



4 May 2026

Subject: Proposed Constitution Update – Supporting the Future of Victoria Police Legacy

Dear Members,

I am writing to you regarding an important step in the ongoing stewardship of Victoria Police Legacy.

The VPL Constitution has served the organisation well for more than 40 years. While it has been updated in parts over time, it has not undergone a comprehensive review for some years. As a result, it has become increasingly complex and, in places, no longer clearly reflects how the organisation operates today.

Following careful consideration, the Board has undertaken a full review to ensure the Constitution remains clear, contemporary, and fit for purpose into the future.

The proposed updated Constitution represents a considered evolution of the existing document. Importantly, it:

- Preserves the core purpose and values of Victoria Police Legacy
- Maintains our commitment to supporting police legatees and the broader police family
- Improves clarity, consistency, and ease of use
- Aligns with modern governance standards for not-for-profit organisations

In practical terms, the key improvements focus on simplifying structure, clarifying governance arrangements, and ensuring the Constitution remains flexible enough to support VPL's future needs. This includes modernising language, reducing unnecessary operational detail, and ensuring that governance matters are appropriately supported through Board-approved policies.

Importantly, there is no change to the purpose or intent of VPL. The organisation will continue to operate with the same commitment to care, connection, and support for police legatees.

These updates are about ensuring VPL is well positioned for the future, strengthening governance, improving clarity, and enabling us to remain focused on what matters most: supporting our police family.

A summary of the key changes has been provided to assist members in understanding the intent and nature of the updates. While the structure and language have been modernised, the underlying values and purpose of VPL remain unchanged.

Your support of this update will help ensure VPL continues to operate with strong governance and long-term sustainability.

Should you have any questions, please do not hesitate to contact us.

Thank you for your ongoing support of Victoria Police Legacy.

Yours sincerely,

Inspector Kate O'Neill

Chair

Victoria Police Legacy