



Alpine Valleys  
Community Leadership



# 2018 YEAR BOOK

[www.avclp.org.au](http://www.avclp.org.au)

inspiring tomorrow's leaders today

# OUR PARTNERS

The Alpine Valleys Community Leadership Program gratefully acknowledges the contributions of our partners. Their valuable support truly makes a difference in developing the region's leaders.



Mansfield & District Community Bank Branch Bendigo Bank



Tim McCurdy MP

Steph Ryan MP

Bill Tilley MP

Sussan Ley MP

Regional Development Australia

Voices for Indi

Quality Hotel Wangaratta Gateway

Lindenwarrah at Milawa

Renee Paola Graphic Design

Tourism North East

Victoria Police

Goulburn Murray Community Leadership

Shadforth Financial Group

The Communications Dept.

ACRE

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Lingford Consulting

Twin Prism Consulting

Australian Resilience Centre

Dowling Brothers Yarrawonga

TSS Advisory

Gateway Health

Australian Federal Parliament

Victorian Parliament

Victorian Ombudsman

Melissa Griffiths

Tammy Atkins

Australian Alpine Valleys

Agribusiness Forum

Cooinda Aged Care

Murray Darling Basin Authority

Charles Sturt University

Rural Training Initiatives

YMCA Howmans Gap

La Trobe University

# welcome



Alpine Valleys  
Community Leadership

What's in a name? A lot it seems.

AVCLP has recently changed its name to Alpine Valleys Community Leadership. The new name for the organisation reflects the diverse range of programs currently offered and provides clarity and purpose for new opportunities that the organisation is seeking to develop and deliver.

The increasing breadth of leadership development programs that Alpine Valleys Community Leadership is offering is reflected in the increased size of this edition of our Yearbook. The organisation seeks to find gaps in the leadership capability of our region and beyond and to work with a range of partners to design and deliver new programs that address these gaps.

A huge number of people have contributed to the development of Alpine Valleys Community Leadership over the years, and we trust that this Yearbook demonstrates the fruits of their labour. The future for Alpine Valleys Community Leadership is looking bright.

Board	5
Welcome to Alpine Valleys Community Leadership	6
2018 AVCLP program	10
Short Courses	26
Alumni	31



The Andrews Labor Government is pleased to support Victoria's Regional Community Leadership Programs to strengthen leadership across rural and regional Victoria.

With the delivery of its eighteenth Program, the Alpine Valleys Community Leadership Program is continuing to develop leaders that will lead change within and across their rural and regional communities, and beyond. Congratulations to the 24 participants graduating from AVCLP 2018.

You now join an alumnus of 391 graduates from North East Victoria and Border regions and over 3500 from across rural and regional Victoria.

I am confident that the program graduates' deep understanding of their region will equip them well to face the social, economic and administrative challenges they will encounter.

Graduates contribute to their community or workplace in so many ways and we celebrate and congratulate them on their achievements in community leadership.

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

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, Alpine Valleys Community Leadership fosters the development of a vibrant network of community and business leaders in North East Victoria and Border regions.

The Victorian Government has provided \$8 million over four years through the Regional Jobs and Infrastructure Fund to support ten leadership programs across regional Victoria. Through these programs, the Victorian Government is helping communities become stronger, more resilient, and the best they can be.

Well done to the graduates of the 2017-2018 Alpine Valleys Community Leadership Program for taking this vital step in developing your leadership skills and 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.

I look forward to hearing how your leadership journey progresses.

Hon. Jaala Pulford MP,  
Minister for Regional Development



## ALPINE VALLEYS COMMUNITY LEADERSHIP BOARD & STAFF 2017-18



**Linda Griffiths-Brown**  
Chair



**Kirsten Williams**  
Deputy Chair



**Anthony Griffiths**  
Treasurer



**Ty Caling**  
Res Oct 17



**Marian Dowling**



**Robyn Farley**



**Clare Kiely**



**Rosie Koop**



**Tarek Rana**  
Res May 18



**Carolyn Sammon**



**Kim Scanlon**  
Executive Officer



**Karlie Langdon**  
Program Coordinator



**Susan Benedyka**  
Facilitator



**Sheree McKenzie**  
Bookkeeper



**Tammy Atkins**  
Marketing

## WELCOME FROM THE CHAIR



What a year for Alpine Valleys Community Leadership! Firstly, congratulations to our crop of 2018 Alpine Valleys Community Leadership Program graduates. We have enjoyed watching you grow and develop and look forward to seeing the great benefits you will continue to provide your communities. We now encourage you to become active members of our Alumni network.

**Thankyou to those individuals, groups and organisations who supported AVCL and our participants by enabling them to have this leadership journey. Without you, this Program could not be delivered.**

With these 24 graduates our total number of Alumni grows to 391 from the 18 years of the Program. Our graduates join an incredible cohort of people who continue to do amazing things, personally and professionally, and make a positive contribution to our community.

The change of our organisation's name to Alpine Valleys Community Leadership was undertaken to reflect the work we deliver in addition to our flagship Annual Program.

AVCL continues to expand on the range of leadership training opportunities it offers partnering organisations. For example Victoria's first LGBTIQ+ Leadership Program was delivered in early 2018. Governance training continues to be provided to

Committees of Management and Boards and we have held workshops, conferences and events with guest speakers.

We believe that strong communities can change people's lives, enabling people to make positive changes for themselves, their communities and our region.

Consistent with our Strategic Plan, the opportunities for our Annual Program leading to further leadership development are being realised.

Some of our AVCLP Alumni are graduating in May from Charles Stuart University's first Regional Leadership Program, and we welcome our new partnership with Latrobe University who are offering AVCLP graduates significant credits towards their Masters of Business Administration (MBA) program.

To our dedicated and hard working staff, volunteer Board and sub-committee members, thankyou. We appreciate all that you do for this great organisation. Last but by no means least, none of this could be achieved without all the supporters in our community and beyond, who are committed to realising our vision of: *Vibrant and sustainable communities through local leadership.*

I say thankyou to each and every one of you. Together we are making a positive difference in our community.

**Linda Griffiths-Brown**  
**AVCL Chair**

# EXECUTIVE OFFICER REPORT



It's a great time to be involved with Alpine Valleys Community Leadership. There is a sense that collectively we are taking Alpine Valleys "to the next level" in all that we do. Although seemingly a subtle change, a major step forward in the maturity of the organisation this year was the revision of our name, to *Alpine Valleys Community Leadership*.

**This new name reflects the intention of the organisation to deliver an ever-increasing range of programs and workshops for community organisations, government, and industry sectors and aligns with our vision of creating *Vibrant and sustainable communities through local leadership*.**

Alpine Valleys Community Leadership is increasingly diversifying its partnerships in order to deliver a range of new programs that meet the leadership needs of our regional and rural communities. This year we designed and delivered regional Victoria's first Leadership Program for LGBTIQ+ communities. The Program proved very timely following on from Australia's marriage equality debate, and generated rave reviews from participants for its content and delivery.

In another first for regional Victoria, and in partnership with the Victorian Department of Environment Land Water and Planning and the Australian Institute of Company Directors, Alpine Valleys Community Leadership designed and delivered a pilot program of Governance training specifically for Committee members of DELWP facilities across the Hume region.

We have established regional pathways for leadership studies, allowing people to study where they work and live. Charles Sturt University's first intake of students from their Regional Leadership Program (co-designed as a next step to the AVCLP) will graduate in May this year, and Latrobe University is now offering AVCLP graduates significant credits into their MBA program.

Each week Alpine Valleys Community Leadership delivers some type of tailored training for groups, ranging from in-house governance workshops for community Boards, to workshops and training on aspects of leadership for partners such as the Country Fire Authority and Local Government. Monthly public workshops that tackle different aspects of leadership continue to be offered, with topics as wide ranging as public speaking, coaching and mentoring, personal branding and grant writing.

We are still most proud of our flagship program the Alpine Valleys Community Leadership Program.

Under the caring leadership of Program Coordinator Karlie Langdon, the ten month "journey" for its participants was successfully delivered. This year the Program was well over-subscribed and a record number of 25 candidates were selected. Unfortunately, due to changed work commitments one participant withdrew, but this still leaves the 2017-18 cohort as one of the largest groups to ever graduate from AVCLP.

The growth of our organisation only comes with hard work, commitment and a shared vision. I thank the Board, staff and contractors, our league of supporters and the wonderful participants of our programs that make this effort so rewarding.

Finally, congratulations to our newest graduates and welcome to the AVCLP Alumni network. We know that you will use your new-found skills, knowledge and networks to continue to make this region a great place to live, work and play.

**Kim Scanlon**  
**AVCL Executive Officer**

# 2017-2018 AT A GLANCE

## OUR PURPOSE

To enhance the leadership capacity of people and organisations in North East Victoria and Border regions by:

- Delivering the Alpine Valleys Community Leadership Program as our flagship program;
- Offering a range of leadership programs and workshops to meet community needs;
- Developing and strengthening regional community leadership networks;
- Engaging and linking our Alumni with community networks and partnerships;
- Promoting community conversations about issues affecting the region;
- Enabling people to make a difference and enhance their contribution to community.



1998  
**AVCLP**  
established



volunteer **board**  
**members** govern  
the organisation

## ALPINE VALLEYS COMMUNITY LEADERSHIP BELIEFS:

- We believe in the strength that resides in community.
- We believe strong communities can change people's lives, enabling people to make positive changes for themselves, their communities, and our region.
- We believe that if people are empowered they can shape their own future and make a difference in our communities.
- We believe that solutions to community problems lie within communities.



## OUR VISION

# Vibrant and sustainable communities through local leadership

## 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.



## \$2.83

**million\*** per year  
value of AVCLP  
Alumni volunteering  
contribution

\*2017 VRCLP State Survey



## 14 new

leadership programs and workshops  
developed and delivered



## 506

**Participants**  
of our short  
courses and skills  
workshops

## 15



average number of monthly  
volunteer hours of our Alumni



## AVCLP PATRONS MESSAGE 2018

Just as athletes gain a huge sense of satisfaction at achieving the goal of winning, so do leaders when they achieve their goal. Likewise, the more difficult or complex the task, the greater is the personal satisfaction.

The supporters and followers also share the pleasure of a successful project as do the wider community beneficiaries. So the leaders' vision brings a sense of well being to many.

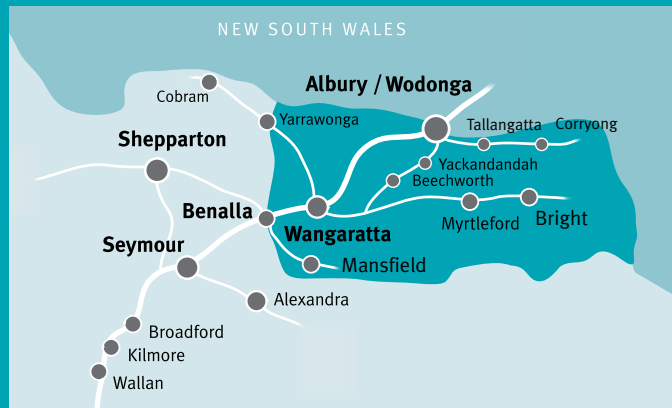
In today's world of change there are numerous opportunities for leaders to grasp a challenge and to experience the satisfaction of helping society through the bumps.

Unless someone takes the lead things tend to stay the same and the potential advantages are lost.

**So, keep in mind the leaders' mantra, "If it is to be, it is up to me" and on completion many will share the pleasure of *a job well done*.**

**John Brown AO - AVCLP Patron**

## THE 2018 PROGRAM at a glance



**24 Graduates  
in 2018**

**27**  
Leadership Skills  
Examined



**67 Program  
partners**



**391**  
AVCLP  
alumni

Estimated  
number of  
**kilometres**  
traveled by our  
**Khancoban**  
participant **6,956**



**10**

Months of  
study

**83 Speakers**  
donated  
their time



**28 Tours &  
site visits**

**24**

Program days



**9 Local  
Government  
Areas**

# ALPINE VALLEYS COMMUNITY LEADERSHIP PROGRAM COORDINATOR'S REPORT



AVCLP historically makes an impact on people in so many ways and this year is no different. The 2018 AVCLP Graduates have travelled across our prosperous region with their fellow participants, exploring current themes, issues and topics, all the while gaining a deeper understanding of their own values, their beliefs and the communities they call home.

**This year we celebrate the Graduation of 24 participants who collectively represent the expansiveness of the North East, everywhere from Khancoban, Mt Beauty, Bright, Mansfield, Yarrawonga and surrounds.**

Not only geographically diverse, the group represents a vast range of industries including Dairy, Education, Media, Health, Agriculture, Small Business, Sport and Health.

The group commenced their journey at the Opening Retreat back in July 2017, overlooking Lake Hume and the snow-capped High Country, the epitome of the Alpine Valleys. The energy of expectation, anticipation and uncertainty seems so long ago, as this group 10 months on, are a now connected force of leaders who join our almost 400 strong AVCLP Alumni.

A highlight of the year has been our second study tour to Canberra and we are so grateful

to our local member Cathy McGowan MP AO for hosting us, so that the group could gain an understanding of all the 'ins and outs' of federal politics. Our cohort met with staff, media and politicians, including our Prime Minister the Hon Malcom Turnbull MP. On a visit to Government House the group also had the opportunity to discuss community and rural leadership with His Excellency General the Honourable Sir Peter Cosgrove AK MC Governor General of Australia, which was an amazing experience.

The Annual Program schedule included a study tour to Melbourne and a combined program day held at the MCG where AVCLP joined participants from the other nine Victorian Regional Community Leadership Programs from across the State. Some new program themes this year included Positive Ageing and Our Region-Our Future, adding a suite of new speakers and thought-provoking learning.

Our skills days continue to develop participants with hands on, tangible skills that they can use in their communities, in their personal lives and in their job roles. There have been several participants who have gained promotions or new roles over the last 10 months, who have challenged themselves to step up and who have pushed themselves out of their comfort zones with the belief they have the ability to effectively contribute to building prosperous communities.

I congratulate the 2018 AVCLP Graduates on every achievement during the program and wish you all the best with your future dreams, visions and journeys.

**Karlie Langdon**  
AVCLP Program Coordinator

# program days

Fri 21 & Sat 22 July 2017  
Hotel Ibis Styles Albury, Lake Hume Resort

## OPENING RETREAT

**FACILITATORS** Susan Benedyka, Kim Karlie Langdon and Scanlon

**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.



## SKILLS DAY #1

**SPONSOR** Regional Development Victoria

**WORKSHOP** Tammy Atkins Principal, Tammy Atkins Consulting: *Networking and Social Media Etiquette*

**WORKSHOP** Karlie Langdon *Winning Grants*

**WORKSHOP** Kim Scanlon *Public Speaking*

Fri 18 August 2017  
Ablett Pavilion, Myrtleford

## REGIONAL ECONOMY

**SPONSOR** Brown Brothers

› **Ross Brown** Executive Director, Brown Brothers Winery: *Wine Tourism and our Local Economy*

› **Barry Sullivan** Chair, North East Regional Executive Forum: *Leadership in Business*

**TOUR** Brown Brothers Winery facilities

› **Irene Grant** Chair, Ovens Murray Regional Partnership: *Current and emerging regional priorities*

**WORKSHOP** Karlie Langdon *Understanding our region and it's economic drivers*

Fri 4 August 2017  
Brown Brothers Milawa Vineyard



## MELBOURNE STUDY TOUR

**SPONSORS** Regional Development Victoria, Australian Institute of Company Directors, Hugh Williamson Foundation

### DAY 1

› **Melissa Griffiths** Transgender Strategist, Speaker and Social Entrepreneur: *Effective Advocacy*

› **David Barry** Deputy Auditor-General, Auditor-General's Office: *Achieving innovative outcomes in a conservative sector and a risk driven environment*

› **Clive Rust** APM Commander for Eastern Region, Victoria Police: *The Leadership role Police play in regional communities*

› **Tim McCurdy** MP Member for Ovens Valley and **Steph Ryan** MP Member for Euroa, The Nationals Party: *Leadership in Government*

**TOUR AND PRESENTATION** **Greg Mills** Communications and Public Engagement Team, Parliament of Victoria: *The Ins and Outs of State Parliament*

### DAY 2

Victorian Rural Community Leadership Program (VRCLP) Combined Program Day

› **Kat Baddeley** CEO VRCLP: *Welcome Address*

› **The Hon Jaala Pulford** MLC Minister for Regional Development Victoria: *Special Address*

› **Frank Kelloway** and **Dr Daniel Terrill** Partners Deloitte: *Flourish or Languish, My Place My Choice*

› **Jason Clarke** Director, Minds at Work: *Small Steps, Giant Leaps*

› **Shawn Callahan** Founder Anecdote: *The Secret Language of Community Leadership*

Mon 4 & Tue 5 September 2017  
Various locations Melbourne CBD



Fri 22 September 2017  
Mansfield Shire Council Chambers

## COMMUNITY DEVELOPMENT

**SPONSOR** Mansfield Shire Council

› **Cr. Harry Westendorp** Mansfield Shire Council: *The Elusive nature of leadership and it's scarcity*

› **James Wilson** Managing Director, Mansfield Armchair Cinema (The MAC) Not-For-Profit Trust: *Community Engagement & The Arts*

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

**WORKSHOP** **Karlie Langdon** *Community strengths profiling*

**COMMUNITY DEVELOPMENT PANEL** **Kirsten Lingard** Team Leader, Community Development, **Keira McDonough**, Community Development Officer and **Dan Purcell** Sport and Recreation Officer, Mansfield Shire Council: *Developing Connected Communities*



Fri 6 October 2017  
Mudgegonga Hall

## SKILLS DAY #2

**SPONSOR** Regional Development Victoria

**WORKSHOP** **Michelle Hudson** Director The Communications Department: *Working with the Media to Tell your Story*

**WORKSHOP** **Geoff Prior** Managing Director, Lingford Consulting: *Time Management*

**WORKSHOP** **Kim Scanlon** *Leadership vs Management*

Fri 3 November 2017  
Yackandandah Sports Park

## COMMUNITY RESILIENCE

**SPONSOR** Regional Development Victoria

› **Stewart Kreltshheim** CFA District 23, Operations Manager: *Lessons from adversity*

› **Paul Ryan** Director, The Australian Resilience Centre: *Creating positive change through social networks*

› **Denis Ginnivan** Founder at Events that Matter and Vice President, Voices for Indi: *Community participation and action*

**TOUR** Yackandandah Historic Town Walk hosted by **Rod Milachamp**

**WORKSHOP** **Jake's Team** - 'Realistic Race': *Understanding disability*

› **Mark McKenzie McHarg** Past Director and Chairman, Yackandandah Community Development Company (YCDCo): *A big idea for a small town*

Fri 20 October 2017  
Upper Murray Health and Community Services, Corryong

## HEALTH AND WELLBEING

**SPONSOR** Upper Murray Health and Community Services

› **Kerry Flanagan** Health Promotion Worker, UMHCS: *The challenges of health provision in remote rural areas*

› **Bridie Edwards** Country Education Partnership and Towong Shire, Communications Officer: *Mental Health support for young people in rural areas*

› **Kate Wheeler** UMHCS Rural Outreach worker: *Supporting those with mental health issues*

› **Karlie Langdon** *Introduction to mindfulness*



## JUSTICE

**SPONSOR** Beechworth Correctional Facility, Department of Justice

› **Bret Lacey** Operations Manager, Beechworth Correctional Centre: *Welcome and overview*

**TOUR** **Kelly Jones**, Beechworth Correctional Centre

**SPEAKERS** Beechworth Correctional Centre Prisoners: *Conversations with Inmates*

› **Renae Johns** Specialist Learning & Development Officer, Community Correctional Services, Hume Region; Department of Justice and Regulation and **Rachelle Knights** Professional Practice Advisor, Department of Justice and Regulation: *Offenders in the Community*

› **Howard Hillam** Team Manager, Youth Justice, Department of Justice and Regulation *Understanding the Youth Justice System*

› **Inspector Kerrie Hicks** Victoria Police: *Modern Policing*

Fri 17 November 2017  
Quercus Beechworth





# program days



Fri 24 & Sat 25 November 2017  
YMCA Howmans Gap Alpine Centre, Falls Creek

## MID-YEAR RETREAT

**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, Emotional Intelligence.

Fri 19 January 2018  
Wang Central Offices, Wangaratta

## SKILLS DAY #3

**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 feedback/evaluations*

**WORKSHOP** Anthony Griffiths Former Mayor of Rural City of Wangaratta, Board member and Deputy Chair of AVCLP: *Chairing effective meetings*

**WORKSHOP** Kim Scanlon *Effective Governance*

**WORKSHOP** Jill Briggs Managing Director, Rural Training Initiatives: *Risk Management*



Fri 2 February 2018  
Alpine Shire Council Chambers

## TOURISM

**SPONSOR** Alpine Shire Council

➤ **Will Jeremy** Director Assets, Alpine Shire: *Welcome to the Alpine Shire*

➤ **Amber Gardner** CEO, 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*

**TOUR** Dumu Balcony Café

➤ **Rebecca Crawley** Co-Founder, Thathangathay Foundation and **Chrissi Burns**, Training Coordinator and Dumu Cafe Social Enterprise Manager

Fri 16 February 2017  
Wodonga TAFE

## OUR REGION OUR FUTURE

**SPONSOR** Wodonga TAFE and Australian Regional Leadership Program

➤ **Graham Hart** General Manager, Education & Training and **Chris Rogers**, Industry and Business Engagement, Wodonga TAFE: *Welcome to Wodonga*

➤ **Hugh Derwent-Smith** Principal, Wodonga Flexible Learning Centre: *Creative learning in 2018 and beyond*

➤ **Craig Heiner** CEO, NE Water *Balancing community & government expectations*

➤ **Mary-Ann Scully** Global Sisters, Hume Microbusiness Incubator: *Employment sustainability for women*

➤ **Susan Benedyka**: *Understanding your values*

Fri 2 March  
Benalla Community Health

## POSITIVE AGEING

**SPONSOR** Regional Development Victoria

➤ **Associate Professor Dr Sue Hodgkin** Deputy Director of the John Richards Centre, La Trobe University: *Ageing and Aged Care in Rural and Regional Communities*

**MORNING TEA** with Coinda residents

**TOUR** Coinda Aged Care

➤ **Margaret Aldous** Chief Executive / Director of Nursing, Coinda Aged Care: *Providing award winning aged care services*

➤ **Neil Stott** Director, Benalla Community Health: *Welcome and overview of Benalla Community Health*

➤ **Dr Kathleen Brasher** Principal Lead, Age-Friendly Rural Communities, Northeast Health Wangaratta: *Age friendly rural communities*

➤ **Leanne Jenvey** and **Elsa Bolton** Albury Wodonga Health Board, Consumer Advisory Committee: *Elder Abuse awareness in our communities*

Fri 13 April  
Agriculture Victoria Rutherglen Research Centre

## AGRICULTURE

**SPONSOR** DEDJTR

➤ **Matt Pfahlert** Co-founder at the Australian Centre for Rural Entrepreneurship (ACRE): *Creating opportunity in rural areas*

**SPEAKER PANEL** ➤ **Michelle Pardy** Riverine Plains Cropping Group:

➤ **Warwick Long** ABC Radio Rural reporter:

*The state of farming in the region;*

➤ **Sam Marwood** Co-founder, Cultivate Farms: *Farmers and the power of social media*

**TOUR** DEDJTR Rutherglen: *Research and innovation in agriculture at Rutherglen*

**TOUR** Agriculture Victoria Research Centre and Laboratory by **Dr. Catherine Wanjiru Clarke**, Research Scientist, Biosciences Division: *Research Projects at the Centre*

➤ **Patrick Glass** Founding Board Member and Board Director, Mountain Milk and Gundowring Dairy Farmer: *The future of the Dairy Industry*



## CANBERRA STUDY TOUR

**SPONSOR** Regional Development Victoria

### DAY 1

› **Richard Nicholson** Four time Paralympian, Australian Institute of Sport: *Leadership in Sport*

**TOUR** Australian Institute of Sport

### DAY 2

› **Cathy McGowan AO MP** Member for Indi: Welcome to Parliament House: Private Members Business - Viewing of Ms Cathy McGowan AO MP presenting private members bill

› **The Hon Sussan Ley MP** Member for Farrer: *Community Leadership*

› **Anthony Brophy** Chief of Staff for the Hon. Damian Drum MP, Federal Member for Murray & former Program Coordinator Fairley Leadership Program: *Community Leadership*

› **Rob Harris** National Political Reporter, Herald Sun: *The influence of the Media in Politics*

**VISIT** The Murray Darling Basin Authority

› **Colin Mues** Head of the Science and Knowledge Division, Murray Darling Basin Authority: *Rural Resources*

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

**EVENT** *Pop in for a Prosecco* Winemakers Federation of Australia & Wines of the King Valley **CO-SPONSORED BY** **Cathy McGowan AO MP** Member for Indi, **Senator The Hon Anne Ruston** Assistant Minister for Agriculture and Water Resources, **Lisa Chesters MP** Shadow Assistant Minister for Rural Regional Australia

### DAY 3

**TOUR** Parliament House

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

› **The Hon Damien Drum MP** Member for Murray: *Leadership in Politics*

**TOUR** 90 second statements and Parliament Question Time, House of Representatives Gallery

Meeting with Prime Minister of Australia **The Hon Malcom Turnbull MP**

**TOUR** Senate Sitting Session, Australian Senate

› **David Sullivan** Senior Clerk of Committees, Committee Office, Department of the Senate: *Understanding the Senate*

› **Adam Bandt MP** Member for Melbourne, The Australian Greens: *Representing Melbourne in Federal Parliament*

### DAY 4

**TOUR** Museum of Australian Democracy, Old Parliament House

**TOUR** Government House and meeting with His Excellency **The Hon Sir Peter Cosgrove AK MC (retd)** The Governor General of Australia

## SUSTAINABILITY AND ENVIRONMENT

**SPONSOR** Winton Wetlands Committee of Management

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

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

**TOUR** Winton Wetlands hosted by **Dave Malone** Winton Wetlands Site Development Manager

**PANEL PRESENTATION** **Matthew-Charles Jones** Executive Officer, Total Renewable Yackandandah (TRY), **Lizette Salmon** Coordinator of Wodonga and Albury Towards Climate Health (WATCH), **Charlie Showers** Beechworth Food Co-op: *The vision for an Environmentally Sustainable region*

› **Chelsea Cherry** Program Manager Community & Partnerships Hume Region, Department of Environment, Land, Water and Planning (DELWP): *Policy Development and Climate Change Adaptation*

Fri 27 April 2018  
Winton Wetlands Hub, Winton Wetlands

## FINAL RETREAT

**SPONSOR** Lindenwarrah at Milawa  
**FACILITATORS** **Susan Benedyka** and **Karlie Langdon**

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

Fri 11 May & Sat 12 May 2018  
Lindenwarrah at Milawa

## GRADUATION

**KEY NOTE SPEAKER** **Robyn Moore**, National Patron of Make-A-Wish Australia

Thur 24 May 2018, Gateway Quality Hotel, Wangaratta

Sun 25, Mon 26, Tue 27 and Wed 28 March 2018  
Various sites in Canberra ACT

# program graduates



## JUDITH AHMAT

Managing Director  
Watnanda Consulting

**Residence** Wodonga

**Sponsor** North East Catchment Management Authority and the National Landcare Programme

### Community involvement

- Wodonga Aboriginal Community

### Future goals following AVCLP

I wish to be involved in Local Government and work towards encouraging other Aboriginal people to explore business and entrepreneurial opportunities.

I would like to work towards being on a hospital board and a State Committee in an area that interests me.

### AVCLP inspired, changed & motivated me

From the very first day of the Program, AVCLP has allowed me to explore, nurture and strengthen my leadership style. This Program has given me the time to reflect, participate and absorb the knowledge of others and provided many opportunities to grow as a leader. AVCLP has developed my skills and resources which have allowed me to become a more accomplished leader in my community.

### My key take-away message

The key learnings taken from Amber Gardner (Tourism North East).

'Lead by example and seek opportunities that align with your passion. Surround yourself with good people. Collaborate and share information, meaningfully challenge the status quo and maintain a sense of humour'.



## NATALIE AJAY

Executive Officer  
Winemakers of Rutherglen

**Residence** Rutherglen

**Sponsor** Winemakers of Rutherglen

### Community involvement

- Benalla Auto Club
- Society of Automotive Engineers
- Monash Motorsport

### Future goals following AVCLP

I plan to represent Rutherglen's wine industry at all levels of government. I want to ensure a bright future for the people and businesses in our region and to advance our winemakers' sustainability and profile within regional tourism.

Also by supporting grassroots motorsport, I hope to open pathways for regional employment and economic development.

### AVCLP inspired, changed & motivated me

It's been a privilege to be a part of AVCLP 17/18. I've become more confident in my ability to represent my community, and I've developed an inspiring network of contacts to help me on my journey to become a better leader and regional advocate.

The Program has opened doors for me that I never knew existed. It's helped me find the courage to aim higher and to reach my personal and professional goals, particularly in the areas of government relations and regional development.

### My key take-away message

Assume nothing about the people you meet - we're all capable of greatness and leadership. Let your passions and values guide you to achieve your goals.



## AIDA BAHARESTANI

Engineer, Dams and Modelling  
North East Water

**Residence** Wodonga

**Sponsor** North East Water

### Community involvement

- Wodonga Sport & Leisure Centre
- Park Run Albury- Wodonga

### Future goals following AVCLP

AVCLP has motivated me to be more involved in the community and to make society better for people, especially the younger generation.

I am looking forward to being involved in Committees and Boards that can contribute to the needs of my community.

### AVCLP inspired, changed & motivated me

As an immigrant, I spent the first years of my new life in Australia building my new life. AVCLP helped me to find my place in my community and has showed me several ways that I can help and connect with people.

It also inspired me to seek a more senior work role and I am now Senior Dams and Modelling Engineer for Goulburn Murray Water.

The Program has opened my eyes to different difficulties in society. The amazing speakers throughout the course showed us different ways to overcome these difficulties.

I was motivated by volunteers we heard from who dedicate their time and effort to educate vulnerable young people, so they can live a more normal life in society.

### My key take-away message

"I am what I learn."

"The most important factor in being a good leader is listening to people and communicating well."

+ energising

+ enriching

+ motivating



## TANILLE BAILEY

Team Leader of Operations  
GOTAFE

**Residence** Wangaratta

**Sponsor** GOTAFE

### Community involvement

- Wangaratta Rovers Female Football Club

### Future goals following AVCLP

I will apply my learnings from AVCLP daily in both my professional and personal life. I look forward to continuing to establish my networks and making a vested effort in being an advocate for positive change in my local community. I will offer my skills and knowledge when various community leadership opportunities arise.

### AVCLP inspired, changed & motivated me

By undertaking AVCLP, I have had the pleasure of listening to some incredible individuals, whilst hearing about inspirational, innovative and self-less projects that are currently being undertaken within our communities for the benefit of others. I can't help but want to get involved!

Being around like-minded people, I have been challenged to look within and to think about what I can do differently to be the catalyst for the change I wish to seek. The Program has pushed me beyond my comfort zone and allowed me time to take a breath, which in turn has given me the confidence to seek out new opportunities. I am looking forward to seeing what the future holds.

### My key take-away message

Being a leader is about following your passions, practicing confident humility and realising that failure is a part of every success. We are all leaders on our own journey.



## MARIA BERRY

Volunteer Consumer Representative

**Residence** Tangambalanga

**Sponsor** Into Our Hands Foundation

### Community involvement

- Health Consumer Representative / Advocate for Older People
- Senior Rights Victoria and Australia
- Council of the Ageing
- Health Issues Centre
- Gathering of Kindness
- NSW Ethnic Community
- Stop Elder Abuse

### Future goals following AVCLP

I hope to continue to grow and develop all that I am doing and set up an advocacy service for older people and their carers.

### AVCLP inspired, changed & motivated me

Being gifted with this opportunity to participate in this Program through a scholarship has been life-changing.

Having such diversity and exposure to the regions boutique leadership presenters through AVCLP has been the best training and learning experience I have ever had the honour and privilege to be a part of.

It has also assisted me to gain paid employment and I am currently working at Australian Unity Service as a Coordinator for Aged Care and Disability Home Care Services.

### My key take-away message

Leadership can come from all levels.  
If you believe, you can achieve.



## JOHN CHANTER

Rural Reporter  
The Border Mail

**Residence** East Albury

**Sponsor** Albury Northside Chamber of Commerce and Border Trust

### Community involvement

- Albury Pre-School
- St Patrick's Parish School, Albury

### Future goals following AVCLP

After AVCLP I'd like to take on a role with an organisation that has a focus on developing confidence and resilience among our youth. I'd like to work with like-minded people who believe our region is a desirable place to live and raise a family.

### AVCLP inspired, changed & motivated me

AVCLP has given me the confidence to question what is happening around me and put my hand up to help. I have learnt our region has inspiring people making a difference every day across many fields, and together can be a powerful force for positive change. We can learn so much about our diverse communities by actively listening to others and taking inspiration from those who are leading in the face of adversity.

### My key take-away message

Do not compromise your values, they are the guideposts to help keep you on the right path.

+ eye-opening

+ life-changing

+ emotional



## program graduates

**ALICE COLCLOUGH**

Dairy Farmer  
Mitta Park Partnership

**Residence** Tallangatta South

**Sponsor** The Gardiner Foundation

**Community involvement**

- Tallandoon CFA
- Tallangatta Kindergarten and Early Learning Years

**Future goals following AVCLP**

I will continue to welcome and embrace the diversity within my community. Connecting people together brings about the best ideas and outcomes and I look forward to contributing in areas I am passionate about.

**AVCLP inspired, changed & motivated me**

The Program has allowed me to step outside my day to day world. It has encouraged me to embrace diversity, face challenges and gain a behind the scenes look at community projects that are making a difference in our region. I have learnt about opportunities in our communities and have gained the skills to meaningfully contribute. A key learning has been to value being in the moment and to be mindful.

**My key take-away message**

Leadership comes in all shapes, spirits and voices. Understanding different leadership styles and working with them is so valuable. Inspiring those around you is the essence to connecting and progressing. Once you discover their story you realise that every person has something to offer; it's a matter of finding it and seeing it.

**LISA DEKELING**

Teacher  
Chiltern Primary School

**Residence** Wangaratta

**Sponsor** June Canavan Foundation

**Community involvement**

- Wangaratta Runners Inc.
- Regional Coordinator HeartKids Australia

**Future goals following AVCLP**

I will continue to serve my local community in my current volunteer leadership roles. By combining my passions of running and HeartKids, I am currently in the process of creating a winery tourism running event as a charity fundraiser, and I have applied for a position on a local school Board.

I have also applied for a Churchill Fellowship to explore winery fun run events internationally, so that I can bring the concept back to our region.

**AVCLP inspired, changed & motivated me**

AVCLP has given me the skills, knowledge, confidence and key networking links to be an effective community leader. From the guidance received throughout the Program, I was able to turn a successful Facebook running group into a Committee - run registered Not-for-Profit community group.

The Program has given me the ability to believe that I can make my dreams come true.

**My key take-away message**

"Never underestimate your ability to influence another to make a positive change" Paralympian Richard Nicholson.

**LIBBY DOWLING**

Manager  
Dowling Brothers Yarrawonga

**Residence** Yarrawonga

**Sponsor** Dowling Brothers Yarrawonga

**Community involvement**

- AIM Breakfast Team
- Yarrawonga Health Community Advisory Board
- Sacred Heart Parish Volunteer

**Future goals following AVCLP**

I have been accepted onto the Victorian Rural Women's Network and know that I will be a more effective contributor due to AVCLP. I will consider all future offers more thoughtfully before dismissing or accepting them. I also hope to take on a greater mentoring role within my community.

**AVCLP inspired, changed & motivated me**

This Program has opened my eyes to the possibilities of what I am capable of achieving within my community. It has awakened me to many issues around me that I was not aware of, or had not considered in great detail. I believe that it has increased my confidence in my ability to approach others and to discuss a wider variety of important issues with greater empathy and interest. I will be more willing to put my thoughts forward in the future and to listen to differing views openly.

**My key take-away message**

If you want to do something, there are plenty of people out there with the information and experience you need to make things happen. Ask the question and you never fully know what someone has been through and what experiences they may be able to bring to the table. Be open to that.

+ uplifting

+ empowering

+ challenging



## program graduates

**SVEN ERIKSON**

Recreation Officer  
Indigo Shire Council

**Residence** Mt Beauty

**Sponsor** Indigo Shire Council

**Community involvement**

- Falls Creek SES
- Disabled WinterSport Australia
- Team Mt Beauty MTB Club

**Future goals following AVCLP**

I will take a long-term view of how I can contribute to the community organisations I work with both in my working life and the community I live in. I wish to support younger people in our communities who want to contribute and make positive change.

**AVCLP inspired, changed & motivated me**

AVCLP has equipped me with the ability to become a better listener and communicator with others, in professional environments, personally and when interacting with my local community. I have gained a new position in my workplace as Community Development Coordinator and I have learnt to understand myself more. The Program has given me tools to strive to be the best version I can be of me.

**My key take-away message**

I have learnt that you don't need to be in a position of responsibility to exemplify leadership. It can come from all of us, especially when we reflect on our own intent, attitude and values, making a choice to stand up and stick to them.

**JULIA FITZ-GERALD**

Customer Service Officer, Mansfield &  
District Community Bank, Bendigo Bank

**Residence** Mansfield

**Sponsor** Mansfield & District Community  
Bank, Bendigo Bank

**Community involvement**

- Meals on Wheels
- Relay for Life

**Future goals following AVCLP**

I would like to obtain a Board position within my local community and use my networking and leadership skills to support ongoing community involvement. I would also like to utilise the knowledge I have gained from AVCLP to enable me to progress in my career.

**AVCLP inspired, changed & motivated me**

The Program has provided me with the confidence and ambition to become a leader within my community, and to continue to step out of my comfort zone to achieve my goals. AVCLP reminded me that everyone has a story, and it takes a variety of personality types to make a successful team.

I have been exposed to a variety of leaders across the region, giving me the opportunity to step into their circle and find out how others have dealt with challenges to achieve success.

Most of all, I have been inspired by fellow course participants and their collective support throughout the AVCLP experience.

**My key take-away message**

Leadership is about people – understanding personalities and utilising individual's skills and strengths. Be present.

**ASHLEE FITZPATRICK**

Youth Residential Care Officer  
Junction Support Services

**Residence** Wangaratta

**Community involvement**

- Wangaratta High School Parents and Friends Association – President
- Gateway Health
- Zonta
- Relay for Life

**Sponsor** Brown Brothers and Denis Tricks  
Scholarship

**Future goals following AVCLP**

My future goals following my AVCLP journey will be to keep following my motivations, always be active anywhere in Australia (wherever my life may take me) and to keep an open mind. I will always help and motivate youth to get involved, and help grow a future prosperous regional Australia.

**AVCLP inspired, changed & motivated me**

I am very honoured to be a participant of AVCLP 2017/18 as I transition from a youth to an adult. AVCLP has challenged me for the better, to see the bigger picture and the pathway I want to take in life. The concept of a good leader and good leadership, and the difference between management vs leadership has been a key learning.

AVCLP has inspired me to take chances and get outside of my comfort zone and to challenge myself personally and to find my WHY. Since joining AVCLP I have been successful in gaining a role as a Councillor with The Rural City of Wangaratta which has been such a rewarding experience.

**My key take-away message**

Find your WHY, keep an open mind and always challenge yourself.

+ engaging

+ confidence  
building

+ ambitious

# program graduates



## JANE GEHRIG

Office Manager  
TSS Advisory (Owner Operator)

**Residence** Milawa

**Sponsor** TSS Advisory

### Community involvement

I look forward to becoming more involved in the community I live in and to make a difference in the lives of those who face disadvantage in our region.

### Future goals following AVCLP

I see myself supporting the work of a Not-for-Profit organisation in our community that advocates for and supports vulnerable people in our region.

I would like to continue with my interest in financial counselling, particularly supporting women.

I look forward to continuing to build upon the networks that AVCLP has assisted me to create throughout the course and to contribute back to the local community.

### AVCLP inspired, changed & motivated me

The Program has motivated me to keep thinking about the complex nature of the world we live in today. It has inspired me to start doing more and stepping out of my comfort zone to make our communities a better place to live now and in the future. It has also introduced me to a group of inspirational people who all live within my region to resource and connect with. Gaining of a position as a Community Support Worker at Gateway Health has been a welcome highlight of AVCLP for me.

### My key take-away message

Aspire not to have more, but to be more, get involved and give it a go. You don't have to be front and centre to demonstrate leadership.



## KELLY HARWOOD

Economic Development Support Worker  
Rural City of Wangaratta Council

**Residence** Wangaratta

**Sponsor** Rural City of Wangaratta Council

### Community involvement

- North East Tac Tics – Tourette's Support Group

### Future goals following AVCLP

I am excited to continue to develop my skills in my workplace in a leadership capacity and to create themes through event planning that can bring awareness to equality, diversity and issues in my local community.

### AVCLP inspired, changed & motivated me

Through completing the AVCLP, I have gained the confidence to put my ideas into action. I have since created a support group for families of children with Tourette's syndrome, and now have the skills to look at the bigger picture for advocating for people dealing with disabilities.

AVCLP also inspired me to seek a senior position at Council as the Events Team Leader which I was successful in achieving.

My self-confidence to take action when required, say "NO" when required and strive to develop a work/life balance has been a blessing. I feel motivated to make changes, advocate effectively and become a voice for those that need it.

### My key take-away message

You need to create the world you want to live in.



## HEIDI HODGE

Tourism and Customer Service Operator  
Towong Shire Council

**Residence** Khancoban

**Sponsor** Towong Shire Council & Brown Brothers

### Community involvement

I am looking forward to using the skills, knowledge and motivation that I have gained to discover where I can best assist my local community and make a difference.

### Future goals following AVCLP

I plan on using the skills and knowledge that I have gained through AVCLP to challenge myself personally and in my new role as Team Leader of Customer Service at Towong Shire Council.

### AVCLP inspired, changed & motivated me

AVCLP has encouraged me to discover my strengths, work on my weaknesses and question how I can best help others. I have met some amazing and inspiring people during this Program. I have had experiences that I never would have had if it weren't for AVCLP. This Program has made me realise that I CAN actually help others and make a difference. I've learnt that real leaders are ordinary people with extraordinary determination and motivation. AVCLP has inspired me to set new goals. For me, AVCLP has been an amazing life experience and an opportunity that I will forever be grateful for.

### My key take-away message

A true leader has the confidence to stand alone, the courage to make tough decisions and the compassion to listen to the needs of others.

+ thought-  
provoking

+ inspiring

+ amazing



## DAVE JENSON

Area Chief Ranger  
Parks Victoria

**Residence** Wodonga

**Sponsor** Parks Victoria

### Community involvement

- Wodonga Raiders Junior Football Club
- Wodonga Wolves Basketball
- Wodonga Basketball Association
- Outdoor School Bogong

### Future goals following AVCLP

Having not been in the region long, AVCLP has provided a great introduction to the challenges, issues and initiatives within North East and Regional Victoria. Within my organisation I aim to use this expanded knowledge and network to be more connected to the communities we serve.

Beyond work, AVCLP has inspired me to get involved in my local community in areas of interest and where I believe I can contribute.

### AVCLP inspired, changed & motivated me

Taking part in AVCLP has challenged me to look closely at my personal and professional strengths and identify how I can use these to inspire, mentor and develop other upcoming leaders.

It has provided me with the confidence to engage more with communities both where I live and within the broader North East. The Program has also reinforced that we should never jump to conclusions about someone at face value. No matter how someone looks or acts, you never truly know what's happening in their lives or what experiences have defined who they are today.

### My key take-away message

Leadership is the right combination of behaviour and communication. To get the most out of people, pick their best traits, reinforce positive behaviour, listen and care.



## KERRYN LEE

Diary Manager  
Office of Cathy McGowan AO MP

**Residence** Wangaratta

**Sponsors** Cathy McGowan AO MP and Susan Benedyk

### Community involvement

- Cathedral College Parents and Friends
- Wangaratta Women in Leadership
- Wangaratta Performing Arts Centre
- Uniting Church Annual Christmas Day Lunch

### Future goals following AVCLP

I look forward to bringing my improved skills and confidence to the organisations I am already involved with and seeking new opportunities for involvement in my community.

### AVCLP inspired, changed & motivated me

Growing up in the area, I thought I knew a lot about the region however AVCLP has opened my eyes to issues facing our communities that I wasn't aware of. I have learned about the many organisations and people who are doing great things to improve our communities.

I have been so inspired by my fellow course participants' knowledge and life experience and it has been a privilege for me to take this "journey" with them. The Program has boosted my confidence to put my hand up, ask questions, put myself forward and to find my voice. I have realised how blessed I am in so many aspects of my life. Taking the time to establish a set of personal core values has clarified my long term goals and has motivated me to achieve them.

### My key take-away message

You don't need a fancy title to be a leader – we are all potential leaders. Be your authentic self and find leadership opportunities that align with your passions.



## KYM LOECHEL

Policy and Quality Coordinator Community  
Nursing, Northeast Health Wangaratta

**Residence** Wangaratta

**Sponsor** Northeast Health Wangaratta

### Community involvement

For the past year I have dedicated my personal time to focus on AVCLP and my young family. AVCLP has taught to me the importance of being an active member within my community and I am keen to explore what support I can provide on completion of the program.

### Future goals following AVCLP

My future goals following AVCLP will be to become an active member within my community. AVCLP has taught me the importance of being involved and following a passion. I will pursue being a member of a Board or a Committee where I can utilise my knowledge of health and policy guidelines writing.

### AVCLP inspired, changed & motivated me

AVCLP has inspired me to look within myself, be aware of my own personal traits and how my strengths can be best utilised within a team. By allowing me to have a better understanding of myself AVCLP has provided me with the self confidence to pursue my personal and professional goals. AVCLP has lit a passion in me to become actively involved within my community and has provided me with the knowledge on how this can be achieved through effective leadership.

### My key take-away message

You need to be actively involved to make a difference within your community, put your hand up, take opportunities as they present themselves...because if you do not do it, who will?

+ positive

+ educational

+ understanding

# program graduates



## SWATHI MAHENDRAN

Grain Export Agent  
Swathi Mahendran

**Residence** Albury

**Sponsor** Australian Alpine Valleys  
Agribusiness Forum

### Community involvement

- Business Wodonga
- Albury Wodonga Entrepreneurial book club

### Future goals following AVCLP

I want to be involved in child protection services and make major changes that will actually have an impact on the betterment of the children who are in need.

I would like to focus on growing my export agency and becoming a well known exporter as well as my new role as a Residential Care Worker at Junction Support Services.

### AVCLP inspired, changed & motivated me

My perspective about growth and embracing change has developed, and my professional and personal goals seem closer than ever to achieving. Immersing myself in the Program has given me a wider perspective of our region and the opportunities it provides us. Throughout this journey, I have realised what my interests and strengths are, which has helped me grow into the person I am today.

### My key take-away message

When an individual is put in a challenging situation, and when completely immersed in the situation, transformation happens. Then one day you will be able to achieve the goal, which you thought was once impossible.



## CELIA PIESSE

Project Coordinator, Sport North East  
The Centre for Continuing Education

**Residence** Wangaratta

**Sponsor** June Canavan Foundation

### Community involvement

- Wangaratta Rovers Women's Football Team
- Wangaratta Rovers U12 Girls Football Program

### Future goals following AVCLP

I plan to establish a female football league in Wangaratta using a sustainable model that will ensure females from 8 years onwards have access to play football in a fun and positive environment in years to come.

### AVCLP inspired, changed & motivated me

AVCLP has given me the opportunity to meet a number of amazing presenters who have opened my eyes to the possibilities an individual with an idea can achieve.

The Program has taken me to places I hadn't previously experienced, and provided insight into our region and the challenges it faces going forward.

I am grateful to have met my fellow participants and admire their current achievements and future ambitions.

### My key take-away message

Don't just talk about the issue, do something positive about it, because if you don't – who else will?



## DAN PURCELL

Sport & Recreation Officer  
Mansfield Shire Council

**Residence** Mansfield

**Sponsor** Mansfield Shire Council

### Community involvement

I work closely with a diverse range of local sport and recreation clubs through my role with Council.

### Future goals following AVCLP

I look forward to implementing the skills learnt through AVCLP to better my ongoing work in building participation and sustainability of grass-roots sports and recreation.

### AVCLP inspired, changed & motivated me

The Program has exposed me to so many terrific industries, individuals and organisations in our region that I wouldn't normally have a crossover with.

Listening to many stories of how individuals and communities have stood up to take charge of their own future has been both moving and inspiring.

The Program has challenged me and taken me out of my comfort zone time and time again, but in doing so taught me many skills to be a better leader in my community.

It's been an absolute pleasure getting to know all the participants in the course and I look forward to staying in contact with them both professionally and personally.

### My key take-away message

A popular quote from this year's cohort has been "if not you, then who?". This quote illustrates how regular people from all kinds of backgrounds can have a profound impact on community.

All you need is a purpose and some passion.





## EMMA WILLIAMSON

Community Services Manager  
Lutheran Aged Care Albury

**Residence** Killawarra

### Community involvement

- Wangaratta Agricultural Society
- Killawarra CFA
- Rehabilitation and Health Monitoring Unit, District 23 CFA
- Show Horse Council of Australia
- Student Exchange Australia
- ACSA Community Advisory Committee Member

### Future goals following AVCLP

I know that I want to be an advocate for our community and region, in particular in the areas of health, aged care, education, disability and agriculture. I hope to find a place in our community where I can make a real difference.

### AVCLP inspired, changed & motivated me

I now have the skills and improved confidence to ignite leadership opportunities and continue my leadership journey. I feel I am a better me and therefore able to be a better leader. I have learnt from some inspirational, everyday people that believe that they can change the world. I have learnt so much about our wonderful region and feel privileged to have accessed some truly amazing leaders and shared this experience with some exceptional people.

### My key take-away message

Align our values with what we do, keep true to our integrity, and combine what you're passionate about with what you are good at. Through honesty, integrity and communication you will encourage people to follow.



## NICOLA WINTER

Teacher Alpine School Campus,  
The School for Student Leadership

**Residence** Bright

**Sponsor** The School for Student Leadership

### Community involvement

- Bright Community Garden
- Upper Ovens Valley Landcare Group

### Future goals following AVCLP

I will endeavour to continue my involvement with local Landcare and Community Garden groups and use my leadership skills to enrich and further these organisations. I also hope to expand my networks within the Alpine Shire with the possibility of obtaining a place on a Board of Management.

### AVCLP inspired, changed & motivated me

The Program has inspired me to continue to pursue leadership opportunities in my local community and explore possibilities I never would have thought imaginable. AVCLP has also given me the confidence to seek out further opportunities both professionally and personally, to mentor others and share with them my knowledge and experience. I believe that this newfound enthusiasm for personal growth will continue with me for the rest of my life.

### My key take-away message

The most powerful thing you can do is be yourself. Don't try and emulate something you're not: people recognize authenticity.



## KIM WOOSNAM

Nurse Unit Manager  
Benalla Health

**Residence** Yarrawonga

**Sponsor** Benalla Health

### Community involvement

- Yarrawonga District Football Netball
- Yarrawonga Netball Club
- Ignite Life Church
- Cobram District Junior Soccer Association
- Yarrawonga Scout Group
- Cobram Anglican Grammar School

### Future goals following AVCLP

My immediate goals are to continue supporting my local community groups with my skills and expertise in networking and leadership. I would also like to join the CAGS Board as I've held a position of School Councillor at my children's previous school. I'll attain post graduate studies in Business Management to complement my suite of clinical qualifications, with the focus on attaining an executive role in the Healthcare industry.

### AVCLP inspired, changed & motivated me

The definition of inspiration is a sudden or brilliant idea. The definition I found to be the fundamental core of the AVCLP Program, is the process of being mentally stimulated to do or feel. AVCLP was INSPIRATIONAL, providing a banquet of speakers and opportunities that were wonderfully stimulating and insightful. The up close and personal time with the speakers during the Melbourne and Canberra study tours were a unique opportunity that will have a lasting effect on the trajectory of my career for years to come!

### My key take-away message

The true strength of leadership is measured by the growth and productivity of the team that joins you on the journey.

+ passionate

+ insightful

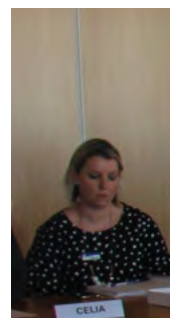
+ stimulating



“

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

Lao Tzu



“





## inspiring tomorrow's leaders today



The Alpine Valleys Community Leadership Program enhances the leadership capacity of North East Victoria and Border regions. Participants develop:

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



If not you, then who  
If not now, then when?

**John Lewis**



## SHORT COURSES AND WORKSHOPS

Alpine Valleys Community Leadership delivers a range of short courses and skills workshops in response to community and industry needs, in addition to the delivery of its Annual Program.

An expanded range of short courses and workshops was delivered this year.

### Governance training for DELWP Committees of Management

Developed as a pilot program for Victoria, and in consultation with staff from the Department of Environment Land Water and Planning, Alpine Valleys Community Leadership designed and delivered a two-stage Governance program for Hume region Committees of Management of DELWP facilities.

The first stage involved governance training for Committee of Management members from a range of small hall committees, recreation reserves and public buildings. Participants examined topics such as:

- The role of DELWP Committees of Management
- Legal structures of Committees of Management
- The elements of good governance
- Attracting and retaining volunteer Committee members
- Successful grant writing

The second stage included the delivery of the Australian Institute of Company Directors Governance Foundations for Not-for-Profit Directors training, augmented to contain case studies and legal advice in line with DELWP policies and procedures.

The training was delivered at a range of venues from Seymour through to Wodonga, with more than 200 community members participating.

### AICD Governance Foundations for Not-for-Profit Directors

Alpine Valleys Community Leadership has proudly delivered this course in partnership with the Australian Institute of Company Directors annually since 2015 attracting people serving or about to serve on regional Boards and Committees of Management.

This year, the popular one-and-a-half-day course was delivered in Benalla and provided participants with Australian Institute of Company Directors accredited training.

The course has been instrumental for people who seek to develop their governance and leadership skills capacity to better serve on our regional Boards and Committees.





### Community Landcare and Agriculture Leadership Program- Alumni Masterclass

For the past three years Alpine Valleys Community Leadership has worked with partners Northeast Catchment Management Authority, Goulburn Broken Catchment Management Authority and Goulburn Murray Community Leadership to deliver a Leadership Program for people working in the Natural Resource Management and Agriculture sectors.

This year graduates of the initial programs were invited to a two-day Masterclass in Beechworth and 24 people accepted the invitation. High profile guest speakers including Cathy McGowan MP AO, Judy Brewer AO and Professor Tim Reeves, reflected on their leadership journeys, whilst facilitators Chris Mirams and Gary Saliba encouraged each participant to reflect on their achievements since graduating from the program.

The highlight of the Masterclass was a presentation and workshop on Design-Led thinking by visiting Professor Hamish Gow from Massey University, New Zealand. Participants left inspired and motivated to facilitate positive change within the Agriculture and Natural Resource Management sectors.

### Country Fire Authority Leadership Workshops

Alpine Valleys Community Leadership has been pleased to develop its relationship with the Country Fire Authority through the design and delivery of tailored training for the organisation. This year AVCL staff delivered a workshop for young CFA volunteers with the intention of developing strategies for the attraction, retention and development of the next generation of CFA leaders.

The workshop attracted 25 people from across the region and provided a voice to senior management about the needs of young CFA volunteers.

Alpine Valleys Community Leadership was also invited to present workshops at a combined CFA and State Emergency Service conference for regional Community Engagement Officers. Two workshops were delivered: Public Speaking and Presentation skills, with more than 50 people attending each of the workshops.







“Amazing, full on, incredible. Such an amazing experience. The content was amazing, and all the presenters brought so much knowledge and passion.”

### LBGTIQ+ Community Leadership Program

Alpine Valleys Community Leadership in partnership with Gateway Health, Way Out Wodonga, and Hume Phoenix were delighted to deliver regional Victoria's first ever Community Leadership Program for our LBGTIQ+ community members.

The program was delivered over two weekends in February and March 2018 with twenty-three participants drawn from across North East Victoria and the Border, ranging in ages from 16 to 60.

Delivered soon after the culmination of Australia's marriage equality debate, the program reenergized the participants in their advocacy for equality for community members from this region's LBGTIQ+ communities.

The program also developed the framework for a connected network of leaders and enhanced each participants' personal leadership and resilience skills set.

Feedback about the program from participants was outstanding and included comments such as:

This program has really inspired me to be a good and knowledgeable leader in the LBGTIQ+ community, especially in rural Victoria

I got so much information, connections, and resources out of the four days. I highly recommend that this course is repeated in the future.

### Tailored training solutions

Alpine Valleys Community Leadership is now able to offer tailored training solutions for community organisations, businesses and Boards and Committees. Any income that is generated from this work is used to support and supplement our Annual Program. We welcome approaches from community groups that would like to work with us to develop training that addresses leadership issues within their organisations.







### AVCLP Leadership Skills workshop series

Drawing on its extensive bank of facilitators and program supporters, Alpine Valleys Community Leadership has provided leadership skills training each month that is “a little bit different”. The topics have been broad ranging, and have included topics such as:

- Personal branding
- Public speaking
- Grant writing
- Community Advocacy
- Coaching and Mentoring
- Reading Board Financial papers

Due to popular demand Reading Board Financial papers workshop was delivered twice.

The groups were made up of participants from the Alumni of AVCLP, our short courses as well as community groups connected to Alpine Valleys Community Leadership

They provided the opportunity for people to continue to refine their skills and enabled access to affordable training providing the capacity to learn within the region.

### University Learning pathways

The first graduates of Charles Sturt University’s Regional Community Leadership Program, delivered out of its Wangaratta Regional Study Centre, will be acknowledged at this year’s AVCLP Graduation. Designed through a collaboration between Alpine Valleys Community Leadership and CSU, the program offers AVCLP Alumni credits in the CSU program via Recognition of their Prior Learning. The program takes a deeper look at aspects of the AVCLP and prepares participants for further study pathways at a post graduate level. Now, an AVCLP graduate can be given a boost into post graduate studies that could conceivably take them all the way through to PHD level studies, with all study undertaken within our region.

Latrobe University has also mapped the competencies achieved by participants in the Alpine Valleys Community Leadership Program and is now offering Recognition of Prior Learning credits into their Masters of Business Administration (MBA) course.

Alpine Valleys Community Leadership is proud to be working collaboratively with our regional tertiary education institutions to develop a range of further study options for graduates. By doing so, we are increasing the number of educated leaders in our region and encouraging graduates of our Annual Program to continue to live, work and learn locally.

“

Leadership and learning are indispensable to each other.

**John F. Kennedy**



# 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 3,500 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...

Develop and support regionally relevant leaders

Connect people through our extensive leadership networks

Enable strong empowered communities

## THROUGH...

Developing a new generation of leaders

Comprehensive coverage of rural and regional Victoria

Diversity of participation that reflect our communities

Supporting retention of skilled regional workers



## WE EMPOWER PEOPLE

to be influential and make a positive difference in their community



## WE INSPIRE CONFIDENCE

and optimism while generating sound outcomes for individuals and their communities



# AVCLP ALUMNI INITIATIVES



## Alumni Scholarship Fund

The 2015-16 AVCLP cohort established the AVCLP Alumni 'Pay It Forward' Scholarship fund. It was created in the spirit of giving back to the community through the provision of a scholarship for an aspiring leader in the following year's Alpine Valleys Community Leadership Program.

Now, our current participants join with our Alumni to create fundraising opportunities, and with the addition of generous donations received by community members, the fund has been able to support two participants to complete the Alpine Valleys Community Leadership Program so far.

This year the AVCLP Alumni and participants have conducted a Bunnings BBQ and have worked together to plan other future fundraising opportunities.



## Alumni Engagement Committee

In 2017 the Alumni Engagement Committee was established with a vision to develop a well-connected and vibrant AVCLP Alumni.

Consisting of AVCLP Alumni that represent different AVCLP programs over the years, the group wants to implement a range of initiatives for networking, leadership development, and personal and professional growth and to celebrate the success of Alumni.

The group launched with a networking Sunday lunch at the Plough Inn, Tarrawingee that attracted 35 graduates from across the years. A long leisurely lunch provided graduates and their families the opportunity to connect and share stories.

A leadership luncheon was held at the Gateway Quality Hotel Wangaratta, featuring former Victorian Chief Commissioner of Police, Christine Nixon.

Sixty people attended this luncheon and were treated to Ms Nixon's thoughts on leadership; and particularly women leading.

The Committee has established a closed Facebook group for AVCLP Alumni, that serves as a mechanism to share leadership resources and ideas, to celebrate stories and Alumni achievement. All our AVCLP Alumni are encouraged to join this network.

In 2018 the Alumni Scholarship Fund and the Alumni Engagement Subcommittee will merge their efforts to continue their mission of offering our Alumni a range of networking events and professional learning opportunities.

## AVCLP ALUMNI

The first Alpine Valleys Community Leadership Program was delivered during 1998-1999. Since then seventeen further Annual Leadership Programs have been delivered, creating a strong network of 367 AVCLP Alumni contributing to their communities across North East Victoria and Border regions and beyond. With the addition of this year's graduates we will reach 391 AVCLP Alumni.

“

Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.

**Margaret Mead**

### 1999

Lachlan Campbell  
Neil Clydsdale  
Jenny Evans  
Nola Evans  
Mark Felton  
Simon Glass  
Irene Grant  
Roger Haddrell  
Tracey Hooper  
Don Jackson  
Jocelyn Lyon  
Mick McNerney  
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 Sagers  
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

### 2010

Mary Anderson  
Jenny Ashby  
Graeme Blake  
Gwenda Cauty  
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

### 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



**2004**

Anneshka 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 Daglish  
Lauren Fearné  
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 Kowarzick  
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

**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

**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 Froudust  
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 Raadsveld

**2016**

Margaret Anderson  
Lisa Basler  
Catriona Brown  
Nicola Burns  
Simon Crase  
Michelle Critchley  
Ange Davidson  
Kellie Davies  
Emma Ghys  
Victoria Griffiths  
Lauralee Hogg  
Renae 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**

Luke Chilcott  
Helen Clark  
Catherine Wanjiru  
Clarke  
Sandra Duffy  
Karen Gunner  
Benjamin Hawkins  
Will Jerney  
Alison Lloyd  
Troy Mahoney  
Katie Moore  
Nicole Murphy  
Richard Paschke  
Chris Rodgers  
Tammy Smith  
Jqueline Smith  
Nicole Stephens  
Kimberly Taylor  
Ryan Thomas  
Shane Tucker  
Amy Van De Ven  
Tamara Watson

# AVCLP HONORARY GRADUATE AWARD



## 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**

A board member from 1999–2007, Barry has also been one of AVCLP's most popular presenters every year. His presentations about leadership in business, and his personable presentation style have left a positive lasting impression on our participants.

### **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 and a long-time supporter and sponsor of Community Leadership Programs across Victoria, including AVCLP.

### **NERIDA KERR | 2014**

A founding Board member of AVCLP, Nerida played a key roll 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.





## ALPINE VALLEYS COMMUNITY LEADERSHIP 2018 - 2019

# looking ahead

- Alpine Valleys Community Leadership will develop and strengthen relationships with partnering organisations that share our values and vision, to bring innovative leadership programs to our region and beyond.
- We will continue to provide professional and networking opportunities for our Alumni, so that they are encouraged to stay engaged with Alpine Valleys Community Leadership.
- We will acknowledge the achievements of our Alumni, and publicly celebrate their successes.
- We will strive for continued excellence in the delivery of our flagship program, the Alpine Valleys Community Leadership Program, and ensure that the Program remains responsive to the needs of our participants and our communities.
- We will maintain support and advocacy for the development of regionally relevant leaders.

## FOR FURTHER INFORMATION CONTACT:

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