



VOCARE
LAW

Charities, Churches, Schools & NFPs.

Vocare Law

formerly Corney and Lind Lawyers



We are
called to
deliver
just,
redemptive
outcomes.



About Us

At our core, we believe law is more than rules — it is a tool to serve people and communities. Guided by faith and purpose, we work alongside charities, churches, schools, and not-for-profits to deliver just and redemptive outcomes.

We understand the weight of responsibility carried by mission-driven organisations, and we share your heart for service. With care, excellence, and integrity, our team is committed to supporting your work so you can focus on making a difference in the communities you serve.





Services

Charities & Not-For-Profits

We specialise in working with charities and not-for-profit organisations, providing tailored legal advice that helps you navigate complex regulatory and compliance requirements with clarity and confidence. Our focus is on supporting your mission — offering practical, cost-effective solutions so you can concentrate on making an impact in your community. Guided by our values of service, care, and excellence, we walk alongside you as partners, not just advisers.

- Establishing and restructuring organisations, including constitutions and governance frameworks.
- Guiding ACNC registration and ensuring ongoing compliance.
- Securing and maintaining DGR endorsement and accessing key tax concessions.
- Strengthening governance and compliance through policies, investigations, and regulator engagement.
- Advising on property, leasing, and intellectual property matters.
- Providing tailored employment law advice for NFP and charity contexts.
- Supporting fundraising compliance, mergers & acquisitions, and dispute resolution.





Our Experience

Charities and not-for-profit organisations carry enormous responsibility — balancing governance, compliance, and financial sustainability, all while pursuing a mission that serves the community. We understand those pressures. Our team works alongside boards, executives, and leadership teams to deliver practical legal advice that not only solves problems but also helps you grow stronger and more resilient.

We bring deep sector knowledge and a values-driven approach, ensuring that every piece of advice is grounded in both legal excellence and a genuine understanding of your mission. Whether you're establishing a new entity, navigating regulation, or managing complex organisational change, we are committed to helping you achieve outcomes that protect and advance your work.

Below is a brief summary of some recent matters we have worked on as we partnered with our clients to provide tailored legal advice.

- **Restructuring major charities** – Advising on complex restructures for charities with turnovers of up to \$300M, ensuring smooth transitions, compliance with regulatory requirements, and sustainable governance frameworks.
- **Advocacy and law reform** – Representing charities in submissions and engagement with government, advocating for reforms that strengthen the sector and reduce barriers to mission-focused work.
- **Designing and advising on DGR-endorsed public funds** – Assisting with the structure and compliance of funds such as scholarship programs, school and college building funds, necessitous circumstances funds, public ancillary funds, and developing country relief funds, ensuring eligibility for DGR endorsement and long-term viability.
- **National and international group structures** – Establishing and advising complex charity groups operating across Australia and internationally, creating structures that support effective governance, compliance, and coordinated mission delivery.
- **Maximising access to concessions and exemptions** – Advising on and securing access to a wide range of government concessions, including income tax exemptions, deductible gift recipient endorsement, fringe benefits tax relief, as well as exemptions and refunds for transfer duty, land tax, payroll tax, and rates — reducing costs and increasing resources available for mission.
- **Establishing and strengthening diverse entities** – Supporting the creation and restructure of a broad range of organisations, including churches, religious denominations, non-state schools, public benevolent institutions, aged care and retirement village operators, health promotion charities, and early learning centres, tailoring advice to the unique mission and needs of each.



- **Accreditation and compliance support** – Guiding organisations through accreditation processes and regulatory requirements, including dealings with the Queensland Non-State Schools Accreditation Board and the NSW Education Standards Authority, to maintain compliance and protect their authorisations.
- **Philanthropy and education support** – Structuring philanthropic arrangements for non-state schools to encourage community investment and support long-term mission-driven initiatives.
- **Specialist advice for multi-denominational church groups** – Supporting churches and faith-based organisations that operate across multiple denominations, providing governance frameworks and legal structures that respect denominational differences while ensuring cohesion, compliance, and effective mission delivery.
- **Discrimination matters** – Advising and representing schools in responding to discrimination complaints, claims, and investigations, with a focus on protecting both legal rights and community reputation.
- **Litigation support** – Assisting schools in managing and resolving litigation across a range of disputes, including employment, enrolment, and governance issues, with strategic and practical guidance at every stage.
- **Governance & compliance** – Guiding boards and leadership teams on their legal duties, reporting obligations, and best practice frameworks to strengthen accountability and trust.
- **Employment & workplace relations** – Advising on staff contracts, performance management, misconduct, workplace investigations, and resolving employment disputes.
- **Child safety & safeguarding** – Supporting organisations to implement policies and respond appropriately to allegations or investigations under the new Child Safe Organisations framework.
- **Constitution & policy development** – Drafting and reviewing constitutions, policies, and procedures to align with both legal requirements and organisational values.
- **Risk management & dispute resolution** – Helping organisations anticipate, prevent, and resolve conflicts before they escalate into costly disputes.
- **Property & commercial arrangements** – Assisting with leases, property transactions, and commercial contracts tailored to the needs of schools and not-for-profits.



Governance

For faith-based organisations, good governance is essential to building trust, safeguarding mission, and ensuring compliance in an increasingly complex regulatory environment. At Vocare, we understand the unique challenges that charities, not-for-profits and churches face, balancing spiritual values with legal responsibilities. Our team frequently provides practical, tailored advice to help boards and leadership teams strengthen governance frameworks, manage risk, and navigate issues around compliance, accountability, and safeguarding. We are committed to equipping faith-based organisations with the structures and confidence they need to steward their mission with integrity and resilience. We have also completed legal risk assessments with charities that are start up through to \$450m turnover.

Expertise Tailored to Faith-Based Organisations

We understand that faith-based organisations and church groups face unique governance, compliance, and operational challenges that differ from other charities. Our team brings not only technical legal expertise but also deep sector insight, with many of our practitioners serving on boards and committees across a variety of denominations and faith-based schools. This experience allows us to provide practical, tailored advice that respects the distinct needs, values, and mission of each organisation, helping you operate confidently and sustainably while staying true to your purpose.

Meet some of the Team

Our Directors



Alistair Macpherson

Alistair Macpherson is the Managing Director of Vocare Law, bringing over two decades of legal experience in the charity, not-for-profit, church, and education sectors. He provides strategic legal counsel and governance support to faith-based organisations, helping them navigate complex compliance, restructure effectively, and achieve their mission with confidence.



Jessica Lipsett

Jessica Lipsett is a Director at Vocare Law, specialising in charity and not-for-profit law. With extensive experience in governance, regulatory compliance, and dispute resolution, she supports churches, schools, and faith-based organisations in navigating complex legal landscapes to achieve mission-aligned outcomes.



James Tan

James Tan is a Director at Vocare Law, specialising in litigation and governance for charities, not-for-profits, churches, and schools. He provides strategic legal counsel to faith-based organisations, helping them navigate complex legal landscapes and achieve mission-driven outcomes with integrity and compliance.



Tim Whincop

Tim Whincop is a Director at Vocare Law, leading the Sydney and NSW team. With extensive experience as an in-house legal practitioner for a global not-for-profit organisation, Tim specialises in commercial law, charity law, and dispute resolution, providing strategic legal counsel to faith-based organisations across Australia.

Meet some of the Team

Our Lawyers



Eustacia Yates
Special Counsel



Stacey Bonney
Special Counsel



Rachel Sloper
Senior Associate



Paul Neville
Senior Associate



Simon Mason
Senior Associate



Francisca Mayer
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