurbished!”

~ Jonathan Throssell

THE DONGAS

Working very closely

In 2007/2008 the Administration Building was being refurbished, requiring staff to temporarily relocate to outdoor portable 'dongas' on the corner of Jacoby Street and Mundaring Weir Road.

"We were all jammed in pretty close. We developed "donga rules" to help us manage the small spaces."

~ Megan Griffiths

The expanded Administration and Civic building was officially re-opened in 2009.





PEOPLE & CULTURE

Initiatives

Established the Shire as a learning organisation and Workplace of Choice

Proactively introduced two days of wellness leave in the enterprise agreements in recognition of the impacts of mental health issues and the importance of mental wellbeing

Future leaders program

Leadership capability frameworks

Supportive of the LG Pro Australasian Challenge, entering teams to develop leadership and teamwork skills and to learn about current issues in Local Government.

Development of the Culture Framework in 2013

Development of organisational values - bottom up approach, workshopped and driven by staff, including developing acceptable and unacceptable behaviours

Embedding the values - e.g. Staff Excellence Awards based on the values

Flexible work - being ahead of the curve in introducing flexible work practices including working from home

OSH, Risk and WHS a focus, including a safety first, no blame culture



YEAR OF WOMEN IN LOCAL GOVERNMENT

2010

Nominated by staff as a male champion, you were selected as one of 21 Ambassadors in Australia (and one of two males appointed).

You were able to share what Mundaring was doing to make the workplace more equitable, and were able to learn about the issues impacting women in the workforce, which has shaped your leadership in that you continually strive to achieve equal opportunity in the workplace and reduce the barriers impacting diversity.

"In my organisation there is a group of dedicated women who are actively working to promote and celebrate the Year of Women in Local Government. If nothing else (and there is plenty 'else'), what they have been able to achieve is to get us talking about this issue within the Shire. And to me that's half the battle. Because I think that most men just don't get it. Whether it's because of their cultural background, upbringing, experiences or beliefs—men don't and really can't know what it's like to be a female employee or what challenges they face."

~ Jonathan Throssell, 2010

"The events are aimed at highlighting professional development opportunities for female staff, health issues and providing some tips from other professional women. I'd like to touch on another thing the working party has done and that is nominate their CEO, Jonathan Throssell, for the Year of Women in Local Government Ambassador Program."

We are proud to say that Jonathan's nomination was successful – and of the 21 Ambassadors Australia-wide, only two are male. Jonathan has worked in local government for 15 years and has an appreciation for the hardship some women face when they return to work after having children and encourages accommodating the needs of working mothers. He has implemented a program of cultural change for the organisation with a focus on learning and development, organisational values and developing the organisation as a workplace of choice."

Jonathan has supported a range of family-friendly work practices including flexible work conditions, working from home, job sharing and part-time work, all of which help to ensure the broad participation of women in the workforce." ~ an extract from the speech made by Cr Eva Marjanovic, former councillor.



SHIRE AWARDS & RECOGNITION

2009: Diligence in Safety Silver Certificate

2013: Diligence in Safety Silver Certificate

2014: Planning Institute Australia Awards - WA

2016: Planning Institute Australia – WA

2017: National Planning Institute Australia Award

2018: Midland NAIDOC Day Community Service Award

2018: Ram Charan AHRI Practicing Certification Award

2018: Cam Clay Community Partner Award

2018: Volunteer Employer Recognition Awards (VERA)

2019: Environmental Leadership and Sustainability Award

2019: Local Government Policy Awards - Children's
Consultation Award

2022: Resilient Australia Local Government Award

2022: 10 Years Recognition as a Water Wise Council

2023: Master Builders – Commonwealth Bank Housing
Excellence Awards



LOCAL GOVERNMENT PROFESSIONALS
MEDAL, 2019



AWARDS & RECOGNITION

Professional accomplishments

1999: Joined the Local Government Professionals Association

2007: First elected to the Board of the Local Government Professionals Association

2015: Became a Fellow of the Association

2016 to 2018: State President of Local Government Professionals Association

2016 to current: National Board Representative

2019: Local Government Professionals Medal

“Jonathan is a passionate champion for Local Government Professionals and led the Association through a challenging time particularly post local government reform. He was also instrumental in shaping the Partnership Agreement which LG Professionals now have with the State Government. Jonathan is also a strong advocate for gender balance in local government and leads by example in how he supports and mentors women in the Sector.”

~ Former Shire President, John Daw, announcing Jonathan’s Local Government Medal at Council

“It is an honour to be selected for this award by your peers, and it speaks highly of how your dedication and commitment to the local government sector is perceived by the Association and wider membership. You have made such a positive contribution that deserves our recognition.”

~ Jamie Parry FLGP, State President LG Professionals WA (2019).



LG PROFESSIONALS

In Nepal

Local Government Professionals Australia (LGPA) invited local councils from around Australia to participate in the Nepal Fellowship Project to support Nepal's de-centralisation process. Shire of Mundaring was one of only three councils from across Australia to have been selected to participate in the project between September and November 2017. The aim of LGPA's Nepal Fellowship project was to build the capacity of local government professionals in Nepal by creating a bridge between the local government sectors of Australia and Nepal, allowing participants to share experiences and expertise.

Over a three year period, 15 Nepalese fellows would visit Australia for two weeks, and seven Australian local government professionals would visit Nepal for one week each year. As part of their visit to Australia, the Nepalese fellows were hosted by Australian councils for one week to experience day-to-day operations and share learnings on-site.

In November 2017 you were selected as part of a Mentorship Program on behalf of Local Government Professionals Australia, to attend a conference run by the Municipal Association of Nepal to share your expertise and knowledge with local government professionals in Nepal. The aim was to strengthen municipalities in Nepal for facilitating de-centralisation and ensuring better service delivery.

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LG PROFESSIONALS

LGMA Annual State Conference 2009 and 2011

Held annually, the LG Professionals WA Annual State Conference is a key professional development event in the calendar of Chief Executive Officers, Directors and Senior Managers in Local Government. The conference features a diverse trade display and expert panelists and recognises high achieving local government professionals.

"It is my pleasure to invite you to join me at the 2009 Annual State Conference of LGMA WA Division. This year's conference is titled "Leadership in Times of Crisis" and will focus on three key areas - Structural Reform, Economic Crisis and Emergency Management & Crisis Response. It has been an extraordinary time as crises in one form or another on a State level, across the nation and around the world impacted on Western Australian Local Government.

It is in times of crisis that our true leadership skills come to the fore. Some say that leadership is a natural trait; others say it can be learned. I do know that all great leaders will have honed their skills from observation, reading, listening, learning from others on how to deal with crises. Such actions will prepare you to deal with a crisis, no matter what its form or content when it strikes you. In all of the crises I have outlined above, the predominant factor that has been evident is that our leaders have emerged and shown themselves capable of matching it with the best of them. I am very confident the content of this conference will equip its delegates with better skills to face the crises that will confront them now or in the future.

As always, the Conference will provide a great opportunity for you to hear from top level speakers and industry professionals as well as network with your Local Government colleagues. I encourage all Local Government professionals to attend this Conference to be stimulated and and educated by clever and informed leaders. In closing, I would like to congratulate the Conference Organising Committee and its convenor Jonathan Throssell on an informative and thought provoking program. I look forward to meeting with you at the 2009 LGMA Annual State Conference to be held 18 - 20 November at the Esplanade Hotel in Fremantle."

~ Michael Parker, LGMA President



SPONSORS, RUGBY

And a prize or three

Jonathan Throssell shocked everyone – including himself – when he won three prizes at the LGMA's March conference.

One prize, provided by LGMA major sponsor ISIS Local Government Finance, took Jonathan to Sydney for the Bledisloe Cup.

"ISIS LG Finance, a relative newcomer to local government, offered one of the best prizes I've seen in recent times," Jonathan asserted in a letter he wrote to Statewide. "It included an all expenses paid trip to Sydney for two, five star accommodation, a chauffeured limousine ride to the stadium (with the requisite glass of champagne or two), being kitted out with Wallabies' scarves, pre-match dinner and post match entertainment.

"And oh yes, we watched Australia beat New Zealand live in that epic Bledisloe Cup match. Although I admit we were a little high up, so much so that I swear some people were starting to get a nosebleed, we had a fabulous view of the game.

"I estimate the prize value was in excess of \$5000, which is extraordinary considering I had only ever won a bottle of wine once before.

"I write this, not only to make you absolutely jealous, but also to sincerely thank Murray Jorgensen and the team at ISIS LG Finance for putting on such a fabulous prize and being a key sponsor of the LGMA. Without the support of our sponsors, quite simply the LGMA could not bring its conferences and professional development opportunities to its members. That I won a prize is great; that the sponsors support the LGMA allows all of us to benefit enormously."

Jonathan, who is CEO at the Shire of Mundaring and an LGMA WA Board member, claims he has been banned from ever again winning a prize at any conference with which the LGMA is associated – at least while Michael Parker is President.

He also says his prize win is a great incentive to attend LGMA conferences!



A book launch event for “History of the Darlington Volunteer Bush Fire Brigade 1942 - 2020” was attended by members of the DVFBF, the author (Cliff Burns), Matthew Hughes Member for Kalamunda, representatives from the Darlington History Group, former Deputy Shire President Jason Russell and Jonathan.

Jonathan, Ken Wyatt MP, former Deputy President Patrick Bertola, and former Shire President David Lavell.

This meeting with Ken Wyatt MP was in 2016 as part of Ken Wyatt's on-going discussions with local governments about local issues and constituents' concerns.



Jonathan and former Shire President John Daw at a Property Strategy and Land Assembly Plan meeting for the proposed Mundaring Multi-purpose Community Facility, 19 July 2021.

LOBBYING & ADVOCACY

Projects

Upgrading lighting at Mundaring Oval (\$195,000)

Mundaring Tennis Court Resurfacing (\$150,460)

Morgan John Morgan Reserve (\$200,000)

Chidlow Village Skatepark (\$150,000)

Darlington Lower Oval Upgrade (\$338,000)

Darlington Pavilion (\$150,000)

Chidlow Hall (\$11,000)

Chidlow Hardcourts Upgrade (\$49,850)

Men's Shed relocation (\$900,000)

Mahogany Creek Hall and tennis courts
(\$100,000)

Upgrade of Great Eastern Highway and Old
Northam Road, Wooroloo (\$20m)

Upgrade of Great Eastern Highway and Old
Northam Road, Chidlow (\$1.5m)

Safety upgrades of Great Eastern Highway
between Mundaring and Greenmount (\$12m in
State and \$9.6 million in Federal funds)

Secured \$100,000 Federal funding and State
Government funding of \$167,000 to contribute
to the installation of floodlights at Chidlow Oval

Federal funding for major upgrades at Mundaring
Hardcourts

Mundaring Town Centre Initiative Masterplan

In 2018/19, the Shire focused its efforts on convincing service agencies to plan for increased capacity in the wastewater treatment infrastructure for the Mundaring town site. This would facilitate increased residential densities and commercial development

Perth – Adelaide National Highway

Regional lobbying efforts over several years resulted in a renewed focus on planning for the highway project. The project would assist with reducing heavy vehicle movements through town sites along Great Eastern Highway. As such, the project was incorporated in the long-term metropolitan transport plans and \$10M was allocated in the 2018 Federal budget

MESSAGES FROM FORMER SHIRE PRESIDENTS

JOHN BEATON

Shire President (2005 - 2007)

My farewell message to Jonathan is this: I hope you fare well in your new job. But from working with you for some years, I'm certain you've made a good move. Leaving Mundaring is a good move. Getting a new CEO job in East Fremantle is an excellent move and I'm equally certain you and your family will fare very well.

Jonathan and I started two new jobs almost at the same time. Me as President of the Shire (a phrase I was always uncomfortable with - visions of armor-plated cars and Special Forces bodyguards . . .) and Jonathan as new CEO.

I was on the panel that interviewed him and two others for this new position.

My instinct (having read the Job Description and other paperwork) was that I like this man. He got the position and I continued to like him and still do. He was a wonderful help to me in some difficult times as President. His knowledge of some obscure rules of governance was especially handy to help me and Councillors get through some tough meetings. So - big thanks for that.

Holding the CEO job for 18 years shows many qualities. But one that stands out for me is his loyalty. Not as common as we think. A loyal CEO and boss, keeping many staff working with him and for the Shire for many years is a great strength. I could go on, but a word limit is just that.

Good luck. I hope we bump into each other from time to time. (Warning: I have good friends in East Freo and we see them often...)

~ John



HELEN DULLARD

Shire President (2007 - 2015)

I worked with Jonathan for 10 years as both Deputy and then President. During two significant challenges through the Parkerville Fires and the Local Government Amalgamation process, Jonathan's leadership and awareness of community sense of place was clearly evident. Jonathan is professional and has a collaborative style of communication with Councillors.

A notable priority for Jonathan was sound financial management to ensure Mundaring Shire met the highest Local Government audits and ratings.

Jonathan will be a strong advocate for a local government which values its local identity. I wish him all the best.

~ Helen



DAVID LAVELL

Shire President (2015 - 2017)

In leadership roles we all have our critics, these criticisms are often unfounded, with most lacking tact and diplomacy.

During my term as Shire President, I always found Jonathan to be fair and straightforward.

Apart from his obvious diligence and greater ability in his role as CEO Shire of Mundaring, he proved to be a caring and respectful human being.

Best wishes Jonathan and family in your sea change.

~ David



JOHN DAW

Shire President (2017 - 2021)

Dear Jonathan,

I wish you well for your next appointment at East Fremantle and hope you enjoy your time there and wherever else your career may lead you in the future. I also thank you for the years you have spent as CEO at the Shire of Mundaring. I remember when I first became Shire President in October 2017, one of my first requests of you as CEO was to get the Aboriginal Flag placed with the Australian and West Australian Flags on the flag poles outside the Shire administration building. I remember asking you at the time if a Council decision was required to which you answered 'no'. Next you had the poles expeditiously increased in number to allow for three flags - as there were only two poles at the time. The Aboriginal Flag was duly placed outside the Shire and it was a milestone moment for the Shire.



But you may remember that about that time we both attended a dinner event at the City of Armadale. In the course of proceedings an Aboriginal Elder gave a Welcome to Country. I approached her during dinner and asked for more information about the placement of the Aboriginal Flag and you joined in the discussion. What we learned was that we needed a formal process to install the flags, which was to include a smoking ceremony, dance, yarning circle, etc. That was fairly expeditiously done and a great ceremony held including a dance from Noongar students from Swan View Primary School and a process of reconciliation was thus begun of reaching out to Aboriginal Elders which has subsequently seen a Welcome to Country at every Citizenship Ceremony held at the Shire. From my perspective at the recent ceremony in July 2023, that welcome really enriches the event for 'new' Australians.

Jonathan, this is just one small anecdote that I include here. I won't say anything about the COVID times and all the disruption that was caused by government health regulations and directives, rule changes, and so on. And the way in which Council and Shire had to adapt. I also leave off the Wooroloo Fire that not only destroyed 80 homes in Mundaring and Swan, but went very close to destroying Wooroloo itself. We worked well together in ensuring that both Swan and Mundaring Councils worked in unison with the recovery effort, especially with Mundaring's expertise from the 2014 Stoneville, Parkerville & Mt Helena Fire. Swan had not seen that level of catastrophic fire event previously.

Overall, I believe that we worked well as a team and that we did indeed 'dwell in unity' in carrying out our respective 'functions' under the LG Act. Again best wishes for your future down on the Swan River (Derbal Yarrigan) at East Fremantle.

~ John

JAMES MARTIN

Shire President (2021 - 2023)

I first met Jonathan upon my election in 2015. It would be fair to say we didn't immediately 'hit it off' as the new councillor found his way through the intricacies of local government laws, rules and regulations. But at no time did I find Jonathan defend against councils new direction as some well established CEO's may tend to do. Rather, Jonathan would explain, in his unique and diplomatic way, the pros and cons of council's decisions and then respect and enact those decisions we made. I have known times when Jonathan has accepted and executed decisions which may have painted him personally in a bad light and Jonathan's only pushback would come when he believed his staff may be adversely affected. This is why I hold Jonathan in the highest regard as a leader.



It has been an immense pleasure to work with Jonathan over 8 years and, in particular, work closely with him over the past 2 years as Shire President. On a personal level, I will very much miss Jonathan's wise counsel on both professional and personal matters. A counsellor to a councillor!

Best Wishes and Thank You

~ James

COUNCIL



**Excluding Cr Claire Hurst*

More Memories...

















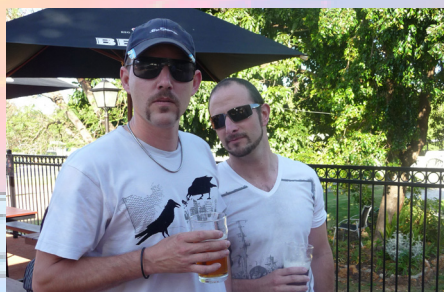


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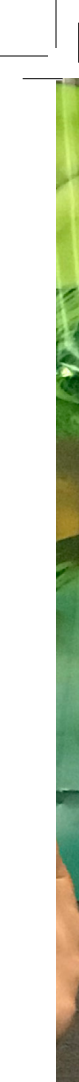






Jonathan,

How do I capture the last 18 years in just a few paragraphs!?!? When we both started in our respective roles, you as CEO and me as EA to the CEO on the same day, who would have thought that working partnership would last 18 years. The only way to sum it up is - it's been a pleasure working with you for all that time – nearly a third of my life! I can say that in all my working career there has not been one boss I have worked with for as long as I've worked with you and there won't be. I think I can confidently say that I doubt you'll work with another EA for as long as you've worked with me. So many Council meetings we've attended, I wonder how many exactly? Not to mention all the controversial topics before Council we've faced. Who could forget Jacoby Street, Floyd and Two Socks and Little Possums, just to name a few.



Other challenges we've faced together included Local Government Reform, where we both thought we were out of a job once City of Swan took over. Two major bushfires within the Shire. Other local governments speak about how well the Shire of Mundaring managed the recovery for both of those, but under your leadership, I'm not surprised. We even had the Australian Governor General, David Hurley, visit from Canberra following the Wooroloo bushfire. What about the challenging Councillor who saw us both end up at the Perth Magistrates Court! There's been so many persistent residents coming to every Council meeting asking question after question about the same thing over and over. SP34 is definitely the longest running matter before Council that has fired up the Shire of Mundaring community and Council meetings the most. It's still not finalised and luckily for you, you won't be at the Shire if it comes back before Council. But by far the biggest challenge we've faced was COVID 19. On-line Council meetings, social distancing and working from home became normal. To be honest I actually didn't mind the on-line Council meetings because it meant we didn't have members of the public attending. The whole world faced that challenge and it changed the way the Shire as an organisation operated then and now.

I'll miss our chats about all sorts of topics. I'll miss you being the proud Dad that you are and sharing photos of your kids and hearing about their achievements. I'll even miss hearing about your new love of camping. I'll miss giving you all my Italian quotes in person, but don't worry, I'll still message them to you! The one I've quoted you so many times over the years "Pensa solo alla tua salute" (worry only about your health) will probably haunt you because you've heard me say it so many times!

I know it was time for you to move on to new opportunities and challenges but you leaving is such a huge loss to the Shire of Mundaring and Town of East Fremantle don't know yet how lucky they are to have you as their leader. I wish you all the very best in your new role. I look forward to hearing all about the exciting new things and challenges there also.

We've been through so many great moments, milestones and achievements as well as many challenges, work related and in our personal lives, and I'm glad we've been there for each other when we've needed it. Thank you for your support, thank you for your patience, thank you for your guidance and thank you for your friendship.

But for now one more quote for you. As we say in Italian – "Questo non è un addio ma semplicemente un arrivederci a presto". (This is not goodbye but simply see you again soon!).

Lots & Lots of Best Wishes, Anna..xx

Dear Jonathan,
Thank you for your ongoing
support to me and the
Midvale Hub initiatives.
Over the years I have also
had the joy of engaging
and connecting with your
beautiful family.
All the best, Radeen xx

Hi Jonathan, Thank you for everything
you have done for the SoM.
Good luck on your next journey
Bridget Headley ☺

Dear Jonathan,
Thank you for all you have
done & the support for the
CPC's. All the best! Ruth ☺

Hi Jonathan,
Thank you for all your support.
All the best in your new
venture, Tonia x

Dear Jonathan
thank you for your
commitment to the
community and the
organizations within
Misty Anne

ALL THE BEST
GABRIELLE

Hi Jonathan
all the very best for your
new adventure. May you
make wonderful changes
there as you have here
Yvonne

Dear Jonathan
All the best for your
new adventures. Thank
you for all your contributions
Julie

Dear Jonathan,
thank you for all you have
done and achieved during
your time with the Shire.
Laurena

Hi Jonathan
Wishing you all the best for
the next chapter.
Gabrielle

Dear Jonathan,
wishing you all the very
best for the future, and thank
you for helping to make the
Shire such an amazing place
to work at, and be a part of.
Kathy ☺

Dear Jonathan,
Thank you for your guidance
& leadership over the years.
Wishing you the very best
for your next journey
- Sarah-lee

Jonathan,
Thank you for your inspiring
leadership and support in my
4 years at the Shire of
Mandaring.

I have learnt a lot from your
wise advice, ability to manage
some high maintenance councillors
and quality leadership.

I wish you all the very best
both personally and professionally
for the future and look forward
to catching up at LG Pro events

Garry Bird.

Dear Jonathan

Well I didn't think I would be saying goodbye to
you so soon when I interviewed to be your EA ...
I was more worried about making it through the
six month fixed term. A worry that was soon put
at ease once I started working with and getting to
know you and Anna. We all gelled so quickly
and it became obvious we were going to make
an awesome office of the CEO Team.

I saw early on what a genuine bunch the ELT were
by how they "walked the talk" when it came to
the Shire's values, I could tell that was filtering
down from the very top (you!) down to all the staff.
That's one of the reasons the Shire is so special,
it honestly is such a rewarding and enjoyable place to
work, which is a testament to your leadership.

It's sad to say goodbye to our little team so
soon, I hope you genuinely know how much of a
difference you have made to all of us here. I'm
sure you will do the same for the staff at Eastfreo,
they are VERY lucky to have you so they better
look after you!

Thankyou for all the advice, thankyou for letting me
know it's okay and possible to put family first
and be successful in your career, thankyou for the
coffee and a very big thankyou for being
such a kind and amazing boss.

I will miss you!

Anna F xx

Dear Jonathan,
Very sad to see
you go. It has
been a pleasure
to work with you.
We have been very
lucky to have a
great leader. Lucky
East Free! All the
best, Yash

Wishing you all the best
Jonathan, you will be
missed. Paula

Good luck in your next
chapter! Wishing you the
best of luck.

Lauren ☺

Jonathan, best of luck with
everything. It has been great
working with you! Tracey

It's been an honour standing by you as
our leader Jonathan, even if it makes
me feel shorter than I know I am 😊
"Great leaders are hard to find, difficult to
part with and impossible to forget"
Every ending has a new beginning and I wish
you all the best as you begin a new
chapter in your career & Karen (Commitments/Engagement)

Dear Jonathan

It has been a privilege to work
under your leadership. I am
appreciative of all that I have
learned from you and have
valued your support and guidance.
Best of luck with this next
chapter. I hope it brings
everything you are seeking!
Shannon

Congratulations on your
sea change. Although I
have only worked with you
briefly, the respect the staff
have for you & your achievements
is evident. Dianne.

All the best Jonathan,
still somewhat wet behind
the ears here at the Shire but
it looks like you were looked up to by a great degree. Sean.

Best wishes Jonathan
Hope everything works out
well for you. Stewart

Jonathan,
Congratulations on making
a successful move to
East Fremantle. It
has been a pleasure
working with you and
you will be missed.
Never forget your
'Hill's rocks'!
All the best, Mike

A great teacher is not
necessarily a great mentor
A great mentor is not
necessarily a great leader
A great leader is not
necessarily a great teacher
But you have been a great
teacher, mentor & leader -
all rolled into one.
Thank you for your guidance
& support over the years &
for always seeing the good
in people. All the very
best Jeannine

Can't believe your leaving us
after all these years.
Whoever comes next, hop
some big shoes to fill!
All the best Jonathan,
I'll miss our 18+ years
of seeing you in and
around the office.
Best wishes Andrea.

It has been an absolute
pleasure to work with you
and your focus on people
and culture has taught me
a lot. The Shire will have
big shoes to fill when your
gone. Keep in touch.
Hope the move works for you,
Shane.

I wish you all the best
in your new job. 17+ years
is a long time to work with
the same 'boss' but it has always
been a great working relationship
and I will miss our little chats.
Thanks Jonathan,
Maria

Hi Jonathan,
enjoy free & being
close to your Dockers.
Thanks for our time
working together
Chris B.

Dear Jonathan,
Best Wishes as you jump
Ship. Have fun and enjoy
your new job, I hope they
appreciate their good
fortune. Thank you
for being such a nice
Boss!
Sarah Morris

Great leaders like yourself impact
their work place, and it's obvious
that you have touched alot of
people. Thank you for your dedication
and hard work. Duane.

As you move on to your
'sea change', know you
have left a legacy. I feel
very fortunate that I have
been able to work with
you and have appreciated
your strong and kind
leadership. All the best.

Liz Nicholls

(I am sure I will see you
at LG events in the future!)

Enjoy your future 'sea change'
Wishing you well for all future
endeavours.

Kat Kayrett (Rats)

Best wishes in the next chapter in LG
you've been a stay fast leader. Shaz

Best wishes
Talyana

All the best in your new role.
Colleen

Good Luck Jonathan!
Jo Dutton.

BEST WISHES FOR THE FUTURE
TO YOU AND YOUR FAMILY.

Jonathan COOLIE
All the best at East Fremantle.
Hopefully you have time to
attend Dockers events and training
being so close. Cheers Anne.

It's just not going to be the same
without you here. Good luck with the
new role. Lauren Waterhouse

All the best Jonathan,
Rob Caccetta.

Wishing you success on
your new adventure!

 Renae McLaughlin

Cheers Jonathan!
Enjoy the new gig
down the hill - Richard

Best of luck in your
new role
Has been a pleasure
working with you
Karen de Graaf

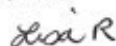
Hey Jonathan
Thanks for being such
a wonderful CEO! It
has been a pleasure
working with you over
the past 10 years.
Thanks for the 'twin tips'.
All the best for the new
chapter ahead.  Heidi

Good luck in Docker land!
It has been a pleasure
to work with you the past
18 years.
Thank you.
Mark.

JONATHAN,
BEST WISHES TO YOU
IN YOUR NEW POSITION
AT EAST FREMANTLE.
ERIC

All The Best Jonathan
Jason.

Congrats on the new
position. All the Best
for the future.
DAVID PIERCEY
Congratulations on the
new role.
Chris

All the best
JT 

Congratulations and well
done on a great career
at Mundaring - Lochlan Moffat

all the best enjoy the
Seachange
David O'Brien

All THE BEST
J.T.
JAMES LUCAS.

What an amazing career
you have had at the Shire,
wishing you continued success
in your future endeavours.

Lee - Mundaring Library

I WISH YOU CONTINUED SUCCESS
WITH YOUR NEXT ENDEAVOUR.

JENNY - MUNDARING LIBRARY

All the best in your new
position. A move from the
trees to the seas (well pretty
close) Thank you for all
your work over the years.

Helen - Shire Libraries

congratulations on your
new job.

All the best. Duane B.

All the very best Jonathan,
wishing you continued success
in your next job. You will be
missed! Laura

Congratulations on your
new role! Wishing you
all the best for the
future.

Shauna - Mundaring Library

All the best in your new role
at East Fremantle!

Sophie - Mundaring Library

CONGRATULATIONS JONATHAN
You will be missed as a CEO
and a person. Thanks for being
a great role model and mentor
to myself and all in the
organisation. Good luck &
All the best Craze. C ☺

Dear Jonathan,
Wishing you all the
best on your new
adventure. You will
surely be missed.
Laetitia.

Wishing you the best
with your future position
All the best
Alicia - Mundaring Library

ALL THE BEST
IN YOUR NEW
ROLE
WISHING YOU
ALL THE BEST
RANGER CHRIS

Hi Jonathon, hope
you like the book.
Really appreciate
the meet & greets
you do with new-
starters. Made me
feel special. This
book shows you're
special too!
Carla

Dear Jonathan,
Wishing you the very best
in life. You will be missed.
© Isabela x0

SORRY TO SEE YOU ARE LEAVING!
I WAS LOOKING FORWARD TO WORKING
LONGER THAN TWO YEARS UNDER
YOUR LEADERSHIP. ALL THE BEST
AT EAST FREO.

CLINTON KLEYNHANS

Jonathan,
It's been an absolute pleasure
working for the Shire under your
leadership for the past ten and a half years.
I have appreciated all of the support you've
given me during the journey.
Wishing you the very best for the future.
(perhaps even a Docker's Premiership!)

Jonathan,
As a "newbie" at the Shire,
I wish you all the best in your new adventure.
Change is such an exciting journey - Patcaline

Dear Jonathan
East Freo are going to
have an amazing leader
in you. Wishing you the
very best! You will be
missed. Vanessa

Dear Jonathan,
Wishing you all the best in
your new role. Thank you for
your leadership & everything
you have done for the Shire.
Enjoy the sea change,
Gareth-PAC

HEY JONATHAN!
WISHING YOU A GREAT
TIME AT E-FREO -
YOU WILL GET INTO
THE CHEER SQUAD!
THANK YOU FOR
YOUR TIME OVER
THE YEARS.
JANET

All the best
Jonathan on the new
Journey.... Hit me up
if East Freo Council
need a Chainsaw Canning
done ☺

The oval
project definitely
needs that!
All the best
in my old
hood, highly
recommend
as a place
to work.

Karen
Dore

Matt
Hi Jonathan,
all the very best for
your new venture.
Your leadership for the
Shire has been great.
Neil

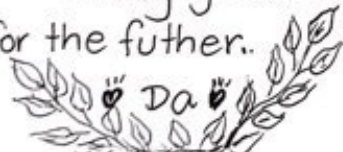
Hi Jonathan,
It has been a great journey
with you at the helm of
the ship. I wish you all
the very best in your
future journey,
Darrin

Dear Jonathon,
Thank you for everything
you have done over the
years. Good luck in your
next step. Robyn

Dear Jonathan,
Wishing you all the best
for the future. Thank you
for all the support.
Kenny.

Dear Jonathan

Thank you for all your
support with the Midvale Hub,
educators, children and families.
Wishing you all the very best
for the future.



Dear Jonathan,

Best wishes for your
new venture. All the best JT.

Paula

Our loss is East Frees
gain. Appreciate your
leadership over the
years. Adam

Dear Jonathan,
All the Best! Best wishes
to your new venture
and thanks for your
contribution and work
you have done over
the years. - Sush

Dear Jonathan

Thank you for
your contribution
over the years!
Best of luck
in your future
endeavors.

Meron ☺

Dear Jonathan,
Wish you all the best on your
new venture. Thank you for
all the work you have done
over the years. - Andrew

Dear Jonathan
All the best
Angus x

JT thanks for
your leadership
and values. All
the best.

Dear Jonathan
Thank you so much
for your leadership
over your time at
Som. It has been
an honour and a
privilege to be
part of your team.

Valerie D

DEAR JONATHAN ☺
IT HAS BEEN A PLEASURE WORKING
WITH YOU OVER THE PAST 15 YEARS.
YOUR VISION & VALUES HAVE GUIDED
THE SIRE TO BE A GREAT PLACE
TO WORK. THANK YOU FOR YOUR
SUPPORT OF OUR MIDVALE HUB
ENDEAVOURS. ALL THE VERY BEST
FOR THE FUTURE ☺ Lisa Joy

I haven't been here
for long. But the time
I spent under CEO was
great and I had learned
a lot of valuable things.
Wish you Good luck

ALREADY — ☺ PRIT.

Best wishes on your
new job. It has
been a pleasure
working with you.
All the very best for
the future
Dae Roberts

Jonathan - this really is
the end of an era for
Mundaring. An era of
change, challenges and
development for the better
under your leadership.
Thanks for everything you've
accomplished here in that
time. Mundaring's loss
will be East Fremantle's
gain. René

Best of Luck with your new challenge
at The Town of East Fremantle, as
I mentioned it is only a small step
away from, 31 Veterans Parade,
Cockburn Central ☺

Best Wishes to you and your family
Regards

Andrew T "Go The Bombers"

All the best with your new adventure
down on the flatlands. It's been a great
experience working with you, it must
be close to 18 years now and many
great construction projects accomplished
and to be proud of. Bruce Mc

It's only been a short time
working with you but it has
been a pleasure. All the
best in your new venture.
East Fremantle are lucky
to have you. - Aimee

It's been great working
with you. You've been a
fantastic leader and
a replaceable one.

May your next chapter be
filled with warmth and
happiness. 'Best of Luck!'
Jospreet Singh

BEST OF LUCK JONATHAN
EAST FREM WILL BE
AN INTERESTING AND
DIFFERENT CHALLENGE
HOPE TO SEE YOU AROUND
KACAMUDDA STILL.

Jon D.

All the best in your new
'Shire'. I'm sure they will
appreciate your leadership,
guidance and sense of
humour as much as Mundaring
Susanne

Best wishes for your new role. The place won't be the same without you. Cheryl.

All the best
Mick.

All the best for your new job. Although I haven't been here long, I have greatly appreciated your open communication and leadership. All the best. Matt.

All the best with your new role Jonathan. Enjoy Freo!
- Rhys

All the best in your new role. Although it has been a short time, it was great working with a leader who was a sincere believer in the mission.

Rob Campbell

You have been a great role model & leader. All the best at Freo. - Corryn

Thanks for being a great CEO
JT. All the best - Rob G

Thanks for always being
an advocate for women
in LA. I hope you enjoy
your new 'home'
Briana

Has been
with you!

Great working
with you!
Charlotte

What he says
All the best!
Enjoy the coast &
vibrancy of Freo!
Amy

Dear JT

Congratulations on a considerable & respected tenure with The Shire.

Your positive contribution to the 'people-first' culture in the organisation is what makes this place a great spot to work.

All the best for the new gig. You will kill it.



Liam.S.

Wishing you all the best on your new adventure at East Fremantle.

Ashlee ☺

future.
Michelle

Dear Jonathan, Jonathan.

Enjoy Fremantle! You have done a great
Rowena. job over the past 18
years. I have enjoyed and
appreciated your trust, leadership

All the best
Jonathan
in your new role.
you for always
a smile

and support and is one of the major reasons I am still here after all these years. It will be

Years. It will be strange to not have you here.

Enjoy your time in 'Dockerland'
and all the very best in the future
KIRK

Congratulations on your new position. I hope it will be a refreshing change to you. The drive of making is a completely different experience. I have you joined. I have you to all you & a lot to make it work. I hope you have a very best of all your family. So you know
Gretchen

Sincerely wishing you
all the very best in
your new position &
in life.  Jasmine

Dear Jonathon.

15 years working together has
flown by. You have always
supported me. I appreciate
you giving me a chance in
the role I'm currently in.

it is sad to see you go. I'm
sure we will bump into each-
other in the future. I wish you
and your family all the best.

Dear Jonathan

It has been an absolute privilege working with you over the last 8 yrs. So many different projects, issues, services, councils!! I have learnt so much from you and I have really enjoyed working with you. You are a values based leader who has always put people (staff + community) at the forefront. You are strategic, + authentic leader and have been the best boss ever to work with. You will be missed at Murchising. Enjoy east Ires & all the best. Megan x













