



Alpine Valleys
Community Leadership Program



2017 YEAR BOOK

www.avclp.org.au

inspiring tomorrow's leaders today

Our Partners



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Now in its seventeenth year, the Alpine Valleys Community Leadership Program is continuing to develop leaders that will seek and lead change within and across their local rural and regional communities. I was delighted to see that so many program graduates from across our regional programs nominated and succeeded in the 2016 Council elections. That 35 people were elected across twenty nine of forty-eight rural or regional city councils demonstrates a very practical outcome of Victoria's Regional Community Leadership Programs.

The Andrews Labor Government is pleased to support Victoria's Regional Community Leadership Programs to develop the leaders that will make a positive difference to their communities.

I am confident that program graduates' deep knowledge of their regions will equip them well to face the social, economic and administrative challenges they will encounter. Of course, many graduates contribute to their community or workplace in so many other ways and we also celebrate their achievements in community leadership.

The development of regional community and business leaders is vital to the success of regional Victoria. Through its leadership programs, short courses, networking and alumni opportunities, the Alpine Valleys Community Leadership Program fosters the development of a vibrant network of community and business leaders in North East Victoria and border regions.

The Alpine Valleys Community Leadership Program benefits individual participants by providing them with skills, knowledge and self-confidence to actively engage in local and wider communities. The Program also benefits local communities more broadly by improving their capacity to recognise, prioritise and drive regional change.

I congratulate you all for committing the time, energy and enthusiasm to better understand your region, your own capabilities and what you might contribute to rural and regional Victoria in the future.

Congratulations to the 21 participants graduating from the AVCLP 2016-2017 Program. You now join an alumnus of more than 365 AVCLP graduates across North East Victoria, and over 3200 across rural and regional Victoria. I look forward to hearing how your leadership journeys progress.

Hon. Jaala Pulford MP
Minister for Regional Development

AVCLP Board & Staff 2016-17



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Kevin Powell
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Carolyn Sammon



Kim Scanlon
Executive Officer



Karlie Langdon
Program Coordinator



Susan Benedyka
Facilitator



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Bookkeeper



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Marketing

Who are we?

Since 1998, the Alpine Valleys Community Leadership Program has assisted more than 365 people to develop their leadership potential.

Each year a diverse group of up to 24 aspiring leaders embark on the 10-month intensive experiential learning program. It is a professional development program that develops participant's leadership skills, appreciation of the region and networks of professional and community contacts in a learning environment that is safe, supportive and enjoyable.

Our Annual Program has a proud reputation of developing the region's next generation of community, business and government leaders. Although not always serving in high-profile positions, we are assured that our graduates collectively make a difference in meaningful ways in the communities where they work, live and play.

AVCLP has the ambition to become a key regional resource for leadership development in North East Victoria. In addition to our Annual Program, AVCLP is currently developing and delivering a range of tailored short courses and skills workshops in response to community and business demand. The organisation now provides pathways for leadership training delivered with in the region for those taking the first steps towards leadership roles, through to accomplished leaders looking to refine their skills and knowledge.



AVCLP Patron's Message 2017

I continue to get great satisfaction knowing that the AVCLP continues an expanding program of leadership development in our region. Never before, I believe, has there been so much need for strong leaders to help our community through the many complex issues before us.

It would be easy to avoid taking a leadership role and do nothing to help, but that would be failure to take responsibility.

May I encourage our new graduates, when considering how to make things better, to adopt the following personal, 10 X 2 letter word mantra:

If it is to be, it is up to me.



Welcome from the Chair

In line with our 2016-2019 Strategic Plan, we've continued to develop other opportunities to support community leadership



2016/17 marks another year of significant growth for AVCLP. It is the 17th year of our annual Community Leadership Program. This Program is at the core of AVCLP's work and this year we have 21 graduates who will join the 346 existing alumni contributing to leadership in our region.

Under the leadership of Karlie Langdon, AVCLP Program Coordinator we've extended our program to include a study tour to Melbourne with a combined program day with other VRCLP programs and a four day study tour to Canberra.

In line with our 2016-2019 Strategic Plan, we've continued to develop other opportunities to support community leadership. We've further developed our focus on governance and developed a 'Governance 101' program for community groups. We have continued our partnership with the Australian Institute of Company Directors in delivering the popular Governance Foundations for Not for Profit Directors, including one specifically tailored for health Boards.

Following on from our successful Community Leadership Program for residents of the Rural City of Wangaratta

last year, we were approached this year by the City of Melton to develop and deliver a similar program for their residents.

We've continued to run our very popular seven day Community Landcare and Agriculture Leadership program in partnership with both North East and Goulburn Broken Catchment Management Authorities and the Goulburn Murray Community Leadership Program.

Our monthly skills workshops have been very well supported and this year we have focused on working with the media; public speaking; Social media and human resources and 'Opportunity to Possibility' thinking.

We are also currently developing an LGBTI Leadership Program and will support Leadership Victoria in the delivery of a Multicultural Leadership Program later in 2017.

All of this development could not be achieved without the dedication of our staff and volunteer Board and I would like to acknowledge and thank them for all their work and commitment to this great organisation. I would particularly like to acknowledge the vision and enthusiasm of our Executive Officer, Kim Scanlon who has led the development of a range of new Community Leadership Programs.

I would also like to thank all of our supporters and sponsors of AVCLP.

And finally, congratulations to the 2016/17 graduates. I wish you all the best in your endeavours in shaping your community's future.

Clare Kiely
Chair AVCLP Board

Executive Officer Report



AVCLP is well on the way to achieving its ambition to become the key regional organisation for leadership development in North East Victoria and border regions. Eighteen months ago, the Board implemented a restructure of the organisation to enable the development and resourcing of a range of new and innovative programs.

Our flagship program, the Alpine Valleys Community Leadership Program will always be our main priority, but in working towards becoming this key leadership development organisation, we are developing a range of leadership training for community, business, and government organisations.

By doing this, we will become relevant for a wider range of community members, and in turn diversify our income streams to enable the organisation to achieve long-term sustainability.

Of all our stated values, at present we are focusing on delivering the values of excellence and innovation. This has manifested in improvements to the Annual Program that our Program Coordinator Karlie Langdon has very ably implemented. Highlights include a new-look Melbourne study tour where AVCLP participates in a State-wide leadership forum with other

VRCLP programs, as well as a four-day study tour to Canberra, where participants meet with our Federal Parliamentary representatives and national leaders.

We have developed many new and innovative programs this year, from Governance training for regional health Boards, to a range of skills workshops tackling everything from public speaking to conflict resolution. We are also very excited to have designed, and will be delivering, a new leadership program for the region's LGBTI community, in partnership with Gateway Health later this year.

AVCLP aims to develop regionally relevant leaders, by providing affordable training delivered locally.

We are developing pathways that support leadership development for all levels; from "grass roots" to highly accomplished leaders. Collectively this will strengthen our region's communities and achieve our vision of empowering people to shape their communities' future. I congratulate this year's graduates, and trust that they will in time implement "the change that they wish to see" in their respective communities.

The growth of our organisation only comes with hard work, commitment and a shared vision. I wish to thank the AVCLP Board, my fellow staff and contractors, and the many wonderful participants of our programs that make this effort so rewarding. The year ahead looks very exciting!

Kim Scanlon
AVCLP Executive Officer

Program Coordinator Report



It is amazing how quickly a year goes. It only seems like yesterday that we were conducting recruitment interviews with people who were to become the 2017 Graduates of our flagship 10 month AVCLP Program. It has been a privilege to become AVCLP's Program Coordinator and implement a program from beginning to end.

The components of our program are ingredients AVCLP can be proud of, creating a recipe for people to succeed and lead. Like with all great recipes we tend to tweak and modify things each time allowing for change, however fundamentally keeping with what we know works well.

The recipe for this year's program included a selection of 22 diverse participants, a modified Melbourne study tour (including a combined program day hosted by the Victorian Rural Community Leadership Program) some different skills delivered on skills days, a combined program day with the Australian Rural Leadership Program and AVCLP's first study tour to Canberra.

Canberra was the highlight of the year and it was an honor to take our group of community leaders to the nation's capital, representing our region.

We were hosted by our local member Ms. Cathy McGowan AO MP at Parliament House over two days of our four-day study tour and what an experience that was meeting with federal leaders such as Senator Fiona Nash, the Speaker of the House of Reps the Hon Tony Smith MP and Prime Minister the Hon Malcom Turnbull MP.

The skills days developed fundamental community leadership skills of the participants. These skills have assisted some participants to develop community projects and will assist graduates to effectively and confidently contribute back to their communities.

We have delivered 24 program days utilising the skills and knowledge of 78 guest speakers who have donated their time to the development of our community leaders.

We value the ongoing commitment of our guest speakers, sponsors and supporters who make AVCLP such a wonderful organisation and program to work for. I thank them for their support of our program.

The result of the AVCLP recipe for this year is that we have 21 graduates from the 22 that started. The great news is one participant used the goal setting from the mid-year retreat to apply for and then accept, her dream job in Mongolia.

I congratulate the 2017 AVCLP Graduates who are the signature ingredient in a wonderfully made Program. I trust that every one of them has enjoyed their 'journey' and will keep creating and making positive connected communities within our region and beyond.

Karlie Langdon
AVCLP Program Coordinator

AVCLP 2016-2017 at a glance

“A journey of a thousand miles begins with a single step”.

Lao-Tzu

1,168 Hours

Volunteer hours AVCLP Board members have contributed to the organisation this year



AVCLP enhances the leadership capacity of North East Victoria. Graduates of our programs further develop:

- Their personal leadership skills
- A broad knowledge of the region
- A network of management level contacts

8

Local Government Areas that the Program covers



21 Graduates
in 2017

367

AVCLP alumni

78

Speakers
donated
their time

18

Tours
& site visits
conducted

30

Leadership
Skills
examined



5,457

Estimated number of kilometres travelled by Mansfield participants this year

334 Participants

across all our programs delivered this year

9

New programs developed and delivered this year

5

New programs currently under development

2

Other Leadership Programs visited and learned from us



53 Program partners

3

Alpine Resort Areas that our program covers

program days

OPENING RETREAT

15 & 16 July 2016
Hotel Ibis Styles Albury,
Lake Hume Resort

FACILITATORS Susan Benedyka, Kim Scanlon
and Karlie Langdon

Setting the Scene: Overview of the Leadership Program, Getting to know each other, Understanding temperaments, The value of networking, Questioning etiquette, Introduction to reflection tools, Understanding self and others, Teams and group processes, Introduction to the AVCLP journey.



THE REGIONAL ECONOMY

26 August 2016
Brown Brothers Milawa Vineyard

SPONSOR Brown Brothers

- > **Janelle Boynton** Chair, Hume Regional Development Australia Committee and co-owner of Boynton's Feathertop Winery: *Prioritising and facilitating regional opportunity*
- > **Matt Nelson** Regional Director, Hume Region, Regional Development Victoria: *The state of the Regional Economy*
- > **Barry Sullivan** Chair, North East Regional Executive Forum: *Leadership in Business*

TOUR Brown Brothers Wines facilities

- > **John G Brown** AO Patron Alpine Valleys Community Leadership Program and past Chairman and CEO Brown Brothers Wines: *The challenges of developing a family business*



SKILLS DAY # 1

12 August 2016
Lakeside Community Centre

SPONSOR Regional Development Victoria

- > **WORKSHOP** Tammy Atkins Principal, Tammy Atkins Consulting: *Networking and Social Media Etiquette*
- > **WORKSHOP** Kim Scanlon Executive Officer AVCLP: *Public Speaking*
- > **WORKSHOP** Geoff Prior Principal Lingford Consulting: *Time Management*

COMMUNITY DEVELOPMENT

29 July 2016
Mansfield Shire Council Chambers

SPONSOR Mansfield Shire Council

- > **Cameron Butler** CEO, Mansfield District Hospital: *Welcome to Mansfield*
- > **James Wilson** Managing Director, Mansfield Armchair Cinema (The MAC) Not-For-Profit trust: *Community Engagement & The Arts*
- > **WORKSHOP** Karlie Langdon AVCLP Program Coordinator: *Community Development in your Community*

TOUR Mansfield Men's Shed hosted by **Cr. Paul Sladdin** Mansfield Shire Council Mayor and members of the **Mansfield Men's Shed**

COMMUNITY PANEL Kirsten Lingard Community Development Officer, Mansfield Shire Council; Renee Leary Project Officer, The Centre for Continuing Education; Marion Dowling Director, Mansfield & District Community Enterprises: *Developing Connected Communities*





MELBOURNE VISIT

12 & 13 September 2016

Various locations in the Melbourne CBD

SPONSORS Regional Development Victoria, Australian Institute of Company Directors, Brown Brothers and Hugh Williamson Foundation

DAY 1

- > **Rowena Allen** Victorian Gender and Sexuality Commissioner, Department of Premier and Cabinet: *Championing the rights of LGBTI Victorians in Government*
- > **DC Andrew Crisp APM** Deputy Commissioner of Police - Regional Operations: Victoria Police: *The leadership role Police play in regional communities*

FILM PRESENTATION Stephanie Woollard, Seven Women, Bringing the Light, The Seven Women Documentary

- > **Steph Ryan MP** Member for Euroa, Deputy Leader of The Nationals: *Leadership in Government*

TOUR Melbourne Street Art Tour

DAY 2

Victorian Rural Community Leadership Program (VRCLP) Combined Program Day: *Influencing the Future of Regional Victoria*

- > **Kat Baddeley** CEO VRCLP: *Welcome Address*
- > **Leigh Kennedy** Regional Director – Gippsland, Regional Development Victoria: *Community Development*
- > **Frank Kelloway** and **Dr Daniel Terrill** Partner Deloitte: *Flourish or Languish: My Place My Choice*
- > **Jason Clarke** Director, Minds at Work: *Small Steps, Giant Leaps*
- > **Helga Svendsen** Founder, Helga Svendsen Consulting: *PRACtical Conversations & PRACtical Advocacy*

SKILLS DAY #2

23 September 2016

Mudgegonga Hall

SPONSOR Regional Development Victoria

- > **WORKSHOP Michelle Hudson** Director, The Communications Department: *Working with Media to Tell your Story*
- > **WORKSHOP Kim Scanlon:** *Leadership vs Management*
- > **WORKSHOP Karlie Langdon:** *Grant writing and Finding the Gap*



HEALTH AND WELLBEING

7 October 2017

Upper Murray Health and Community Services, Corryong

SPONSOR Murray Health and Community Services

- > **Maxine Brockfield** CEO UMHCS: *The Challenges of Health Provision in Remote Rural Areas*

TOUR UMHCS facilities

- > **Kate Wheeler** Rural Outreach Worker, UMHCS: *Supporting those Suffering from Depression*
- > **Ben Engel** Founder, Border Mindfulness: *Introduction to mindfulness*

WORKSHOP *Understanding Disability*

YOUNG PEOPLE

21 October 2016

Wangaratta Regional Study Centre

SPONSOR Wangaratta Regional Study Centre

- > **Ilena Young** Centre Manager, Wangaratta Regional Study Centre: *Realising regional aspiration*

TOUR Wangaratta Regional Study Centre

- > **Jasmin Kinderis** Rural City of Wangaratta (RCoW) Youth Council Mayor, **Billie Taylor** Deputy Youth Mayor and **Ashlee Fitzpatrick** current RCoW council candidate: *Young people finding their voice*
- > **Craig Marshall** CEO, The Work Group: *Creating Job Opportunities for Young People*

TOUR Borinya Wangaratta Community Partnership

- > **Trish Merlo** Principal, Borinya: *Education challenges for young people*
- > **Laura McKenna** Youth Development Officer, Rural City of Wangaratta: *Wangaratta Youth Summit – The Youth Voice*

JUSTICE

4 November 2016

Quercus Beechworth

SPONSOR Beechworth Correctional Facility, Department of Justice

TOUR Beechworth Correctional Centre hosted by **Bret Lacey** Operations Manager, Beechworth Correctional Centre

- > **Beechworth Correctional Centre Prisoners:** *Conversations with Inmates*
- > **Ron Janas** Mayor, Alpine Shire: *Community engagement and crime prevention*
- > **Gary Croton** Clinical Nurse Consultant, Albury Wodonga Health: *The community impact of alcohol abuse*

EXPERT PANEL **Kate Knight** General Manager Community Corrections, Department of Justice, **Renae Johns** Community Work Program Manager, DOJ

program days



MID-YEAR RETREAT

17 & 19 November 2016
YMCA Howmans Gap Alpine Centre,
Falls Creek

FACILITATORS Karlie Langdon and
Kim Scanlon

Looking back, looking forward: The Program so far, Team Challenge, Inspirational Book sharing, Goal setting, Resilience Strategies, Getting the most from the rest of the Program, Half year personal evaluations, Giving and receiving positive and negative feedback.

SKILLS DAY #3

20 January 2017
Wang Central Offices, Wangaratta

SPONSOR Regional Development Victoria

- > **WORKSHOP** Karlie Langdon: *Reflection- what has changed over the break, what has stayed the same?*
- > **WORKSHOP** Karlie Langdon and Kim Scanlon: *360° participant evaluations*
- > **WORKSHOP** Anthony Griffiths: Former Mayor of Rural City of Wangaratta, Board member AVCLP, *Chairing effective meetings*
- > **WORKSHOP** Kim Scanlon: *Effective Governance*
- > **WORKSHOP** Jill Briggs Managing Director, Rural Training Initiatives: *Risk Management*

TOURISM

3 February 2017
Alpine Shire Council Chambers

SPONSOR Alpine Shire Council

- > **Eddie Wilson** Industry and Product Development Manager - Cycle, Snow and Nature, Tourism North East: *Challenges and opportunities for Tourism in North East Victoria*
- > **David Jacobson** Chair, Community Action for the Chalet Group: *Community Advocacy*
- > **Fiona Hammond** Chief Financial Officer and Property Development, Mount Hotham Alpine Resort Management Board: *Managing an Alpine Resort and snow tourism*
- > **Elaine Burridge** Manager Economic and Community Development - Events and Festivals, Alpine Shire Council: *The impact of events and festivals on Tourism in the Alpine Shire*

TOUR Dumu Balcony Café

- > **Justin Crawley** Founder, Social Enterprise Thathangathay Foundation and **Chrissi Burns** Dumu Cafe Manager and Training Coordinator



SMALL TOWN BIG IDEAS

3 March 2017
Wang Central Offices, Wangaratta

SPONSOR Regional Development Victoria

- > **Stewart Krelzheim** Operations Manager CFA District 23: *Lessons from adversity*
 - > **Matt Pfahlert** Co-founder and CEO, Australian Centre for Rural Entrepreneurship (ACRE): *Building thriving rural communities*
 - > **Denis Ginnivan** Founder, Events that Matter, and Vice President, Voices for Indi: *Community participation and action*
- TOUR** Yackandandah Historic Town Walk hosted by **Rod Milachamp** from the Yackandandah Visitor Information Centre
- > **Mark McKenzie McHarg** Past Director and Chairman, Yackandandah Community Development Company (YCDCo): *A big idea for a small town*



COMMUNITY RESILIENCE

17 February 2017
Wodonga TAFE
Combined Program Day with the
Australian Rural Leadership Program

SPONSOR Wodonga TAFE and ARLP

- > **Mark Dixon** CEO, Wodonga TAFE: *Welcome to Wodonga*
 - > **WORKSHOP** **Susan Benedyka** Managing Director, The Regional Development Company, World Café: *How can we as a community be more inclusive and welcoming?*
 - > **Teju Chouhan** Albury Wodonga Ethnic Communities Council and City of Wodonga Citizen of the Year 2017: *Inclusive Communities*
 - > **Tim McCurdy** MP Member for Ovens Valley, Shadow Minister for Gaming and Liquor Regulation, Shadow Minister for Veterans: *Recognising and responding to complexity*
- NETWORKING** ARLP and AVCLP participant sharing session – introductions and round the room
- VIDEO PRESENTATION** **Craig Lapsley** Victorian Emergency Management Commissioner, Community Resilience
- > **Jemma Toohey** CEO and **Dianna Elliot** Youth and Women's Worker, Volunteer Resource Bureau: *Breaking down cultural barriers*

CANBERRA STUDY TOUR

19 - 22 March 2017

Various sites in Canberra ACT

SPONSOR Regional Development Victoria

DAY 1

> **Richard Nicholson** Four time Paralympian, Australian Institute of Sport

TOUR Australian Institute of Sport

DAY 2

> **Cathy McGowan AO MP**, Member for Indi: *Welcome to Parliament House*

> **Cathy McGowan AO MP**, Member for Indi, and **Hon Sussan Ley MP**, Member for Farrer: *Women in Leadership*

> **Hon Linda Burney MP** Shadow Minister for Human Services and Member for Barton: *Community Leadership*

> **Jack Archer** CEO, Regional Australia Institute: *Regional Development and the work of the Institute*

> **Senator Hon Fiona Nash** Minister for Regional Development, Minister for Local Government and Territories, Minister for Regional Communications; and Deputy Leader of the Nationals: *Regional Development*

TOUR Government House

TOUR Australian War Memorial and Last Post Ceremony wreath laying by AVCLP participants

DAY 3

> **Hon Tony Smith MP** The Speaker of the House of Representatives and Member for Casey: *The role of Speaker*

> **Sophie Dunstone** Committee Secretary, The Parliamentary Joint Committee on Law Enforcement: *The Parliamentary Joint Committee on Law Enforcement*

> **Shane Wright** Economics Editor, Western Australian News: *Global economics*

TOUR Ninety second statements and Parliament Question Time, House of Representatives Gallery

TOUR Meeting of the Senate, Senate Gallery

> **Hon Malcom Turnbull MP** Prime Minister of Australia

> **Hon Luke Hartsuyker MP** Assistant Minister to the Deputy Prime Minister and Member for Cowper: *Innovations and challenges for Australian Agriculture 2017*

> **Senator Janet Rice** Senator for Victoria, Australian Greens: *Leadership from a Greens perspective*

DAY 4

TOUR Museum of Australian Democracy, Old Parliament House: *'Cabinet in Confidence' experience*

TOUR Telstra Tower Viewing Gallery: *A bird's eye view of the capital*



AGRICULTURE

28 April 2017

Agriculture Victoria, Rutherglen Research Centre

SPONSOR Agriculture Victoria

SPEAKER PANEL **Warwick Long** ABC Radio

Rural reporter and **Michelle Pardy** Riverine Plains Cropping Group: *The state of farming in the region*

TOUR Agriculture Victoria, Rutherglen, Research and innovation in agriculture at Rutherglen

> **Paul Ryan** Director The Australian Resilience Centre: *Resilient regions*

> **Viv Bennett** Research Scientist Victoria Agriculture: *Research and innovation at Rutherglen*

> **Craig Murray** Principal, Dog School: *Dog Training for Biosecurity*

> **Stuart Crosthwaite** Chair of the Alpine Valleys Dairy Pathways Project Steering Committee: *The future of the Dairy Industry*

> **Dr Kevin Powell:** *Phylloxera Research*

FINAL RETREAT

12 & 13 May 2017

Lindenwarrah at Milawa

SPONSOR Lindenwarrah at Milawa

FACILITATORS Susan Benedyka, Kim Scanlon and Karlie Langdon

CLOSING THE PROGRAM Coaching and Mentoring, Visioning, Defining Community Leadership, Mindfulness, Leadership post the Program, Reviewing the journey, Adjourning the Program

GRADUATION

25th May 2017

Gateway Quality Hotel, Wangaratta

KEY NOTE SPEAKER **Nigel Collin**, Author 'The Game of Inches'

ENVIRONMENTAL SUSTAINABILITY

7 April 2017

Winton Wetlands Hub, Winton Wetlands

SPONSOR Winton Wetlands Committee of Management

> **Dr Gillian Sparkes** Victorian Commissioner for Environmental Sustainability: *Decision making for our environment's future*

> **Jim Grant** CEO Winton Wetlands COM: *The importance of Wetlands, and the Winton Wetlands Project*

TOUR Winton Wetlands hosted by **Julie Flack** Winton Wetlands Site Development Manager

> **Lizette Salmon** Coordinator Wodonga and Albury Towards Climate Health (WATCH): *Climate action in the border region*

AVCLP 2016-2017 Short Courses



Community Landcare and Agriculture Leadership Program

A fourth Community Landcare and Agriculture Leadership Program was delivered this year, and was well over-subscribed. Specifically designed for those working in the Agriculture and Natural Resource Management sectors, a record 24 participants completed this year's program, travelling from North East Victoria and Border regions and the Goulburn Valley to complete the seven-session program.

A partnership between AVCLP, North East Catchment Authority, Goulburn Broken Catchment Management Authority and Goulburn Murray Community Leadership enabled the program to be implemented.

The program was designed to increase the knowledge, leadership skills and networks of participants. The group was inspired by meeting leaders working within the sector and by examining innovative projects.

The program included:

- Leadership skill development
- Community leadership
- Resilience and community capacity building
- Innovation and entrepreneurship
- Communication skills
- Networking
- An overnight study tour through the Goulburn Valley to study innovative land use practices and the issues and opportunities that confront "Australia's Food Bowl"

The program encouraged greater levels of community participation to ensure the sustainability of agriculture and healthy, productive landscapes.

Governance Foundations for Not for Profit Directors

In partnership with the Australian Institute of Company Directors (AICD), another of these highly-respected courses was delivered in March this year. The one-and-a-half-day training has been utilised by a range of regional Boards and Committees looking to improve the governance of their respective organisations.

Participants study the essential Board skills of Governance, Strategy, and Risk and Finance.

In a new initiative, in December AVCLP partnered with AICD and the Hume region of the Department of Health and Human Services to deliver tailored Governance training for regional Health Boards. This training delivered the Governance Foundations course and added a further module examining clinical governance. It was pleasing to see so many rural health service Board members accept the opportunity for this tailored training, and we hope to deliver more of this "regionally relevant" training in the future.



In addition to the delivery of its Annual Program, AVCLP delivers a range of short courses and skills workshops in response to community and industry needs. A busy program of short courses has been delivered this year.



City of Melton Community Leadership Program

After the success of last year's Rural City of Wangaratta Community Leadership Program, AVCLP was approached to design and deliver a unique four-session civic participation program for the City of Melton. The program was designed to develop the knowledge and skills of citizens who are looking to find ways to contribute to their community and to develop the confidence of participants to lead community groups in one of the fastest growing multicultural municipalities in Victoria. Thirty community members participated in the program.

Topics that the program addressed included:

- The psychology of working with communities
- Culturally sensitive communication
- Community Leadership
- Working with volunteers
- Governance of Boards and Committees
- Understanding Government
- Leading change
- Networking
- Grant writing

The Program was very well received by participants and we hope to be able to deliver further programs in the future for the City of Melton.



“Governance 101” training

In response to community demand, AVCLP has developed this training package for community organisations that need to refine their governance skills.

The half day training covers topics such as:

- Committee structures
- The role of the Board or Committee of Management
- Incorporation
- Legal responsibilities of Committees and Boards
- Effective Governance
- Chairing successful meetings
- Effective record keeping

The first of these sessions was delivered for Mansfield Shire Council, and since then a range of groups have engaged AVCLP to deliver this training. At a time when the governance requirements of Committees and Boards is becoming more stringent, this training is more relevant than ever in strengthening our rural community organisations.

Skills workshops

Each month AVCLP is endeavoring to bring new skills based leadership training to the region.

Commencing late last year, we have drawn on our network of leadership facilitators to bring innovative training to the region, that is a bit different to the training offered by other training institutions.

We have offered half day workshops on the following topics:

- Working with the media
- Public speaking
- Mastermind groups
- Chaos to Possibility thinking
- Social Media and HR

The training has been well received by participants and we look forward to continuing this training into the future.



inspiring tomorrow's leaders today





the 2016-17 program was...

Broadening
Stimulating
Connecting
Dynamic

Inspiring
Invaluable
Collaborative
Visionary

Regional
Eye-opening
Opportunistic
Encouraging

Awakening
Life-changing
Empowering
Enjoyable



“Be the change you wish to see in the world”. Gandhi



LUKE CHILCOTT

Employer Engagement Consultant
The Personnel Group

Residence Wangaratta

Sponsor The Personnel Group and AVCLP

Community involvement

- North Wangaratta Football & Netball Club
- Wangaratta Primary School
- Wangaratta Primary School Parents & Friends

Future goals following AVCLP

AVCLP has re-invigorated my desire to support and care for our communities. As such I am working towards a career with Victorian Police. I hope in time to become a youth support officer within our region, to support our youth to make better choices and achieve better outcomes.

AVCLP inspired, changed & motivated me

AVCLP has shown me how everyday people, sometimes in the most unordinary circumstance, can become powerful forces for change through nothing more than a passion for their interests and an unwavering passion for change.

It has opened my eyes to what true leadership is and has finally demonstrated to me the difference between management and leadership, something I have been looking to understand for many years.

I have been supported to look at my life, goals and direction. In this, I have made several changes and focused my energies more effectively back to my family, my community, my work and my future goals.

My key take-away message

Being confident in yourself, using your own fear as motivation, coupled with strong, fair and honest leadership is the key to success.



HELEN CLARK

Administration / Partner
Mt Buller Towing

Residence Mansfield

Sponsor AVCLP and Self Sponsored

Community involvement

- Education Support - Mansfield Secondary College

Future goals following AVCLP

My goals are to have the youth of Mansfield involved in the future of our town. They are the future, and their voice and vision will see our town grow and have a sustainable focus.

AVCLP inspired, changed & motivated me

Throughout the program, AVCLP has delivered an extremely high calibre of speakers and experiences that I never would have had contact with otherwise. Hearing from presenters and getting to meet them has shown me that people who are leaders are people with a passion. After our trip to Canberra, I know that I now have the confidence to make a difference. As part of our Melbourne trip I loved Jason Clark's talk about understanding the people you work with in teams, being aware of diverse personalities and knowing which personality you are yourself. "Each person brings a different ingredient to the table."

My key take-away message

"Find a like-minded group to drive the idea forward." Janelle Boynton. Janelle's appetite to get the job done, her innovation and her vision for the region was inspiring to hear.



CATHERINE WANJIRU CLARKE

Research Scientist
Agriculture Victoria Rutherglen

Residence Rutherglen

Sponsor Rural Training Initiatives

Community involvement

- Vine Church Rutherglen
- Rutherglen Fitness Groups
- Corowa and Rutherglen community events and festivals
- Mitta to Murray Blackberry Action Group

Future goals following AVCLP

I will establish networks in my community working in areas of environmental sustainability, food security and community health where my research skills can be applied. I will also start a feeding program for disadvantaged children and help to build infrastructure for a school in a developing country.

AVCLP inspired, changed & motivated me

Inspired by: Fellow participants and speakers who shared their leadership journeys candidly, honestly and passionately. I now have skills that help me understand different personality traits and how to work better with diverse people.

Changed by: Honest feedback from fellow participants and stories from leaders who demonstrated change through taking up opportunities in their communities and in their careers.

Motivated by: Communities that changed their circumstances through ordinary people who dared to be different and acted on a course they believed in.

My key take-away message

"Getting an IDEA (Imagine- Develop- Evaluate-Act) to work is a process that requires people to be assigned the correct job based on their strengths at the correct stage and the interactions must occur in sequence." Jason Clark



SANDRA DUFFY

Small Business Owner / Operator
Crop Harvesting

Residence Wangaratta

Sponsor AVCLP Alumni Scholarship Fund

Community involvement

- Cathedral College Parents & Friends
- Royal Children's Hospital Good Friday Appeal
- Open Door Neighbourhood House
- Christopher Robin Kindergarten

Future goals following AVCLP

I look forward to seeing what the future brings for me after completing AVCLP. I plan to continue raising money for the Royal Children's Hospital Good Friday Appeal and I'd like to pursue taking up a Board position in an organisation I am passionate about. Through AVCLP I realise the importance of Agriculture in the North East and the value of having a small rural farming business. I look forward to applying the knowledge and skills learnt through AVCLP.

AVCLP inspired, changed & motivated me

I am honored and grateful to be given the opportunity to be part of AVCLP. AVCLP has challenged and changed me as a person, through learning new skills and developing my self-confidence. The range of issues and the variety of speakers covered throughout our course has inspired me in so many ways.

This Program has been fun, busy, tiring at times; but so inspiring. I have met some amazing, caring, supportive and respectful people and I will value their friendship for many years to come.

My key take-away message

Listen to what people have to say and be mindful.



KAREN GUNNER

District Nursing Clinical Coordinator
Northeast Health Wangaratta

Residence Wangaratta

Sponsor Northeast Health Wangaratta

Community involvement

- Wangaratta Netball Association
- St Catherine's Aged Care Hostel

Future goals following AVCLP

I will pursue my interest in community preparation for the aging population, to look for ways to actively support and promote our aged persons as important community contributors. I would like the Northeast to have enabling infrastructure, respite options, residential options, community support services and social connectedness for our valued citizens.

AVCLP inspired, changed & motivated me

Despite having grown up in the Northeast, completing AVCLP surprised me at how much I didn't know about our local area and economy. AVCLP has motivated me to engage more with local community, local government and to take notice of what is happening in the Northeast.

AVCLP has changed my understanding of leadership as many successful leaders are ordinary people, who have followed their passion. The difference between me and them is action. AVCLP introduced me to inspiring people, including my Program colleagues. I now have a network of knowledgeable quality people, to engage and collaborate with.

My key take-away message

Leadership is following your passion to make things better for others, not just yourself.

You don't have to be in the front to lead.



BENJAMIN HAWKINS

Health, Safety and Risk Officer
Rural City of Wangaratta

Residence North Albury

Sponsor Rural City of Wangaratta

Community involvement

- Fire Rescue New South Wales
- Albury Magpies Hockey Club

Future goals following AVCLP

I will be looking for opportunities to give back to my community, through the implementation of the skills, knowledge and experience that I have learnt and developed throughout AVCLP.

I aim to do this by being involved in the streamlining of Council's volunteer engagement and connecting with local committees that support children with special needs.

AVCLP inspired, changed & motivated me

To be part of the 2016/17 AVCLP group was a fantastic honour and an amazing opportunity.

The Program has provided me with so many experiences that a 'run of the mill' management course would never have been able to. I now have the skills and confidence to connect with local groups, communicate with stakeholders and be a leader in my community.

This Program has pushed me out of my comfort zone, encouraged me to seek out opportunities to challenge my abilities and given me the desire to give back to my community.

My key take-away message

As a leader, you must be honest with yourself and your team, communicate in a manner that is clear and concise, be confident in your ability and that of your team, be committed to the objectives, be positive, creative and intuitive, while inspiring those around you to come on the journey with you.



WILL JEREMY

Manager Asset Development
Alpine Shire Council

Residence Bright

Sponsor Alpine Shire Council

Community involvement

- Alpine Shire Council infrastructure project delivery
- Alpine Community Plantation

Future goals following AVCLP

To leverage on my learning from the AVCLP program to deliver infrastructure projects across Alpine Shire which are aligned with community priorities and to exceed stakeholder expectations.

To work collaboratively as a member of the Alpine Community Plantation Board and support the organisation in achieving future objectives.

AVCLP inspired, changed & motivated me

The AVCLP program has provided me with the opportunity to practice and strengthen my leadership skills in a supportive environment amongst peers from across the region. It has exposed me to inspirational community leaders, having diverse backgrounds and working across a variety of different industries. In gaining this exposure I have been able to identify common leadership qualities, themes and key messages. The Program has built my confidence to seek out new opportunities to take a leadership role in the community, and to strive to make a difference for others.

My key take-away message

Leadership is all about understanding other people; recognising that everyone is different and has a unique skill or strength to bring to a team, and being able to motivate people.



ALISON LLOYD

Executive and Marketing Officer
Wines of the King Valley

Residence Beechworth

Sponsor Brown Brothers

Community involvement

- Beechworth Food Co-op

Future goals following AVCLP

To create opportunities for economic development in the region by realising the potential of Agritourism. To uphold the innovative and community-minded spirit of the region, and work with the great people and ideas here. To foster community leadership and advocate for initiatives and political representation from the ground up.

AVCLP inspired, changed & motivated me

AVCLP has given me tools that will allow me to get great things done in our region. I have learnt to identify causes and opportunities that I care deeply about, met people who share my interests, and been equipped with skills to bring about the outcomes we need in the Alpine Valleys region.

I am sure I will be referring to my AVCLP notes for many years, remembering conversations on issues big and small. I look forward to bumping into my cohort, previous AVCLP graduates and our esteemed speakers, and sharing the nod of recognition that says 'together, we've got this.'

My key take-away message

Any of us can be leaders – the right combination of passion, intention and a team to back you up can effect enormous change.



TROY MAHONEY

Beef Cattle Farm Manager
Tonga Station

Residence Mansfield

Sponsor Tonga Station Mansfield

Community involvement

- Booroolite CFA
- Mansfield Agricultural and Pastoral Society

Future goals following AVCLP

I will continue improving my leadership skills in my current workplace.

I would also like to find something that I am passionate about in my community and get involved. I will use my improved leadership skills to help the community organisations I'm already involved with while seeking new opportunities.

AVCLP inspired, changed & motivated me

I am so honoured to be a part of AVCLP and be in the company of people that I wouldn't normally meet in my day to day life. The Program has helped me be more confident in everything I do. It has taken me way out of my comfort zone and has exposed me to some awesome speakers and leaders within our region.

My fellow participants have helped me understand ways I can change and understand myself better, and have supported me with what I want to do in the future.

My key take-away message

As a leader you have the power to do anything, but people will not follow you unless you make them believe in what you are doing and deliver it in the right way.



KATIE MOORE

Marketing & Communications Coordinator
Mansfield & District Community Bank

Residence Mansfield

Sponsor Mansfield & District Community Bank - Bendigo Bank

Community involvement

- Mansfield Mt Buller Cycling Club
- Fords Creek Landcare Group
- CWA member

Future goals following AVCLP

I want to make a difference in my community and AVCLP has helped to facilitate this process. Post AVCLP I aim to continue being involved in my community, and to help it to thrive.

AVCLP inspired, changed & motivated me

A common thread throughout the course has been the 'human condition'. It is people that make a community, and this is our key asset. People's stories are powerful and everyone one has a story to tell. This course has helped me to be mindful of the human condition in all situations – what appears at face value is not always the case.

Peeling back the layers and hearing real life stories from a variety of leaders, both those presenting and those sitting next to us in the room, my peers - this is what motivated and inspired me. This is where I found the true gems within the Program.

My key take-away message

To make a difference you need to be part of something. Be prepared to get involved, to make a difference and to help your community thrive.



NICOLE MURPHY

Laboratory Technician
Australian Textile Mills

Residence Benalla

Sponsor Hugh Williamson Foundation

Community involvement

- North East Artisans
- Benalla Little Athletics
- Benalla Netball Association
- Benalla Basketball Association

Future goals following AVCLP

I look forward to continuing to put myself outside my comfort zone and utilise my newly developed networking skills to help secure financial security for the North East Artisans and seek out grants for community groups that I am involved with.

AVCLP has strengthened my values and given me the self-confidence and belief that I can make a difference - especially for our young people who will be our future leaders.

AVCLP inspired, changed & motivated me

AVCLP has inspired me to look closely at both my professional and personal life. There was quite a lot of chaos in what I thought was a perfectly "in control" life. AVCLP has equipped me with the tools and motivation to sort through this chaos. I have been inspired by so many incredibly amazing leaders within our community, their passion and motivation. I plan to continue to build on my leadership skill and seek out opportunities within my community and put my new skills to the test.

My key take-away message

Reflection, self-confidence and never be afraid to fail.

I have been touched by the awesomeness of the whole AVCLP group. Their empathy, support, encouragement and most of all, friendship is something that I will treasure forever.



RICHARD PASCHKE

Manager Procurement and Planning
NEWRRG

Residence Wangaratta

Sponsor North East Waste and Resource Recovery Group (NEWRRG)

Community involvement

- North East Roller Derby
- Safer Streets Wangaratta

Future goals following AVCLP

Through completing AVCLP I have developed the ambition to participate in one or two committees or community boards to gain more governance experience. I would really like to be involved in supporting the development of the newly founded Repair Café Wangaratta.

AVCLP inspired, changed & motivated me

I did not grow up in an Australian community and was missing some of the connections and knowledge that my peers had. AVCLP has given me the opportunity to connect with a range of leaders in business and community from our region, state and nationally. It has opened my eyes to the workings of rural communities, the importance of resilience and the role leaders can play to help create incredible communities. The Program has encouraged me to be a leader in the community in which I live and to not be afraid to influence people's understanding regarding the importance of environment and sustainability.

My key take-away message

"You must be the change you wish to see in the world" - Mahatma Gandhi



CHRIS ROGERS

Business Development Manager
Wodonga Institute of TAFE

Residence Wodonga

Sponsor Wodonga Institute of TAFE

Community involvement

- Wodonga Chamber of Commerce
- Albury Wodonga Connected Communities
- Wodonga Basketball Association

Future goals following AVCLP

My short-term goals are to continue my involvement in a variety of community based boards and committees, utilising the skills I have learnt through AVCLP.

My long-term goal is to develop programs and initiatives to connect and create a vibrant Albury Wodonga community.

AVCLP inspired, changed & motivated me

The Program has reinforced and refined my leadership skills and provided me with the confidence to continue my community leadership journey. AVCLP has provided me with an amazing belief and motivation to constantly challenge myself and others. Above all, the Program has inspired me to continue my passion of mentoring others and to pass on my knowledge and learnings to the next generation of future leaders.

My key take-away message

Leadership is about empowerment and providing opportunities for people to succeed.

Do not be afraid to make mistakes and learn from them.

Remain honest to yourself and stick to your core values.



TAMMY SMITH

Family Violence Coordinator
Women's Health Goulburn North East

Residence Wangaratta

Sponsor AVCLP Board

Community involvement

- Wangaratta Netball Association
- Wangaratta Women in Leadership

Future goals following AVCLP

Obtain a place on a board of management in the local area to support a Not-For-Profit organisation that enhances the lives of vulnerable people in our community.

AVCLP inspired, changed & motivated me

This Program has introduced me to aspects of the community I have lived in for my lifetime that I otherwise wouldn't have had an opportunity to discover. I now take a keen interest in environmental sustainability, tourism and even politics! I plan to embrace all of my learning, into all that I do, in both the paid and non-paid ventures I embark upon.

The confidence I gained through completing this program has been unprecedented...I have learnt to trust in my abilities and myself again. AVCLP has led me to a new employment opportunity in preventative work in the community. This is where my passion lies and I needed the confidence, the boost from my colleagues and the Program facilitators to realise my potential and reach for the stars! Thank you.

My key take-away message

"Barter and Trade" (Steph Ryan) – Sometimes you have to lose a few battles to win the war. Assess what are the most critical messages to share and accept where you cannot influence at the time.



JACQUELINE SMITH

Regional Planner
Hume Regional Planning Services, (DELWP)

Residence Wangaratta

Sponsor Department of Environment, Land, Water and Planning (DELWP)

Community involvement

- Murray PHN Community Advisory Council North East Victoria
- Safe Streets Wangaratta
- Christopher Robin Pre School

Future goals following AVCLP

To advocate for positive change where needed and be an active member of our community.

AVCLP inspired, changed & motivated me

The Program has allowed me to take the time to understand who I am and to be comfortable with that. I consider myself incredibly fortunate to have been part of a regionally based program that looks at leadership holistically.

I have also had the privilege of getting to know so many truly inspirational individuals; not only as guest speakers but as fellow course participants. I am really looking forward to seeing and being part of what comes next.

My key take-away message

Humility in leadership is key.

"Before you can lead others you have to truly know and understand yourself." The Hon Linda Burney MP

"Life shrinks or expands in proportion to ones courage." Anaïs Nin



NICOLE STEPHENS

Account Manager
NE Victoria and Riverina Bartercard

Residence Leneva

Sponsor North East Catchment Management Authority

Community involvement

- Leneva Castle Creek Landcare Group
- Leneva CFA
- CFA Women's Reference Group D24

Future goals following AVCLP

My goal is to have an active, strongly supported, sustainable Leneva Castle Creek Landcare Group that empowers and strengthens the growing Leneva Castle Creek Community.

My goal is to be part of a collaboration that reinvigorates the Leneva Hall and Old Leneva School site to an amazing social, educational community hub, servicing Leneva Castle Creek and the broader community of Albury Wodonga.

AVCLP inspired, changed & motivated me

AVCLP has opened my eyes to see and feel my self-worth and value and has encouraged me to change the way I do things. AVCLP has given me the courage to change to a new job, that is fulfilling, challenging, fun and that really makes a difference. I have learnt much more about the North-East region and created networks that I will be able to use to assist my community. AVCLP has motivated me to step up and utilise the tools and skills that I have learnt to bring about creating change. I have been inspired and moved by my amazing fellow participants, the guest speakers that we have had, and the places that we have been.

My key take-away message

An effective leader doesn't have to lead from the front. Nurturing others by leading beside them can be just as effective.



KIMBERLEY TAYLOR

Regional Manager Volunteer Sustainability
North East Region Country Fire Authority

Residence Beechworth

Sponsor Country Fire Authority

Community involvement

- Beechworth Community Child Care Centre
- Beechworth Kindergarten

Future goals following AVCLP

Following AVCLP I intend to seize some of the exciting opportunities for collaboration (both professionally and personally) that have presented themselves over the course of the Program.

I'm also going to use my new-found time management skills to turn some daydreams into reality – Mt Bogong here I come!

AVCLP inspired, changed & motivated me

AVCLP has given me permission and time to focus on myself, to dig deep and really challenge myself in a safe environment, surrounded by like-minded people. Each Program day has opened my eyes and helped me to look beyond the surface to see that ordinary people can do extraordinary things when they take action.

The tools, strategies and tips I have learnt have been very relevant to my role within CFA and I have been able to apply them to work that I do with positive outcomes. AVCLP has given me the confidence to encourage innovation in the team I lead and has motivated me to start being the change I want to see.

I am so grateful for the support and friendship from my fellow AVCLP participants, and to Karlie and Kim, for developing in me the courage to start using my voice.

My key take-away message

Slow down and be present in all that you do. Be confident in your direction. Always act with authenticity, integrity and compassion. Listen to others, take risks and always make time for some fun.



RYAN THOMAS

Senior Transport Planner
DEDJTR

Residence Benalla

Sponsor Department of Economic Development, Jobs, Transport and Resources (DEDJTR)

Community involvement

I was relatively new to the region when I commenced the Program. I look forward to using the lessons and networks that I have gained through AVCLP to be more active in the community and to influence beneficial community outcomes.

Future goals following AVCLP

To be a respected leader that fosters a healthy environment where my family and the community can thrive. To be more connected in the region and connect to others. To enjoy life, inspire and help others to enjoy life too.

AVCLP inspired, changed & motivated me

AVCLP has allowed me to connect with the region's attributes, local issues, local communities and its leaders. It has inspired me to reflect on my values and how I can better connect with others, to influence positive community outcomes.

The Program has motivated me to seek leadership opportunities and to be active in the community.

My key take-away message

Adversity is a part of life. Positive responses to adversity are important characteristics of an effective leader.

program graduates



SHANE TUCKER

Safety, Rehabilitation, Compensation and Quality Manager, Ron Finemore Transport

Residence Jindera NSW

Sponsor Ron Finemore Transport

Community involvement

- Jindera community swimming pool
- ACRS, Road safety
- Lobbist local road safety issues

Future goals following AVCLP

I hope to serve the local community by helping to provide leadership and representation in local Not-For-Profit organisations. I also hope to continue to develop networks at a national level in both business and political fields that will assist the local community

AVCLP inspired, changed & motivated me

The Program has exposed me to a wide range of truly inspiration members of our community. Their words, actions and examples have provided me with a greater understanding of the effectiveness of leadership developed from within the community.

I have been able to apply the practical skills delivered throughout AVCLP in my workplace, Ron Finemore Transport. As a result of the practical application of these skills in my workplace and my growth over the last 12 months as a leader, I have been offered a newly created senior role in the Company.

My key take-away message

To create a real and sustainable change in a community it is first necessary to create community ownership. The strongest communities heal, develop and grow from within.



AMY VAN DE VEN

Business Development Manager
Quest Wodonga

Residence Dederang

Sponsor Quest Wodonga and Universally Speaking

Community involvement

- Dederang Picnic Racing Club
- Women in Chamber, Albury/ Wodonga
- Hot House Theatre
- Albury Racing Club
- Wodonga Racing Club
- Dance for Cancer
- Stars of the Border 2017

Future goals following AVCLP

I plan to continue working and collaborating with local business within my community and seek further opportunities within industries that I am passionate about. A big picture goal of mine would be to be involved with a large significant local project in my region.

AVCLP inspired, changed & motivated me

AVCLP came to me at the perfect time in both my personal and professional journey. A time when I was wanting to grow, learn and develop skills that would prepare me for the next steps in my journey and that's exactly what AVCLP has done for me.

The guest speakers and regional leanings have been instrumental to the Program however what it really was that made this Program stand out from the rest for me, was the environment that was created, and being a part of an amazing, diverse, intelligent group of participants. Everyone in the AVCLP group were so open with their own journeys. They challenged, motivated and supported me to learn from each and every one of them.

My key take-away message

The most important thing about leadership is your character and the values that guide your life. When your values are clear to you, making decisions becomes easier.



TAMARA WATSON

Ranger Team Leader
Parks Victoria

Residence Mansfield

Sponsor Parks Victoria

Community involvement

- Equestrian Events for the Victorian Police and Emergency Services Games
- Mansfield Mullum Wetlands
- Aussie Hoops Basketball
- Mansfield RSL
- Bonnie Doon Football and Netball Club
- Hume Regional Assembly

Future goals following AVCLP

My future goals within Parks Victoria are to apply the learnings from AVCLP and to improve the performance and outcomes for areas that I am responsible for.

I assumed that I would need to be older or require more experience to apply for Board positions. AVCLP has inspired me to apply for and gain a Board position, which I am excited about.

AVCLP inspired, changed & motivated me

The Program has inspired and motivated me right from opening retreat. I knew that I wanted something that would push me out of my comfort zone and challenge me. AVCLP has done just that! The Program has been eye opening and made me aware of issues that communities face across the region. Completing AVCLP inspired me to take part in the Hume Regional Assembly and be a voice for our region. I have grown as a person and have set some goals and started putting them into action. The support that Karlie, Kim and the 2016/17 participants have provided me before and after welcoming a son into the world, has been amazing. Such a wonderful group of people and Alumni.

My key take-away message

This Program will transform you for the better, into someone you didn't think you could be.

“

The program inspired me to make change and set goals
Without AVCLP I would not be here in Ulaanbaatar, Mongolia.

”



Hello from Mongolia

The Alpine Valleys Community Leadership Program (AVCLP) was a very unique experience; I'm so glad that I had the opportunity to be involved.

The Program has meant a lot to me and has impacted my life in a number of ways. Firstly, it was incredible to meet the other participants in the Program and the staff. It is these leaders that continually provided motivation and support. I am really grateful to have made some fantastic friendships with a really inspiring group of people. AVCLP offered a wide range of presenters and introduced us to new ideas, programs and initiatives within the region.

I really enjoyed hearing from local leaders and it has significantly increased my awareness of the region. Finally, the Program inspired me to make change and set goals. At the Mid-year Retreat, I created a list of five goals and shared those goals with a fellow participant. This activity created accountability and motivation to apply for my dream job working overseas in Youth Development. Without AVCLP I would not be here in Ulaanbaatar, Mongolia.

Laura McKenna

Victorian Regional Community Leadership Programs



The Alpine Valleys Community Leadership Program is one of ten Community Leadership Programs that serve the regional areas of Victoria. These programs form the membership of the Victorian Regional Community Leadership Programs Association and have a Secretariat based in Ballarat.



The Vision of the Association is:

- Leaders in Leadership | Supporting the development of Victoria's Community Leaders
- The ten Community Leadership Programs support each other with Governance and Program development, with the aim of collectively delivering exceptional leadership programs to rural and regional Victorians.
- VRCLP members have an alumnus of over 3,200 leaders who have the opportunity to continually develop their skills and networks through participation in an ever-increasing range of workshops, master classes and regional leadership events.



WE GROW CAPABILITY

through the delivery of quality experiential leadership programs



WE FOSTER CONNECTIONS

through excellence in networking, engagement and collaboration



WE EMPOWER PEOPLE

to be influential and a make positive difference in their community



WE INSPIRE CONFIDENCE

and optimism while generating sound outcomes for individuals and their communities



AVCLP Alumni Scholarship Fund



ALUMNI
SCHOLARSHIP FUND



Alpine Valleys
Community Leadership Program

The 2015-16 AVCLP cohort is proud to have established the AVCLP Alumni 'Pay It Forward' Scholarship fund.

It has been created in the spirit of giving back to the community.

The fund provides a financial helping-hand for someone who may not otherwise have the opportunity to realise their potential as a leader in their community.

The fund received overwhelming support and the 2015-16 cohort worked really well together to make it a reality.

The AVCLP Board is to be congratulated for seeing the merits of the fund and how it will become an important component of future courses, as is the 2016-17 AVCLP alumni for taking up the cause with enthusiasm and determination building on the work that was commenced last year.

It is a privilege to be able to provide the AVCLP experience to another community member.

The generosity of donors supporting the fund each year will have an impact far beyond the financial contribution made in helping create tomorrow's leaders.

On behalf of all AVCLP alumni, past, present and future, our best wishes are extended to future AVCLP graduates who are selected and supported by the Alumni 'Pay it Forward' Scholarship Fund.

AVCLP Class of 2015-2016

Alpine Valleys
Community Leadership
Program

Program Alumni

The Alpine Valleys Community Leadership Program delivered its first program during 1998-1999. Since then sixteen further Annual Leadership Programs have been delivered, creating a strong network of 346 AVCLP Alumni contributing to their communities across the region and beyond. With the addition of this year's graduates we will reach 367 Alumni.

During the 2016 Victorian Local Government Elections...

9 AVCLP alumni contested the 2016 Council elections

6 AVCLP alumni elected to Council

1 AVCLP alumni elected as Mayor

1999

Lachlan Campbell
Neil Clydsdale
Jenny Evans
Nola Evans
Mark Felton
Simon Glass
Irene Grant
Roger Haddrell
Tracey Hooper
Don Jackson
Jocelyn Lyon
Mick McInerney
Dianne Mangan
Philippa Noble
Marion Rak
Michael Resson
Grant Scale
Jon Temby
Maureen Titcumb
Shane Wright

2002

David Bell
Jenny Bradley
Jill Breadon
John Bridges
Rob Carolane
Lyn Coulston
Faith Damm
Marian Dowling
Bruce Dwerryhouse
Rick Felton
Helen Haines
Bev Hoffmann
Phil Howard
Heather Ingpen
Veronica Lanigan
Shaun Lawlor
Denis Martin
Steve Morell
Lucy Pizzini
Graeme Pollard
Jo Saggars
Rob Steel
Rainier Van Dyk

2003

Mandy Allen
Owen Bassett
James Burgess
David Briggs
Debbie Corbett
Yvonne Evans
Karen Hayes
Karen Jones
Kristy McCormick
Marilyn McKenzie-McHarg
Leesa Milne
Kevin Murphy
Betty Murtagh
David Ryan
Graham Scott
MariJana Southern
John Stapleton
Tanya Tatulaschwili
Geoff Turnbull

2009

Sue Arndt
Gillian Belle
Sandy Belgre
Brett Bevan
Malcolm Bradbury
Julia Cocks
Kym Goodman
Catherine Hattersley
Phil Horner
Paul Horton
Gayle Hughes
Brian Jones
Grant Jones
Justin King
Lisa Mangelsdorf
Chris Morris
Kelvin Neal
Matthew O'Connell
Colleen Reynolds
Wayne Rotherham
Joanne Ryan
Christopher Tate
Kristy Youman

2010

Mary Anderson
Jenny Ashby
Graeme Blake
Gwenda Canty
Matthew Charles - Jones
Anthony Cole
Ross Grant
Alice Gratton
Cherie Gottschling
Tegan Lithgow
Helen Langborne
Lauren McCully
Emma McPherson
Shane Martin
Diane Martin
Wendy Porter
Judith Samways
Charmaine Stefani
Craig Turton
Helen Vey

2011

Luke Brock
Leanne Bussell
Ashley Campbell -Brown
Kevin Cosgriff
Karen Daglish
Pat Doyle
Adele Earl
Racheal Edis
Emma Avery
Cheryl Impink
Andrew McGranahan
Kate Marshall
Leon Newton
Austin Nicholas
Sally Rodgers
Birgit Schonafinger
Faye Smart
Melanie Walker

2004

Annesha Brown
Wayne Donehue
Tracey Farrant
Phillip Gardner
Phil Garoni
Roger Gregory
Andrew Holm
Gavin Kelly
David Kidd
Carol Hill
Michele Lee
Barry McIntosh
Henry McKenzie
Colleen O'Brien
Tracy Pirie
Deb Randich
Pamela Simpson
Chloe Southern
Michelle Wilkinson
Robert Williams

2005

Helen Al Helwani
Janet Bell
Andrew Briggs
Erin Brooks
Trish Curtis
Graham Darglish
Lauren Fearn
Kevin Freeman
Kate Green
Christine Jewell
Sue Leavold
Sonia Lewis
Sue McCabe
Gabriele Moritz
Gary Nicholls
Katie Park
Doug Paton
Hugh Paton
Sue Salau
Peter Scales
Ralph Scalzo
Paul Sladdin
Julie Wilkins

2006

Neil Aird
John Antonello
Tammy Atkins
Allan Findlay
Will Flamsteed
Lynn Gibson
Paul Greaves
Anthony Griffiths
Kris Harrison
Chris Hepner
Kaye Hildebrand
Nell Kell
Catherine Kent
Jan Kowarzik
David Larkman
Renee Palmer
Elaine Paton
Mary Prowse
Judy Seymour
Caitlin Sheehan
Aaron Vanegmond
Debbie Watts

2007

Helen Allan
Tracey Appleby
Susan Bull
Paul Brady
Jeff Carboon
Angela Craven
Sarah Daniell
Trish Gallagher
Leanne Harris
Anne Hiskins
Lynne Jones
Jacinta Ludeman
Sue Lukins
Jackie Mooney
Anthony Nicholson
Michele Padbury
Tony Rebetzke
Leonard Redfern
Helen Robinson
Shay Simpson
Travis Smith

2008

Roy Baird
Robert Bon
Felicity Brooke
Tim Clune
Kerry Craig
Shane Downie
Sarah Flamsteed
David Guy
Gwen Holford
Carolyn Humby
Melissa Ivone
Barbara Martin
Lisa McInerney
Kerry Moylan
Cristina Perra
Alison Pockley
Greta Quinlivan
Vicki Robinson
Lizette Salmon
Kim Scanlon
Celia Turnbull

2012

Jacqui Bright
AnnMaree Christian
Tracey Cooper
Garry Corcoran
Sandra Dalton
Kevin de Henin
Deb Donkers
Julie Folan
Judy Griffiths
Bridie Guy
Lauren Landman
Narelle Martin
Sara Reid
Sandra Ross
Grant Saunders
Kate Simpson
Bart Smith
Cheryl Smith
Michael Vanderzee
Karen van de Sande
Maree Warnett
Bindy Welsh
Bronwen Wilson

2013

Tessa Archbold
Charlotte Bissett
Deanne Campbell-Brown
Suz Christison
Lyn Clark
Chris Cumming
Michael Donehue
Stephen Gemmill
Craig Grant
Angela Harders
Joanne Hughes
Cate Kirk
Kitty Knappstein
Lisa Linton
Michael Nardella
Kevin Newton
Mayssa Powell
Bruce Ray
Peter Sacco
Jenny Sinnott
Jennie Star
Vanessa Stitz
Jackie Thompson
Geraldine Torpy

2014

Elisha Barry
Paul Blackshaw
Steven Burke
Lisa Cartledge
John Cavedon
Elizabeth Frazer
Jemma Galvin
Sally Hayden
Michelle Hudson
Jeanie Keeton
Richard Merton
Trish Mom
Martina Moore
Kerrie Mountford
Craig Murphy
Kyle Oxley
Will Read
Tania Weller
Anthony Wilson
Brendan White
Gary Wingrave
Elise Wood

2015

Deanne Burge
Michelle Burrowes
Jane Carney
Bronwyn Chapman
Matthew Currie
Vidura Delpitiya
Mark Ditcham
Elizabeth Ellis
Dianne Ferguson
Tahni Froudish
Jenny Griffiths
Sue Harris
Allan Hooper
Nicholas Jordan
Owen Lappin
Kirsten Lingard
Steven Martin
Bonnie McIntosh
Kerryn Mitchell
Courtney Naughton
Lucy O'Dwyer
Kevin Powell
Rigtje Raadveld

2016

Margaret Anderson
Lisa Basler
Catriona Brown
Nicola Burns
Simon Crase
Michelle Critchley
Ange Davidson
Kellie Davies
Emma Ghys
Victoria Griffiths
Lauralee Hogg
Renaee Johns
Ben Kneebone
Rosie Koop
Renee Leary
Erin O'connor
Jason Perna
Carolyn Sammon
Victoria Schmidt
Allan Thrum
Courtney Ward - Jackson
Andrew Whitehead
Fiona Wigg

2017 AVCLP Honorary Graduate Award

The AVCLP Honorary Graduate Award recognises an individual's significant contribution to leadership development within the region.

GRAHAM NICKLESS | 2016

Graham is widely regarded as the catalyst for the creation of the AVCLP. The strength of the organisation is a testament to Graham's vision, strategic thinking, love of the region and persistent advocacy.

ANNE SHAW | 2016

Anne was AVCLP's Executive Officer from 2001 through to 2008, nurturing the leadership potential of 149 of our AVCLP graduates. Anne is recognised as an integral part of AVCLP's long-term success.

MARTIN CARLSON OAM | 2015

Martin is the Chair of the Hugh Williamson Foundation, a long-time supporter and sponsor of Community Leadership Programs across Victoria, including AVCLP.

NERIDA KERR | 2014

A founding Board member of AVCLP, Nerida was instrumental in developing the governance of the organisation, and seeking ongoing funding for its operations.

NEIL CLYDSDALE | 2014

A graduate of the first AVCLP Program and long-serving Board member, Neil has been a passionate advocate for the Program in Upper Murray communities.

BERNARD YOUNG | 2013

Bernard was instrumental in successfully gaining funding and support for the Program in its early years, without which the Program would have folded.

DAVID ROFF | 2012

David served on the AVCLP Board from 2003-2010, Chairing AVCLP from 2006-2010. Under David's leadership, AVCLP increased its profile and sustainability.

Each recipient has:

- Significantly advanced the development of community leadership within the region and/or
- Made significant contributions to the community through demonstration of exceptional leadership and/or
- Contributed outstanding service to the Alpine Valleys Community Leadership Program



BARRY SULLIVAN | 2017

Barry served on the AVCLP Board from 1999 – 2007 and has been one of AVCLP's most popular AVCLP presenters every year since. Barry presents about leadership in business, and his personable presentation style leaves a positive lasting impression on our participants.

With extensive manufacturing and engineering experience, Barry has forged his career in the region, including management roles with IBM, and as co-founder of Wangaratta's Bluegum technologies.

As General Manager of Benalla's ADI site (now Thales) he opened doors for AVCLP to visit this unique manufacturing site for several years, and secured major corporate funding for AVCLP from Thales.

Barry's contribution to regional economic development has been substantial. He is a former Chair of Wangaratta Unlimited and served on the Wangaratta Rovers Football Club Board and the Wangaratta Technical Education Centre Industry Reference Group.

Now working as a business advisor, in recent years Barry has fulfilled the role of Chairman of the Regional Executive Forum, a group that facilitates and promotes the vibrancy and excellence of regional businesses.

OUR VISION

Empowering people to shape their communities' future



OUR VALUES

- › **Excellence** In the development and delivery of our activities.
- › **Agility** Being proactive and relevant to the changing needs of our communities.
- › **Innovation** Fostering creative ideas and identifying opportunities to strengthen our communities.
- › **Collaboration** Building relationships and partnerships that deliver mutual benefit and value.
- › **Integrity** Displaying transparency and accountability to our stakeholders.
- › **Respect** Conducting our relationships with honesty, trust and compassion.

LOOKING AHEAD 2017 - 2018

- We will strive for excellence in the delivery of the Alpine Valleys Community Leadership Program and ensure that the program remains responsive to the needs of our participants and our communities.
- We will develop and strengthen relationships with our alumni and partner organisations that share our values and vision to bring innovative leadership programs to our region and Victoria.
- We will expand the range of programs we offer to broaden engagement with representatives from a diverse range of geographic, demographic and cultural communities.
- We will be known as a key regional resource for leadership development and considered input on leadership matters affecting the region.

OUR PURPOSE

- Provide the Alpine Valleys Community Leadership Program, an experience and skills based program that enhances the leadership capacity of people and organisations in North East Victoria and Border regions.
- Develop a range of leadership programs and workshops in response to community needs.
- Develop and strengthen regional community leadership networks.
- Promote community conversations about issues affecting the region.
- Enable people to make a difference and enhance their contribution to community.

FOR FURTHER INFORMATION CONTACT:

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