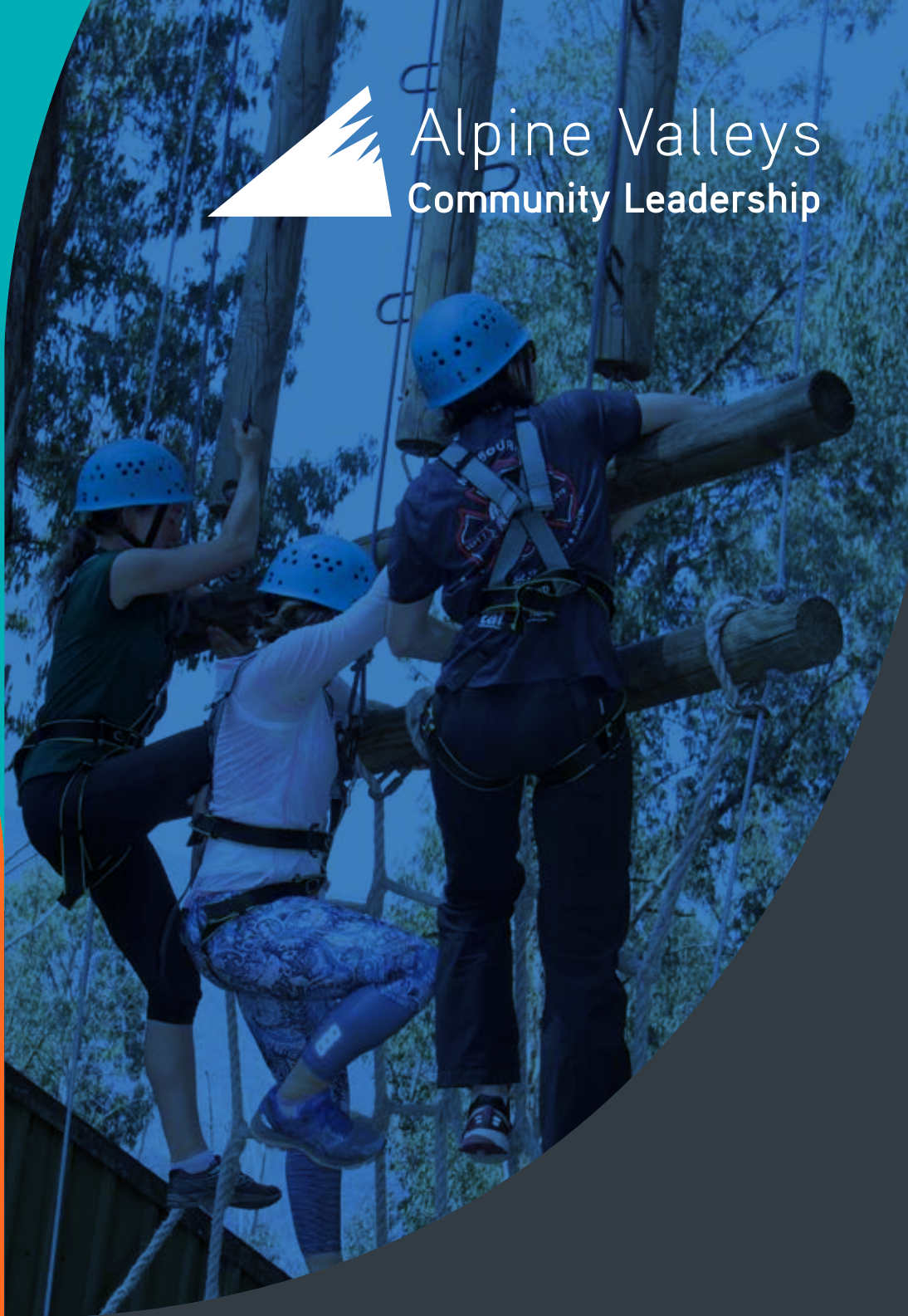




Alpine Valleys  
Community Leadership



# 2020 YEAR BOOK

inspiring tomorrow's  
leaders **today**

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



# thankyou to Our Partners

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



Tim McCurdy MP  
Steph Ryan MP  
Dr Helen Haines MP  
Cathy McGowan AO  
Voices for Indi  
Albury City Council  
City of Wodonga  
Upper Murray Development Board  
Victoria Police  
Australian Industry Group  
North East Tracks LLEN  
Tourism North East  
Feathertop Wines  
Community Action for The Chalet Group  
Galen College  
Parliamentary Education Office  
Goulburn Murray Community Leadership

ACRE  
FRRR  
Lingford Consulting  
Australian Resilience Centre  
Gateway Health  
Australian Federal Parliament  
Victorian Parliament  
Tammy Atkins Consulting  
Australian Alpine Valleys Agribusiness Forum  
Fishbowl PR  
Regional Partnerships Ovens Murray  
The Anderson Partnership  
Wang Central  
Senator the Hon Scott Ryan  
NESAY  
Goulburn Regional Partnerships  
Leadbeater Group Pty Ltd

La Trobe University  
Bonegilla Migrant Experience  
Mansfield Men's Shed  
Karoo Consultancy  
Mountain Milk Co-operative  
Ag Biz Assist  
Victorian Cross Border Commission  
STARTTS  
Burraja Aboriginal Cultural and Environmental Discovery Centre  
Dr Michelle Evans  
Totally Renewable Yackandandah (TRY)  
Regional Change Agency  
Toastmasters  
Hon Barnaby Joyce MP  
ShareTree  
Yackandandah Landcare

Plastic Wise Yackandandah  
Yackandandah Community Garden  
Beechworth Health Service  
Victorian Auditor General's Office  
Victorian Treaty Advancement Commission  
Victorian Commission for Gender and Sexuality  
George Kerford Hotel  
YMCA Howmans Gap  
Renee Paola Graphic Design  
Kim Scanlon  
Anthony Griffiths  
Robyn Farley  
Dr Mike Kelly AM  
Senator Janet Rice  
Lisa Chesters MP  
Ms Zali Steggall OAM MP

# Our Vision

Vibrant and sustainable communities through local leadership



Alpine Valleys Community Leadership has been through a huge transformation over the past six months as staff, program participants and Board members have had to adapt to numerous challenges. The bushfires in our region had a devastating impact; a situation made so much worse when Covid-19 moved through our communities, our nation and the world.

The pandemic lockdown protocols prevented face-to-face delivery of our Annual Program content after March. AVCL had to adapt quickly to an online delivery model for remaining program days and extended the program by four months, adding in leadership fundamental workshops for further skill development of our committed participants. The final retreat and graduation ceremony were also delivered virtually, a first for community leadership programs around the state.

Throughout these months AVCL has demonstrated flexibility, collaboration and agility as our Board, staff and 28 participants embraced the challenges with willingness and grace.

Together we have all practiced what we teach – leadership.

AVCL now has over 440 graduates embedded throughout the North East and beyond. Our Annual Program has a proud reputation of developing accidental and emerging leaders, through a 'learning by doing' approach. We have reviewed and renewed our program content in light of the emergencies in our region, with an increased focus in the 2021 program on leadership in a crisis and working more closely within communities.

Our success has always depended on our funders and supporters. We acknowledge and thank you all for your support, insights and expertise in strengthening our communities through active community leadership.

## welcome to AVCL // 2020

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2019 - 2020

# Board & Staff



**Linda Griffiths-Brown**  
Chair



**Leon Carter**  
Deputy Chair



**Anthony Griffiths**  
Treasurer



**Maria Berry**  
Board Member



**Shane Crispin**  
Board Member



**Marian Dowling**  
Board Member  
Res March 2020



**Colin Elliot**  
Board Member



**Robyn Farley**  
Board Member



**Michelle Hudson**  
Board Member



**Clare Kiely**  
Board Member  
Res March 2020



**Rosie Koop**  
Board Member  
Res October 2019



**Carolyn Sammon**  
Board Member  
Res October 2019



**Kristen Williams**  
Board Member  
Res October 2019



**Anthony Brophy**  
Executive Officer  
(Contract Term, 2019)



**Roberta Baker**  
Interim Executive Officer



**Karlie Langdon**  
Annual Program  
Coordinator



**Madeline Hines**  
Executive Assistant

## AVCL 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

## Strategic Plan 2020 - 2022

The three pillars that underpin our Strategic Plan are:

- 1. Leadership Development**  
Deliver high quality and dynamic programs to enhance leadership learning and capacity within community
- 2. Sustainability**  
Maintain our visibility and our strong reputation
- 3. Active Community Leadership**  
Act as a key regional resource for community leadership and a conduit for leadership thinking



## AVCL Patron's Message

**We have all been making our way through this difficult year as best we can, facing the challenges of living with the Covid - 19 pandemic. While this is a world - wide dilemma, it comes on top of the devastating bushfires in December and January in our region, and the ongoing recovery work.**

Our communities have pulled together through this time, and this is heartening to see.

Disasters bring out our inner strength; I have seen it many times. It is this innate resilience at the community level that brings forth emerging leaders, such as our current participants.

I know the value that the AVCL Annual Program delivers and I will watch with interest as you all continue your leadership journey in your communities.

I wish you all the very best for the future.

**John Brown AO**

## Our Mission

Grow the leadership capacity and voice of people and communities

## From The Chair



### What a rollercoaster year, for the program participants, AVCL Board and staff.

Our region, along with the rest of Australia and indeed, the world, is dealing with unprecedented change with the impact of Covid-19.

In North East Victoria, this came on top of the extensive bushfires that impacted our Upper Murray and Alpine Valleys communities through the Christmas/New Year period. Although the fires are out the recovery work continues.

Congratulations to our cohort of 28 graduates, particularly as you have adapted to the 'new normal' of completing your leadership journey through the lens of bushfires and Covid-19.

We look forward to seeing you further your individual and collective leadership journeys as you continue to participate in our communities, and growing alumni network, across the Alpine Valleys.

A special thankyou to those individuals, groups, workplaces and organisations who supported AVCL and the AVCLP participants and enabled them to have this leadership experience. We value our ongoing and new partner organisations in supporting our emerging leaders.

We also thank the families who support the participants taking time out of their everyday lives to complete the program. Without all of you, this program could not go ahead.

With these 28 graduates, our total number of alumni grows to 444 from the 20 years of the program. Our graduates join an incredible cohort of community people who continue to make a positive contribution to our community and to their own personal and professional development. To our dedicated and hard-working staff, volunteer Board and sub-committee members – I appreciate all that you do for this great organisation.

We all continue to work to realise our vision of *Vibrant and sustainable communities through local leadership*. While we cannot predict the future, we hope that the Covid-19 pandemic will decrease in impact and intensity. In these circumstances, the AVCL Board approved aligning the next Annual Program with the 2021 calendar year. This change brings AVCL into alignment with other Victorian Community Leadership Programs and allows much greater collaboration between the groups to strengthen leadership capabilities right across the state.

Now more than ever, we need emerging leaders to step forward in the development of their communities in the face of significant change. We look forward to supporting the 2020 participants in continuing to strengthen our communities in resilience, problem solving and self-determination.

**Linda Griffiths-Brown**

## From the **Interim Executive Officer**



**Since March this year our region, along with the rest of the nation and the world, has been dealing with the impact of Covid-19.**

Our 28 program participants have adapted to these challenging times with grace and good humour, with the last two months of their program, final retreat and graduation moved to an online delivery model to comply with pandemic restrictions. Their support for one another, our Program Co-ordinator Karlie Langdon, and this organisation has been highly valued.

**Demonstrating individual and collective resilience, our graduates have embraced change for themselves, their workplaces and their communities.**

Despite the challenges, the past year has once again proven to be highly successful on a number of fronts. Following the successful delivery of leadership training for members of the LGBTIQ+ communities, AVCL pitched for funds at a Wangaratta Pitch night in November 2019. The community and The Funding Network, through the Into Our Hands Foundation and FRRR, dug deep and \$23,000 was raised for further leadership training for the LGBTIQ+ community in Wangaratta. AVCL also facilitated leadership training for people in Benalla to support community initiatives for people impacted by suicide. AVCL also facilitated leadership training for people in Benalla to support community initiatives for people impacted by suicide and had the privilege of presenting a public speaking session to over 100 CFA and SES volunteers from various Districts, to assist them in communicating with their communities.

The time has been one of consolidation, working with partners and stakeholders on future projects. Following the delivery of a leadership and governance workshop for our multicultural communities, AVCL has partnered with the Albury Wodonga Ethnic Communities Council in Wodonga to deliver an enhanced eight-day program for 20 emerging leaders of the many cultural communities on the Border. We are also developing training on governance and advocacy for seniors in our region. AVCL received funding to deliver recovery and resilience leadership workshops for community leaders in fire-impacted areas and over the next 18 months we will focus on trauma impacted communities, learning from other leaders who have experienced similar disasters. Importantly, we will be collaborating with other bushfire-related work in the wider region to ensure a co-ordinated approach.

Another exciting development has been the move to run our Annual Program to a calendar year, starting in February 2021. This brings AVCL into alignment with other Community Leadership Programs across Victoria and will allow greater opportunity for collaboration and joint initiatives. Victoria is the only state in Australia that runs community leadership programs and working together, we will increase the impact of our combined leadership voice, beyond Victoria to the rest of Australia.

AVCL grows from strength to strength and the calibre of our Annual Program participants is proof of this. I wish you all the very best in your next leadership initiatives.

**Roberta Baker**

From the  
**Annual  
Program  
Coordinator**



**Early in 2019 the participants of the Alpine Valleys Community Leadership Program (AVCLP) made a commitment to change.** Committing to grow, learn, increase their networks, regional knowledge and their own personal leadership skills.

The caliber of the 45 applicants was high, and the 28 short listed is our largest cohort in 20 years.

Every year at Opening Retreat, a group of strangers come together with apprehension and nerves as they introduce themselves and their story of where they are now and where they see themselves in 10 months' time at the end of their AVCLP journey.

Socrates once said that “The secret to change is to focus all of your energy not on fighting the old, but on building the new”.

What could not have been predicted for the 2020 AVCLP group was just how much change would occur over the course of their program. Following Mid-Year Retreat and the holidays, the cohort re-grouped at the end of January. Usually a time of celebration as participants share the joy of the festive break, this year, there were stories of devastation throughout our region and our country following the Black Summer bushfires. On February 14th, the cohort went to Corryong for their Agriculture and Industry themed program day; what confronted them was blackened ground and burnt trees. Upper Murray AVCLP Alumni shared their experience from the biggest fires to ever impact their valley, with examples of first hand community leadership, acts of heroism and compassion.

Corryong was to be the last program day that the cohort had face-to-face, as the nation braced for more change, and Covid-19 hit our shores, sending the country into lockdown. The team at AVCLP quickly responded and adapted to this new challenge, and our valued experiential program went virtual. The cohort quickly became Zoom experts and partnering with Fairley Leadership Program, we delivered our first virtual program day in March, with 57 leaders and some inspiring speakers sharing their 'Regional Futures' visions.

This year's cohort has been nothing but accepting, encouraging, supportive and adaptable. They have rolled with the changes; they have stayed connected and shown such strength and a true commitment to AVCLP. Due to Graduate in May, they have had their program extended and gained an additional four months, allowing for extra workshops and sessions exploring and learning about Adaptive Leadership, Unconscious Bias, Mindset and delivering the remaining About Me sessions online.

Missing out on the annual study tour to Canberra was a huge disappointment, however the gift of technology provided a virtual Local Government leadership themed day, with presentations from key leaders representing all three tiers of Government. In addition, Program Managers from around the state collaborated to bring Canberra to our 250+ participants. Our community leaders heard from the Parliamentary Public Education Office, Hon Barnaby Joyce MP, Senator Janet Rice, The Hon Dr Mike Kelly AM MP, Zali Steggall MP and our own Dr Helen Haines MP did a cameo appearance.

Still celebrating in style, the Final Retreat and Graduation went virtual too! This incredible group has adapted and changed throughout the year and it has been a privilege to support them and to have been supported by them. I wish the very special AVCLP Class of 2020 every bit of success and happiness into the future.

**Karlie Langdon**



# 2019 - 2020 AVCLP Program Days

## 01 Opening Retreat

Friday 19th & Saturday 20th of July 2019  
George Kerferd Hotel, Beechworth

**Facilitators** Susan Benedyka 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.*

## 01 Regional Economy

Friday 2nd of August 2019  
Brown Brothers Milawa Vineyard

**Sponsor** Brown Brothers Family Group  
Milawa

**Speaker: Dean Carroll**, CEO, Brown Brother's Winery Wine: *Tourism and our Local Economy*

**Speaker: Chris Westwood**, Regional Manufacturing Cluster Wodonga/Wangaratta, Australian Industry Group: *The state of manufacturing in our region and its economic impact*

**Tour** Brown Brothers Winery facilities  
**Speaker: Matt Nelson**, Regional Director Hume, Regional Development Victoria: *Current and emerging economic priorities for the Hume region*



## 02 Skills Day #1

Friday 16th of August 2019  
Ablett Pavilion Myrtleford

**Sponsor** Victorian State Government

**Workshop 1 Tammy Atkins**, Principal, Tammy Atkins Consulting: *Networking and Social Media Etiquette*

**Workshop 2 Geoff Prior**, Lingford Consulting: *Time Management*

**Workshop 3 Karlie Langdon**: *Public Speaking*



## 03 Community Development

Friday 30th of August 2019  
Mansfield Shire Council Chambers

**Sponsor** Mansfield Shire Council

**Speaker: Melanie Hotton**, Community Services Manager and **Kirsten Lingard**, Community Development Team Leader, Mansfield Shire Council: *Deliberative engagement and collective impact*

**Speaker: Irene Grant**, Chair, Ovens Murray Regional Partnerships: *Working with the community to develop priorities for our region*

**Speaker: Fiona McKenzie**, Principal Researcher, Department of Environment, Land, Water and Planning: *Regional success – alternative perspectives*

**Tour** Mansfield Men's Shed hosted by **Cr Paul Sladdin**, Chair of the Australian Men's Shed Association and **Ray Barker**, Vice President, Mansfield Men's Shed

**Workshop Karlie Langdon**: *Community strengths profiling*

# 2019 - 2020 AVCLP Program Days

## 04 Melbourne Study Tour

**Monday 9th & Tuesday 10th of September 2019**  
**Various locations in the Melbourne CBD**

**Sponsors** Victorian State Government, Australian Institute of Company Directors, City of Melbourne

### Day 1

Victorian Rural Community Leadership Program (VRCLP) Combined Program Day

**Speakers:** **Kat Baddeley**, CEO VRCLP and **Andrew Huffer**

**Welcome Address Speaker:** **Alex Tullio**, CEO, The Energised Leader

**Panel Session:** **Andrew Huffer** and RCLP Alumni: **Amanda McClaren** (Fairley 2011, Mayor, Strathbogie Shire), **Mandy McCracken** (Rivers and Ranges CLP 2017, RRCL board member, disability advocate, writer and peer supporter), **Indi Clarke** (Northern Mallee Leaders 2015, EO, Koorie Youth Council): *Key challenges, insights and opportunities since completion of CLPs.* **Speaker:** **Dr Kim Houghton**, Co-CEO, Regional Australia Institute: *Regional Australia Institute – Regional Population Growth – Are we ready?*

**Speaker:** **Andrew Hoffer**: *The new wave of leadership in Regional Australia – what will it take and how will we make it happen?*

### Day 2

**Tour** Australian Institute of Company Directors Members Lounge hosted by

**Sam Cressall**, Membership Engagement Executive and **Sharon Springveldt**, Members and Client Account Manager, AICD

**Speaker:** **Dave Barry**, Deputy Auditor-General, Victorian Auditor General's Office: *Achieving innovative outcomes in a conservative sector*

**Speaker:** **Jill Gallagher AO**, Treaty Advancement Commissioner, Victorian Treaty Advancement Commission: *Understanding what a treaty is and why it is important*

**Speaker:** **Bruce Anderson**, Director, The Anderson Partnership: *Live the life you love*

**Speaker:** **Justin Hanney**, Chief Executive Officer, City of Melbourne and

**Lord Mayor Sally Capp**, City of Melbourne: *Managing Melbourne today and beyond*

**Speaker:** **Steven Farrugia**, Founder and CEO, ShareTree: *Discovering the power of mindset, character and culture*

**Speaker:** **Ro Allen**, Commissioner for Gender and Sexuality, Department of Premier and Cabinet: *Championing the rights of LGBTIQ+ Victorians*

## 05 Skills Day #2

**Friday 20th of September 2019, Happy Valley Hall**

**Sponsor** Victorian State Government

**Workshop 1** **Kim Scanlon**: *Leadership vs Management*

**Workshop 2** **Carole McCulloch**, Distinguished Toastmaster, Toastmasters: *Presentation Mastery*

**Workshop 3** **Karlie Langdon**: *Fundraising Project*

## 06 Health and Wellbeing

**Friday 11th of October 2019**  
**Gateway Health Wodonga**

**Sponsor** Murray PHN and Gateway Health  
**Speaker:** **Emma Reid**, Mental Health & AOD Lead, Murray Primary Health Network: *Priority areas for mental health, suicide prevention and alcohol and other drugs in our region*

**Speaker:** **Leigh Rhode**, CEO, Gateway Health: *Mental Health support for people in regional and rural areas*

**Speaker:** **Dr Kathleen Brasher**, Project Manager - Building an Age-Friendly Indigo Health System, Beechworth Health Service: *Positive Ageing*

**Speaker:** **Karlie Langdon**: *Introduction to mindfulness*

**Speaker:** **Mark Dixon**, CEO, City of Wodonga: *Resilience in leadership*

## 07 Environmental Sustainability

**Friday 25th of October 2019**  
**Yackandandah Sports Park**

**Sponsor** Victorian State Government  
**Speaker:** **Michelle Croker**, Community Engagement Consultant and Chair, Yackandandah Landcare: *Land management challenges and opportunities*

**Speaker:** **Matthew Charles-Jones**, Chair, Totally Renewable Yackandandah (TRY): *Achieving energy sovereignty by 2022*

**Speaker:** **Narelle Martin**, Director, Regional Change Agency: *Climate change and language*

**Speaker:** **Ian Ellett**, Director Infrastructure Services, Indigo Shire Council: *The role of local government in environmental management*

### Community Speaker Panel:

**Julia Brinsdon-Farr**, Plastic Wise

**Neil Padbury**, Bees Advocate and Yackandandah Community Garden:

*Contributing to sustainability and community*



## 09 Skills Day #3

Friday 17th of January 2020  
Wang Central Offices, Wangaratta

**Sponsor** Victorian State Government

**Workshop 1** **Karlie Langdon:** *Reflection - what has changed over the break, what has stayed the same?*

**Workshop 2** **Anthony Griffiths,** Former Mayor of Rural City of Wangaratta, Board member and Treasurer of AVCL: *Chairing effective meetings*

**Workshop 3** **Karlie Langdon:** *Effective grant writing*

**Workshop 3** Fundraising update

**Workshop 4** **Robyn Farley,** Project Manager Shepparton Education Plan, Victorian Department of Education and Training and AVCL Board Member: *Providing context to regional issues, community leadership in action*

## 08 Justice

Friday 8th of November 2019  
Old Beechworth Gaol and Beechworth Correctional Facility

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

**Tour** Old Beechworth Gaol

**Tour** **Sally Hayden,** Operations Manager, Beechworth Correctional Centre, Corrections Victoria, Department of Justice and Community Safety: *Introduction to Corrections Victoria*

**Speaker: Inspector Joy Arbothnot,** Eastern Division, Victoria Police: *Modern Policing*

**Speaker: Sergeant Mal Clarke,** Officer in Charge, Beechworth Police Station, Victoria Police: *Policing in a community orientated and tourist town*

## Mid-Year Retreat

Friday 22nd and Saturday 23rd of November 2019  
YMCA Howmans Gap Alpine Centre, Falls Creek

**Facilitators** **Karlie Langdon**

*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.*

## 10 Culture and Diversity

Friday 31st of January 2020  
Bonegilla Migrant Experience, HotHouse Theatre

**Sponsor** HotHouse Theatre

**Tour** Bonegilla Migrant Experience

**Speaker: Laura Johnston,** Community Development, NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS): *Helping people and communities heal the scars of torture and refugee trauma*

**Speaker: Olivia Noto,** Gateway Health, Way Out Wodonga, Project Worker: *LGBTIQ+ inclusion for young people and their families in and surrounding the Border*

**Speaker: Dr Michelle Evans,** Associate Professor of Leadership, Faculty of Business and Economics, University of Melbourne: *Indigenous self-determination and economic independence*

**Tour** **Brendon Kennedy,** Burraja Aboriginal Cultural and Environmental Discovery Centre

## 11 Agriculture and Industry

Friday 14th of February 2020  
Towong Shire Council

**Sponsor** Towong Shire Council

**Speaker: Mary Hoodless,** Chair, Regional Development Australia (Murray NSW), Director Karoo Consultancy and P&M Hoodless Pty Ltd an Embryo Transfer enterprise: *Community Leadership -juggling multiple roles and staying focused*

**Speaker: Sergeant Liam McMahon,** Corryong Police Station, Victoria Police & AVCLP Alumni: *Reactive leadership in times of crisis*

**Speaker: Nick Linden,** Livestock Extension Officer, Agriculture Victoria and **Lyn Shannon,** Ag Biz Assist, Rural Financial Counselling Program: *Support for primary producers and decisions for the future*

**Speaker: Patten Bridge,** Chief Executive Officer, Mountain Milk Co-operative: *Vision, collaboration and enacting change*

**Speaker: Luke Wilson,** Victorian Cross Border Commissioner, Regional Development Victoria: *The role of leadership in cross Border change*







Networks are  
your friend.  
Be in them,  
create them

Paul Ryan

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## Youth

**Friday 28th of February 2020**  
**Wangaratta Regional Study Centre**

**Sponsor** Wangaratta Regional Study Centre  
**Speaker: Shane Crispin**, Program Manager, Northeast Tracks Local Learning Network and **Jeremy Connell**, Victorian Apprentice of the Year 2019, **Dameon Holmes**, Workplace Learning Employer and **Anthony Greco**, Wangaratta High student: *Building Youth capacity*

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

**Speakers: Claire Anderson**, Community Services Manager, NESAY: *Supporting young people and their families*

**Tour** Borinya Wangaratta Community Partnership

**Speaker: Genevieve O'Reilly**, Principal, Borinya: *Education challenges and opportunities for young people*

**Speaker: Maree Timms**, E Learning Coordinator, Galen College: *Travel around the world with Google expeditions*

13

## Regional Futures

**Friday 17th of April 2020**  
**Online Via Zoom**

**Combined day with Fairley Leadership**

**Sponsor** Victorian State Government  
**Speaker: David McKenzie**, Chair, Goulburn Regional Partnerships: *Having your voice being heard by Government, Current leadership challenges*

**Speaker: Paul Ryan**, Director, Australian Resilience Centre: *Understanding, managing and making change*

**Speaker: Susan Bedyka**, Director, Susan Bedyka Consulting: *How are Graduates, Alumni and current participants supporting community in this current environment?*



## 14 Adaptive Leadership Workshop

Friday 8th of May 2020  
Online Via Zoom

**Sponsor** Victorian State Government

**Facilitator** Karlie Langdon

**Purpose** For leadership participants to gain an understanding of adaptive leadership as a leadership style and framework and apply key elements to their own leadership development.

## 15 Tourism

Friday 29th of May 2020  
Online via Zoom

**Sponsor** Victorian State Government

**Speaker: Dean Cleave-Smith**, Manager Digital, Tourism North East: *Tourism in times of change*

**Speaker: David Jacobson**, Chair, Community Action for The Chalet Group: *Be sure you're right – and then go ahead*

**Speaker: Janelle Marsden**, Owner Operator Feathertop Wines and Co-owner Porepunkah Pub: *The challenges of being a Tourism operator in the current climate*

## 16 Unconscious Bias Workshop

Friday 19th of June 2020  
Online Via Zoom

**Sponsor** Victorian State Government

**Facilitator** Karlie Langdon

**Purpose** For leadership participants to gain an understanding of their unconscious bias and how this affects leadership decisions.



## 17 Mindset Workshop

Friday 28th of August 2020  
Online Via Zoom

**Sponsor** Victorian State Government

**Facilitator** Kylie Paatsch, Founder, The Fearless Way

**Purpose** For leadership participants to learn about mindset awareness, understand how attitudes, beliefs and thinking affect mindset, and develop strategies to apply to themselves and in leading others.

## 18 Virtual Canberra Tour

Wednesday 9th of September 2020  
Online Via Zoom

**Sponsor** Victorian State Government

**Speaker: Public Education Office:** How Government works

**Speaker: Senator the Hon Scott Ryan**, President of the Senate, Senator of Victoria, Liberal Party of Australia

**Speaker: The Hon Barnaby Joyce MP**, Member for New England, the National Party

**Speaker: Dr Mike Kelly AM**, Former Member for Eden - Monaro

**Speaker: Senator Janet Rice**, Senator for Victoria, Australian Greens Victoria

**Speaker: Dr Helen Haines MP**, Independent Member for Indi

**Speaker: Zali Steggall OAM MP**, Independent Member for Warringah

**Speaker: Cathy McGowan AO**, former member for Indi



## Final Retreat

Friday 11th and Saturday 12th of September 2020

**Facilitators** Karlie Langdon and Susan Bedyka

Participants came together online to close out the program. Understanding Coaching and Mentoring, Visioning, Defining Community Leadership, Mindfulness, Leadership post the Program, Reviewing the journey, Adjourning the Program.

## 19 Graduation

Thursday 17th of September 2020

Participants gathered online for a virtual celebration and presentation by Keynote Speaker **Shane Wright**, AVCLP Alumni and Senior Economics Correspondent for The Age and The Sydney Morning Herald. Hampers with regional goods were delivered to Graduates to enjoy during the evening.

introducing

## The AVCLP Graduates

2019//2020



### Glenn Allan

**Owner/Operator  
Tea Garden Dairy**

Milawa

Sponsor: The Gardiner Dairy Foundation

After I returned to the family farm business years ago I became involved in Agri Politics, which I enjoyed. With increasing work and family commitments I put industry matters to one side. I was encouraged to apply for this program and very pleased to obtain a position. I was excited about the Opening Retreat, but a little daunted about having to interact with a group of people all weekend, as I spend a lot of time alone with work.

I joined this program because I felt my communication skills were an area that needed plenty of work. It really struck home to me when Irene Grant stated to us that listening and understanding were the keys to communication. I am looking forward to practicing my communication skills as much as possible throughout the rest of the program. I have really enjoyed meeting a diverse group of people and getting to know them.

The "About Me's" have been such a standout in the program. I have found it very emotional to listen to others and very difficult to talk about some big events in my life. I am very proud of the reflection exercise I led at Yackandandah, after a very emotional day I was glad that the group was able to have a bit of a silly giggle. When the world gets back to some kind of normal, I am looking forward to getting involved in dairy industry matters and giving something back to the industry that has given so much to me.



### Murray Bennett

**Partner in a family owned and operated  
beef, lamb and wool farm**

Everton

Sponsor: Agriculture Victoria

Before commencing this course I was sceptical and unsure of the purpose of the program and how it was going to be beneficial to me and others. However all uncertainty and doubt was quickly swept away after the first day as it was completely clear that this program would do great things for my personal development. After Opening Retreat, I felt excited for what was next. For myself, those two days were so engaging.

I feel that I have a greater sense of leadership and community. If I was to pick only one key learning or skill gained, it would be becoming more self-aware and having a more diplomatic approach in personal, community and regional interests. For the remainder of the year I am looking forward to spending more time with my fellow participants, people that I would never have crossed paths with if not for this program, partaking in our leadership and knowledge gaining journey together.

Coming to an end, I feel extremely satisfied yet slightly disappointed that we are finishing especially due to Covid-19 circumstances and the challenges that it brought with it. However, I am so thankful for the quality genuine speakers, skills sessions and social times that we have shared and will continue to as we get back to a new normal. The most rewarding thing for me in this entire experience is the people I have met and the networks I have made that I will now have forever.



## Elita Briggs

**Land Use Planning Team Leader  
EPA Victoria**

Glenrowan  
Sponsor: EPA Victoria

I remember saying to my Manager at the outset of this course that I want to be more deliberate in my leadership. I hoped to learn more about myself as a person and a leader, and become more conscious about my words and actions. I was excited about the opportunity to reflect, and understand how others see and interact with me. Equally, this was the bit that I was most nervous about, what others would think of me.

At the mid-way point there was so much content to process, along with new relationships, and this feeling I needed to do something meaningful with what I was learning, which was overwhelming. When the program and work were adjusted to respond to Covid-19, I felt a huge sense of relief. I was better able to process the AVCLP content and apply the learnings. My key learning is that I need space and time to process new information and pick the bits that personally motivate me.

The most significant change is how I view myself as a leader in my organisation. I am much more aware of the impact I can have with actions and words. I see my emotions and vulnerability as a strength, and I am willing to share them with others. The Johari's Window model was pivotal in my learning. Finding time to meaningfully connect with people was a challenge. The days were full of bursting with new information that took most of my attention.



## Jaclyn Broughton

**Generalist Teacher  
The School for Student Leadership**

Freeburgh  
Sponsor: The School for Student Leadership

At the beginning of the program I was excited that I was selected to represent my school. I had little confidence and was unsure if I would measure up to the standard of other participants, as it is a highly recognised course. Opening Retreat was great, I had a wonderful time getting to know everyone. It was challenging when groups were being formed and I was quick to make judgements about some people and I wondered how we'd get along.

At the midpoint the most challenging aspect of the program was balancing what life throws at you. My husband had unexpected brain surgery and we had to evacuate from the fires. My key learning has been the meaning of leadership. I thought that leadership was about being in a position, rather than the action you take. I have learnt that leaders are genuine, passionate about making change and it is the small doings that make the biggest impact.

The most significant growth I have noticed has been my confidence. My ability to stand up in front of people and speak has improved greatly. The most rewarding part of the program was completing my About Me presentation. Coming to an end, I have thoughts about improving the Freeburgh community hall as well as joining the leadership team at work. The skills I have gained, and the networks made will be very helpful in the future.



## Thomas Carberry

**Statutory Planning Officer  
North East Catchment Management Authority (NECMA)**

Albury  
Sponsor: North East Catchment Management Authority

I distinctly remember the nervousness of stepping into the room for the first time at our Opening Retreat. What I did not realise was the full breadth of experience and knowledge of my fellow program participants and the value they would bring to the course. A room full of strangers quickly became a room full of friends. For me AVCLP was about growth, both in my ability to address issues important to me, but also in my own leadership style.

AVCLP has the ability to identify and build on both your strengths and weaknesses through a series of in-depth skills and program days, supported by subject matter experts and professionals. It isn't possible to identify at least one session where I didn't take away a single learning. This has allowed me the time to refocus on what is important, what I want to achieve, and how to do that.

It's true that confidence cannot be taught but is rather the outcome of combined life experiences and learning to be comfortable with the unfamiliar. One of the most rewarding things from the program was the experience of being challenged or forced to think on the spot, which ultimately built on my existing knowledge and skill set. As a result of AVCLP, I realise that my contribution to and input into addressing issues important to me is both valued and makes a difference.



## Anita Chennell

**Program Leader – Community Programs**  
**The Centre, Wangaratta**

Norong

Sponsor: June Canavan Foundation

Having returned to full time work in April 2019, after 8 years absence from professional employment, I saw the AVCLP as a fantastic opportunity to refresh my knowledge and confidence in leadership. In addition, having not worked professionally in the North East, I thought it would be a great way to meet new people and make new networks. I was over-the-moon when offered a position and the June Canavan Foundation scholarship.

The year has been personally challenging with returning to the workforce and adapting to new work environments and leadership roles. The connections and networks I have made in the AVCLP brother/sisterhood, have made the journey easier knowing they have my back and I am not alone. I feel a lot more connected to the region and understand the area and individuals better.

The AVCLP has had significant changes on me. I have developed supportive networks and friendships both personally and professionally. I have greater understanding and insight and the region doesn't feel so big and unknown. I have regained confidence in myself and my abilities. I have greater understanding of myself and my values and as a result, have a new exciting role.



## Valissa Clarke

**Project Officer**  
**GOTAFE**

Benalla

Sponsor: GOTAFE

Leading up to, and during the Opening Retreat, I think I experienced the full gamut of human emotions. I was so excited at how fortunate I was to have been accepted into the program, and also nervous and anxious about meeting so many new people. At the end of the Retreat, aside from being emotionally and mentally exhausted, I was enthusiastic, motivated, and thrilled for the year ahead and what I could learn.

It has been everything I could have hoped for. I have met community leaders who have inspired me to new thinking. I have taken away so much learning to implement, both personally and professionally. I think the most valuable key learning has been the idea of formal self-reflection. A daily reflection is something I have been doing since the Opening Retreat, and I am learning so much about the way I live my life and do my work.

What I didn't expect from the Program was to suddenly have a support group of 27 people. Each of the participants have had something wonderful to bring to the table and have done so willingly. I have learned as much from each of them as I have from our presenters. Ongoing, I hope to use the learning I have gained in the community programs I am currently involved in, but I also hope to expand my community work into new areas.



## Tricia Crockett

**Retail Sales**  
**Ciccones IGA Tallangatta**

Tallangatta

Sponsor: Upper Murray Development Board

I hadn't previously heard of AVCLP until a customer came into my workplace who had recently completed the program. She highly recommended the program to me, as she had seen my picture in the local paper in regards to some community projects that I'm involved with and believed that it would benefit both myself and the organisations I volunteer with. I was excited to be learning different leadership styles and how to promote ways that people can become involved in community projects and promote our township.

Opening Retreat really opened my eyes to many different types of leadership styles, how to utilize different personality types, and how to develop my own leadership skills in a positive way. Although at times I lacked a lot of confidence in my own abilities and skills, I was continually amazed by the encouragement and support from other participants and the AVCLP team.

The program days have been enlightening, inspirational and encouraging. It's been so motivating to keep learning and aspiring to become a better leader and to have a stronger voice for our community projects. The network of contacts and friendships that you build with committed, strong and like-minded people during the program never ceases to amaze.





## Jane Diplock

**Family Services and Partnerships  
Coordinator  
Mansfield Shire Council**

Mansfield  
Sponsor: Mansfield Shire Council

On arrival at the Opening Retreat I had feelings of excitement and what the transformation of me was going to look like. I felt so privileged and honoured to have the opportunity to take the AVCLP journey, which in turn meant I was ready to soak up all of the information and experiences provided to us. Opening Retreat was such a welcoming and inclusive experience for everyone as well as being daunting and super exciting!

Reflecting on the first half of the program has enabled me to again be grateful for the experience of AVCLP. To have the opportunity of exposure to so many presentations and presenters from the North East of Victoria has been remarkable. I have taken away so many key learnings and personal growth over the six months, with the most significant impact of reinforcing my own sense of strength, working to enhance my strength and acknowledging weaknesses without the weakness overpowering me.

The conclusion of the program fills me with sadness and a wish to start all over again. The subtle changes within myself fill me with joy and contentment as I plan for new journeys. I am now working toward a career change which does not intimidate me as it would have prior to AVCLP. The most rewarding part of AVCLP has been the opportunity to engage with such professional people and diverse communities in this glorious part of our world.



## Alyce Fisher

**Executive Director  
Murray Arts Inc**

East Albury  
Sponsor: Hugh Williamson Foundation

In the months leading up to finding out that I had been accepted into AVCLP, I had experienced a lot of rejection in my personal and professional life. When I got the call from Karlie to say that I had been offered a place and the Hugh Williamson Scholarship, I was so elated to have a such a positive win. Opening Retreat was an awesome experience to begin connecting with so many new people.

AVCLP has helped me to realise that I was already in a significant leadership role in the local Creative Industries, helping me to identify and comprehend my leadership style and has also made me reflect if this level of responsibility and pressure is something that I want. The intense reflection that the program encourages has been really challenging and at times draining. Connecting with others in the program has been awesome, easily the best element.

The plan is in October to welcome my first child and then to commence navigating the world of maternity leave and how to return to work. The pressures of leading a small NFP arts organisation, especially during a global pandemic, has been very overwhelming. AVCLP is making me question what I want my personal and professional life to look like and honestly, I am still trying to figure it all out.

You have to  
unlearn to learn

Indi Clarke,  
Koori Youth Council



## Julie Hancock

**Clinical Nurse Consultant Oncology  
Northeast Health Wangaratta**

Wangaratta

Sponsor: Northeast Health Wangaratta

AVCLP has opened my eyes to the many and varied organisations within the region and the passionate, dedicated individuals, achieving extraordinary things for the betterment of our community and environment. Participation in the program has given me the opportunity to reflect on what I can bring to a team. The exposure to many different types of leaders has allowed me to reflect and gain confidence in my own leadership style. I have felt fortunate to connect with my fellow participants, for whom I've gained enormous respect and with whom I've built a strong network. They have been supportive and encouraging, providing a safe environment in which to step out of my comfort zone.

Whilst the challenges of 2020 have interrupted the original course of the program, we have experienced, first hand, adaptive leadership in action, allowing us to complete the year.

I look forward to applying the experiences, tools and learnings in both my professional and personal life to help bring about positive change for individuals, the community and the environment.

AVCLP has allowed me to identify which areas of the community I'd like to become actively involved in, and has given me the confidence to take on the challenge. I also plan to continue advocating for equity of access to public cancer services within our community, something which I am passionate about.



## Monique Hillenaar

**Projects and Recreation Officer  
Rural City of Wangaratta**

Wangaratta

Sponsor: Rural City of Wangaratta

Coming into the program, I hadn't thought a great deal into it and the impact it may have on me. The Opening Retreat exceeded my expectations and made me realise the personal gain I may get from the program, not just professional. I felt very excited about the year ahead and committed to learning and absorbing as much information as possible, realising that it really was a privilege to be a part of AVCLP.

I started to realise the impact I could have if I had the courage to speak up and challenge ideas. I discovered many reminders of leadership qualities and recognised some of the qualities I already hold. I also started to understand where my passions lie and where I want to make an impact. Everyone in the group has had high levels of energy which has been really uplifting and allows us to make the most of the program days.

My perspective on leadership and characteristics which define a good leader have come to the forefront in my professional and personal life. I have learnt to trust my values and stay true to them. I am still learning to be a good listener, to speak up and to be vulnerable. I look forward to continuing my work with the community and practicing good leadership and followership in everything that I do and believe in.

Think two  
moves ahead  
of where you  
want to be

Lord Mayor  
Sally Capp,  
Melbourne City  
Council



## David Hume

**Technical Officer  
Mansfield Shire Council**

Mansfield  
Sponsor: Mansfield Shire Council

The prospect of participating in AVCLP 2020 generated feelings of excitement, insecurity, and vulnerability, but above all, eager anticipation for what lay ahead. The Opening Retreat validated all of those emotions, however, provided reassurance and optimism that the journey would prove challenging, rewarding and potentially life changing. It was clear from the outset that it was a professional and well-structured educational program.

The program has given me a greater understanding of leadership and demonstrated how current leadership concepts continue to evolve. It has improved my understanding of interpersonal communication, emotional intelligence, and provided valuable and practical tools for self-reflection and awareness. For the remainder of the program I look forward to connections with program participants through 'in person' meetings rather than online. I feel our inter-connectedness as a group has had less opportunity to mature due to impacts of Covid-19.

I have felt a strong sense of personal growth throughout the program and have observed significant changes. One of the key learnings has been the observation that most people have the same fears, inhibitions, and self-doubt as you may have felt about yourself. Ultimately, we are all very much alike. For me AVCLP is as much a life experience and personal development course as it is a leadership program.



## Jillian James

**Event Manager  
Cofield Wines Wahgunyah**

Corowa  
Sponsor: Winemakers of Rutherglen

I had only learnt about AVCLP a short time before I applied, accepted and started.

An Alumni from a previous year told me about the program, which inspired me to apply. I had been through a significant family trauma 6 months before and I needed something to sink my teeth into. I was ready for personal growth, to extend my knowledge and networks. The Opening Retreat was a fantastic introduction to what was to come! Unlocking your potential...

Throughout the program I have forged great friendships, often with people that I wouldn't usually have met. The "About Me's" have been amazing, everybody has a story! I found the preparation for my presentation to be soul searching, and reflective.

We have heard from speakers that have so much knowledge and passion in their field. I find this truly inspiring to learn why they ended up where they currently are. These networks will be invaluable in the future.

I'm looking forward to continuing to put myself outside my comfort zone and utilise my newly developed leadership and networking skills within the community.

My confidence in my own abilities and leadership style has grown to better equip me in the future.

I am looking forward to maintaining the friendships I have formed over the program.



## Diarmuid Kelly

**Partnerships Manager  
DELWP**

Beechworth  
Sponsor: DELWP

What attracted me to AVCLP was the opportunity to grow a network of trusted friends and community leaders in the region. I was very excited but also quite nervous heading into Opening Retreat, knowing I was committing a lot of time and my trust with a group of people I had never met before. When I look back on the Opening Retreat group photo it blows me away by how connected I now am with this "group of strangers"!

I started to develop a deep understanding of the assets and strengths the region has, as well as the complex issues that is faces. I was developing a much better understanding of my own leadership style, and crucially I was building confidence on becoming the leader that I wanted to be. At this stage whilst I had made great connections there were some people in the cohort I didn't know as well and was keen to ensure I did in the second half of the program.

I've realised that I'm truly passionate about community outcomes and want to be part of creating a resilient region in the future. The most rewarding thing for me has been building strong connections with the group and with presenters throughout the program as I know this will help me work at delivering real community impact into the future. I'm taking on a new senior role with Bushfire Recovery Victoria, which I probably wouldn't, had I not done AVCLP.

When I started the program I was hoping it would provide me with the answers to all of my questions, what I discovered was that they were all within me already.

Shane Tomkins 2019-2020  
Participant



## Miriam McGowan

**Director  
North East Catchment Management  
Authority (NECMA)**

Castle Creek  
Sponsors: NECMA & Susan Benedyka

Having heard so much about the positive impact the AVCLP has had in our local communities I was very excited to join the largest AVCLP group. As we heard about the record number of applicants and started to meet the interesting participants, I felt very fortunate to be in the group. At the Opening Retreat I particularly liked the mix of social networking and challenging activities, with the encouragement to aim for the highest standards in leadership from the very beginning of our course.

While the skills days have been very useful and practical and the invited speakers were wise and inspirational, much of my learning has come through the other participants. The "About Me" sessions are gold. Learning about others personal life stories and their brave and courageous responses, emphasised the importance and support of community. Advice from speakers on the importance of a leader acknowledging vulnerability was worthwhile and has also been illustrated through effective leadership in the fires and Covid-19.

Participating in AVCLP during the bush fires and Covid-19 has been challenging, particularly moving to the online format and not being able to interact in person with fellow participants. An advantage has been a longer program, adapting to online delivery. It has been a privilege to hear about community and personal experiences during the bush fires and Covid-19. This wide network of contacts has helped me have a deeper understanding of our region.



## Bobbi McKibbin

**Business & Community Engagement  
Manager/Director  
Solar Integrity**

Wodonga  
Sponsor: Telstra Country Wide

Coming into the program I was so excited to be doing something for me, outside of my work/industry. Excited to be meeting new people and learning about regional topics, in ways that you wouldn't normally do so. I loved the prospect of self-awareness and growth. At Opening Retreat, I was outside of my comfort zone, but after that, I just wanted to get on with it and get stuck into the experience.

I wanted to get out of this program mindfulness, self-awareness and learn how to be effective. The program has provided tools to utilise personally and professionally which I love. At Mid-year retreat I was feeling unsettled, wondering if I was the right fit for the program. With friendships I made, I settled quickly and was looking forward to the second half. I also learnt that this program wasn't about taking more on, it was about how to be more effective.

To say we had an eventful year would be an understatement. The bushfires gave great insight into community resilience and recovery. Covid-19 has prolonged our program, but we have learnt other skills as we adapted to the online world.

As hard as the year has been, we have all gained a lot more than we ever expected, had these events not occurred. We lived and breathed it and were able to practice our learnings. I have learnt to live my life not just with purpose but ON purpose.





## Glenn Mercer

**Volunteer Support Officer  
Volunteer Fire Brigades Victoria**

Milawa

Sponsor: Country Fire Authority

I had been recommended to undertake a Community Leadership Program some years ago, however, I had not been able to due to a number of factors. With the opportunity arising again I was very enthusiastic to be able to participate in AVCLP. Gaining an insight into the region and make new connections were a priority for me. Opening Retreat was amazing, the connections and hearing experiences was a great start to the program.

Every day of the program has opened up new ideas and given me a greater insight into the diversity of not only our region, but, also guest speakers and my fellow participants. AVCLP is inspiring, giving me connections that will assist me in my career and community and the ability to deal with issues and promote initiatives. I have so much more to learn from individuals and I look forward to maintaining and growing that connection.

The connections that I have made is something I truly value. Each person has something unique to offer. I have noticed our group growing together, sharing challenges and helping each other out, we started with 28 participants and we will end with 28 participants! I will use my learnings into the future to research how we can have more resilient communities when it comes to emergencies and how we better prepare and develop our youth.



## Brett Mugridge

**Associate Civil Engineer  
Spiire**

Albury

Sponsor: Spiire

Commencing AVCLP I was particularly excited about the opportunity to learn in an environment that was very different to my workplace. I had heard lots of good things about the program from former participants and I saw this as a really good opportunity to improve on some of the soft skills that I had previously neglected. The Opening Retreat was certainly an eye opener and I was surprised to see just how diverse a group there was.

The program has really helped me challenge my perspective on a range of issues and open my eyes to new ideas. The varied topics covered included plenty that I had not put much thought into previously, and seeing different passions come to life within our cohort was truly inspiring. Being exposed to such an elite group of presenters throughout the year has encouraged me to self-reflect and delve into my own values and aspirations.

Throughout the year the program has helped achieve the two goals I'd set: improve my public speaking and help to grow a network within North East Victoria. More importantly, it has improved my emotional intelligence and helped me to define my priorities and goals. The excitement now is to see where these enhanced attributes and skills take me; to make sure I take advantage of the opportunity I've been provided with.



## Jack Nelson

**Small business Owner  
Beechworth Massage**

Beechworth

Sponsor: Into Our Hands Foundation

At the beginning of the program I was busy with work, family and community commitments. To use an analogy, "I was pushing the pedals hard and fast, but my bike wasn't moving very far. I was going around in circles and my balance was wonky". I felt nervous at the Opening Retreat. I was excited at the prospect of learning the "secrets of being a leader" and felt like there was some secret "leaders' handshake" I was going to learn.

By the middle of the program I had learnt that I needed to take care of myself as the number one priority. I had made some good friends and valuable connections and gained some great insights from presenters and other AVCLP participants. The importance of vulnerability and honesty in leadership were two commonly presented themes that surprised me. And, presenting my "About Me" was an equally tough and rewarding process, providing some extremely valuable learning and self-discovery.

I feel I have more clarity and am better guided by my values while being less distracted by "white noise", and balance within my own life has become more of a focus. The program helped me to realise that I am already a leader within my community and provided me with tools and networks to be more effective. This has been massive for me and undoubtedly will provide personal and ultimately community benefit in the future.



## Amy Northwood

**Teacher**  
**Outdoor School 15 Mile Creek**

Cheshunt

Sponsor: Outdoor School 15 Mile Creek

Before AVCLP I was excited to connect with diverse leaders but also nervous about meeting such a diverse group of people, especially being one of the younger, less experienced. During Opening Retreat my nerves subsided as I began to make strong connections and got a really positive feeling from the group as a whole. I found the temperaments activity valuable and also challenging, when people felt left out of leadership teams during the process.

AVCLP has had a strong impact on my reflective practices, with an increase in self-awareness, understanding my own and other's temperaments and developing skills in active listening and communication. Professionally and in my community I value modelling leadership, as it is more about behaviour than position. The About Me presentations highlighted that everyone has a story and when interacting with community members I now aim to do so with compassion, respect and an understanding of my own unconscious bias.

Although I am sad to see AVCLP coming to an end, I have gained major learning and growth throughout the program. On reflection I have implemented many learnings from AVCLP into my local community role. I have learnt the biggest drive and passion for change comes from community. I hope to assist individuals, community and businesses move towards renewable energy and to mitigate against climate change for future generations.



## Bronwyn Parker

**Facilities Officer and Tourism Marketing Officer**  
**Alpine Shire Council**

Bright

Sponsor: Alpine Shire Council

At the beginning of AVCLP I had a desire to learn more about the region I live in, develop my skillset and broaden my networks. I was excited about joining AVCLP. I was impressed by the calibre of guest speakers, our facilitator, our cohort at Opening Retreat and eagerly anticipated the year to come. I felt out of my comfort zone, but keen to further develop my skills and confidence for both professional and personal gain.

By Mid-Year I had a deeper understanding of myself and others and a greater self confidence in my abilities, which enabled me to improve relationships with those around me. I had started to develop a network of peers that I would not otherwise have had the opportunity to access and draw upon them for advice. Incorporating some of the key learnings from listening to regional leaders has helped me develop professionally and personally.

During the program I developed the confidence to accept greater challenges and responsibly within my life. I often draw on my learnings and skills from AVCLP to help me in a community leadership position within Council. I look forward to utilising my professional development and learned skills to inspire and lead my communities towards positive change. I am looking forward to continuing my relationships with people that I share common values into the future.



## Laura Sutherland

**Physiotherapist**  
**Align Work Health**

Tallandoon

Sponsor: The Gardiner Dairy Foundation

Eight weeks before the program started, I had my second baby. I was challenged but also excited to be selected into a program that people say "changed their life". I wanted to learn about the region I live in and excited about the opportunity to develop my skills. The content of Opening Retreat was generally what I expected; however, I was blown away by the other participants. The diversity in age, temperament, beliefs, occupations, and life experience was exceptional.

On program days our excellent speakers shared such diverse, yet relatable stories. These were complemented by skills days which I soon came to realise were little nuggets of leadership gold as they fine-tuned our skills in communication, time management, networking and public speaking. Leadership is everywhere and being exposed to different leadership styles throughout the course has assisted me to understand what makes a good leader. I hope to adopt some of these techniques in the future.

I like being involved in community but had previously felt overwhelmed with my lack of knowledge or skills. Reflecting on the past 12 months I believe it is my self-belief, ability to problem solve and networking that has developed most. This has given me more confidence to tackle volunteering roles. Being exposed to our region in-depth, meeting key leaders and creating friendships and networks with the other participants has been truly rewarding and special.



## Craig Thorp

**Owner and Operator  
W & C Beef Enterprise**

Moyhu

Sponsor: Country Fire Authority

I thought the AVCLP would be a fantastic vehicle to truly immerse myself in the challenges, opportunities and people of my community. At first it was a little daunting, I wasn't sure if others had extensive networks and I would be the odd one out. At the Opening Retreat it became apparent that not only were the other participants and the course leaders really friendly but we were all there to learn and develop as well. I am very fortunate to have been selected.

My biggest surprise was the quality of the guest speakers, they were at the very top of their chosen fields, with an undeniable expertise in how they apply to our region. Suddenly, I was exposed to challenges and opportunities of our region that I never knew existed. This challenged my ideas of what will be important into the future. At this point, I revelled in the camaraderie of the course participants and site visits to come.

I find myself infinitely better connected to our region, with a depth of understanding that may have taken years to develop. I am also much better equipped to consider the diversity of opinion that exists in our community. At the end of the course I am finding it a bit like a good book, I want to get to end but don't want the experience to finish. I am grateful to the CFA for sponsoring me and to the other course participants who made the experience so rich.



## Shane Tomkins

**Registered Nurse  
Albury Wodonga Health**

Wangaratta

Sponsor: Susan Benedyka

Excited yet apprehensive. At the beginning of the program, I was excited to find out how to become a leader. I was apprehensive about meeting new people, but I was ready to learn all that I could about leadership, about myself and others.

I was so exhausted after the Opening Retreat. There were so many interactions with a lot of participants. As an introvert I felt very overwhelmed. I was looking forward to feeling more comfortable with everyone as the program unfolded.

My key learnings to date have been that a leader takes a keen interest in other people and they make sure that they recognise each team member. A leader does not have to know everything or have all the answers. A leader does not have to lead from a position of authority. A leader can lead from any position in an organisation or team. The workload and time required has been the biggest challenge.

I have learnt that I am capable of much more than I believed. I do have the ability to create positive change and to change things in my professional and personal life. I feel privileged that we can spend more time together as a group due to Covid-19. I do have some plans to utilise what I have learnt during the program and to create an organisation that I can be proud of.

inspiring



## Suzanne Vilé

**Client Services Manager  
Providing All Living Supports  
(PALS Inc)**

Wangaratta  
Sponsor: PALS Inc

I commenced the program feeling excited about meeting some new people and learning about North East Victoria. I was open to new learning opportunities but also unsure whether I would be accepted within the group. I left the Opening Retreat knowing I had identified some people who I wanted to get to know more.

The calibre of the speakers inspired me, each gave of themselves, both professionally and personally. The course confirmed my understanding that leaders do not fit a 'one-sized fits all model'; we can all be leaders. The topic of followership resonated strongly with me and I kept coming back to it throughout the course. At this time, I reached out to some of the speakers to explore ways to connect to community issues of interest to me.

The course has allowed me to get to know 27 inspiring individuals. It is evident that we all have a compelling 'back story' and this has shaped each of us in different ways and given us a unique leadership style.

I feel enriched by the AVCLP experience, the people I have met, and the local knowledge I have gained. I have a clearer idea about how to contribute to my community and organisation.



## Timothy Wallis

**Outdoor Engagement Officer  
Junction Support Services**

Albury  
Sponsor: AVCLP Alumni Scholarship

Before the program I was mostly nervous. I was unsure of myself and whether I deserved to be part of the program. I was also excited though as I had heard amazing things about the program and was really looking forward to furthering my understanding of leadership and how to apply this in the context of our local region. Unfortunately, on Opening Retreat, I contracted influenza and my weekend was cut short.

From the first half of the year, probably the key thing I took away from the program was confidence in myself. The content and the learnings challenged me to re-think the way that I value myself and to step outside of my usual comfort zone more. The more I reflect, this is something I encourage of those I've worked with but don't do enough of myself. I loved the support I found from those doing the program with me.

I've loved hearing the leadership journeys of the amazing presenters and learning from their experience. It's been really valuable to see their professional vulnerability and examples of how to engage the community for positive change. Coming to the end of our program has been challenging. Covid-19 forced our program online and I've felt the disconnect between myself and my fellow participants. I have realised the strength of the relationships we formed and how much I value the insights and support from everyone.



## Rachel Wolfe

**Clinical Nurse Consultant (Education)  
Mansfield District Hospital**

Mansfield  
Sponsor: Mansfield and District  
Community Bank

I was unclear about what to expect from the program and what it would mean for me, especially being so new to the region. Now nearing the end, I can wholeheartedly agree with Alumni regarding their comments about the benefits, the learnings and the friendships and networks that get created through AVCLP. The diversity, inspiration and encouragement from within the group was going to make for an exciting, motivating and challenging program.

I have gained an understanding of and appreciation for the unique advantages and challenges faced by our beautiful and diverse region (even before the Bushfires and Covid-19). I have a deeper appreciation for the amazing leaders I have had access to throughout my life. I am developing more confidence in my personal leadership approach, being exposed to new ideas, skills and avenues for action within my community. I have made some amazing connections with wonderful people.

The program has provided time for reflection, and opportunities I would otherwise never have had. It has inspired and encouraged me to explore and learn outside my usual 'sphere' and provided an amazing insight into what my community and region has to offer. I feel activated and empowered to make a difference. I look forward to opportunities to further develop and apply the knowledge gained to mobilise networks and hopefully influence positive change.



# 2019 - 2020 AVCLP Graduates



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



AVCL

# Forums & Workshops



AVCL is involved in a range of forums and workshops each year, depending on the emerging needs.

We continue to work with the community to develop training programs to engage, inform and strengthen leadership capacity at the ground level across the North East of Victoria.

## Bushfire Forum: Leadership in action

As bushfires ravaged our region, it became apparent that many people were involved with recovery efforts as 'accidental leaders'. Some were part of agencies or community groups - those who others seek out for information and advice, and who found themselves in co-ordination and connection roles.

AVCL staff and Alumni partnered with Susan Bedyka in running a highly successful oversubscribed one-day bushfire forum, *Our Community Supporting Recovery*, designed to respond to the needs of on-ground community leaders.

The forum, on February 23, 2020, at the Kerferd Conference Centre in Beechworth, had three key elements:

- Communication between community, government and partners

- Building the capacity of community leaders and representatives of community organisations involved in recovery activities

- Training on a range of relevant topics

The event, facilitated by Cath Botta, attracted more than 170 participants and Government and non-government agencies set up information booths.

## Key speakers included:

Ken Lay AO APM, Chair Bushfire Recovery Victoria

Pat McNamara, the head of the Victorian Bushfire Appeal Fund

Member for Indi Dr Helen Haines

Disaster recovery expert Jodie Wills from New Zealand

Dr Rob Gordon, psychologist, who was involved in the recovery process after the 2009 Black Saturday fire

Anne Leadbeater, a community recovery expert, also involved in the recovery process after the 2009 fires

Malcolm Hackett, from the Strathewen community bushfire recovery committee

Jill Hanlon, Social Works.

The event was livestreamed with 411 views throughout the day from locals and those further afield.

## Follow up session

A follow up session was held online on 21 June with 45 people online to hear the latest information on recovery work from the CEO of Bushfire Recovery Victoria, Lee Miezi, and key facilitators Paul Ryan from the Australian Resilience Centre and Jolie Wills, a recovery expert from New Zealand.

Participants reported that commitment to working with bushfire communities remained strong despite Covid-19 impacts. There had been better engagement with agencies, Government funded initiatives, funding for regional arts initiatives and further resilience work over, continued work on opening roads, fencing, biodiversity and other repair work.

## Connect Benalla

Important work is being done to assist Benalla community members and service providers to support people who have been impacted by suicide.

The Murray PHN (Primary Health Network) was funded to conduct a place-based suicide prevention trial in Benalla. The trial is one approach of the Victorian suicide prevention framework 2016-2025 aimed at halving the state's suicide rate by 2025. When the trial concluded, the Benalla Community Suicide Prevention Steering Group was formed to continue the work.

AVCL was asked by Murray PHN to conduct leadership training sessions for members of the Steering Group and other community members as an important part of that continuing work. The ultimate aim of the Connect Benalla leadership training was to assist participants to develop their leadership skills, wellbeing strategies and their community network to maintain suicide prevention initiatives. These workshops were fully funded and free for the community.

The nature and content of the program delivery was impacted by the onset of the Covid-19 pandemic. This meant that after the second of five workshops that were conducted face-to-face, the remainder had to be delivered online.

AVCL facilitators worked with the Murray PHN Suicide Prevention Co-Ordinator to re-package the training material for online delivery and the project was completed in early June.

## Pitch Up Wangaratta

In 2018 AVCL ran a targeted Leadership Program in partnership with Gateway Health for members and supporters of the LGBTIQ+ community in the region. This was a first for Victoria.

The response was overwhelmingly positive, and a follow up session was held early in 2019. This led to the realization that more could and should be done to provide an enhanced range of relevant skills to this community.



Pitch Up Wangaratta was a unique event held in November 2019. Run by The Funding Network in conjunction with the Into Our Hands Foundation, advocates for projects did a pitch to community representatives who were then asked to contribute financially to the projects. The Funding Network provided a base amount of \$10,000 for each of the three projects.

In AVCL's case, our Annual Program Co-ordinator Karlie Langdon delivered a powerful speech which resulted in \$23,000 being raised for an enhanced leadership training program for the LGBTIQ+ community in the Wangaratta region.

We are looking forward to building on our successful earlier programs and consolidating resilience, self-determination and leadership practices into the next LGBTIQ+ leadership program for the Wangaratta community early in 2021.

## 2019 North East Community Engagement Forum

AVCL were invited along to contribute to the 2019 North East Community Engagement Forum in Wangaratta for over 100 SES and CFA volunteers.

AVCL's Karlie Langdon hosted an interactive Public Speaking session that was a mix of public speaking tips and tricks and a chance to practice skills in a supportive large group environment. The session covered a range of speaking situations and how to talk 1 on 1, 1 to a few or 1 to many and sharing strategies on how to deal with difficult, aggressive or challenging conversations.

The forum also included various presentations and interactive workshops.



**Alpine Valleys Community Leadership offers tailored training solutions for community organisations, businesses, boards and committees.**

**We welcome approaches from community groups that would like to work with us, to develop training that addresses leadership capacity building within their organisations.**



# Leadership Through Crisis

Our Annual Program prepares graduates with a range of important skills, which became essential over the course of 2020. Our Alumni share some of their stories of leading through crisis.

This year has brought about some of the most unique and challenging conditions we have ever faced.

Bushfires and Covid-19, compounded by long standing drought in some regions, has forced us to adapt on all fronts: within our homes, our businesses, our communities.

In these uncertain times, we look at others and within ourselves for leadership, stability and sometimes a little bit of gusto, to take us to the other side.



Connect with us on  
Facebook  
@Alpine Valleys  
Community Leadership

## Will Bailey

**Forest Management and Rooding Officer,  
Goulburn District, Hume Region**

**Department of Environment, Land, Water  
and Planning**

For most of the summer of 2019-2020, I worked away from home as a Plant Operations Manager on the campaign fires of the Upper Murray District. This involved the oversight of contracted plant engaged to help with efforts to contain and control the fire spread. It is an operational role that ensures heavy plant is fit for purpose, appropriately tasked and supervised.

I was deployed when fire impacted the Towong community. Together with another Plant Operations Manager, we were able to defend most of the township through the mobilisation of heavy plant and water resources. Towards the end of the shift we identified an issue where most of the town's water supplies had been significantly depleted, leaving homes without potable water and cut off due to the road closures. Whilst not typically the role of the Plant Operations team, we accepted the responsibility of organising bulk water carts and necessary approvals by the Incident Controller to replenish water to the community and were able to deliver water urgently to those most in need. Working in emergency management has many stressful moments, however leading a team intent on giving back to the community when they need it most, makes it all worth enduring through difficult times.

## Faith Damm

**Volunteer Coordinator, Man from Snowy  
River Bush Festival**

2020 has thrown us many challenges testing our ability to adapt and thrive, whilst learning how to overcome numerous hurdles despite what often looked like overwhelming odds. Upper Murray's devastating bushfires will never be forgotten; and then came Covid-19. I was exhausted, as was my community, but I felt drawn to step up and do what was within my power to ease a way forward.

I began creating opportunities, starting conversations, and inspiring people around me with my energy, enthusiasm, empathy, understanding and a will to get things done. I organised a fully funded post-fire function bringing my community together to reconnect, using the opportunity to discover their recovery priorities. I instigated networking opportunities and together with Rebuild Upper Murray, brought representatives from each Upper Murray community together to share, learn and advocate for community-led recovery. This collaboration gave us a stronger voice on common issues shared across communities. This network was featured on The Barefoot Investor's "Road to Recovery" documentary on Foxtel earlier this year. I joined the Upper Murray Bushfire Recovery Committee and established the Biggara Valley Community Recovery Committee to maximise funding opportunities, local government and Bushfire Recovery Victoria support.



I am grant writing and striving to deliver upon the priorities of my community, with successful outcomes and working alongside representatives from Deloitte and BizRebuild in strengthening our capacity to succeed.

On a professional level I continue to support my client, the Man from Snowy River Bush Festival, in building capacity, identifying and implementing opportunities for improvement and sustainability, and sharing their story of impact and recovery efforts at guest speaking opportunities. I am actively working within grassroots communities, demonstrating compassion, empathy and sincerity in all conversations as it is vital to community-led recovery. It is a time for community leaders to rise and do all within their power to bring their communities together.

## Wayne Rotherham

### Jamieson General Store

In 2011 I retired from a 35-year policing career, buying the general store, which I operated for 6 years. Recently, I followed the call of the wild, adventuring through South East Asia for some time.

Upon my return, the small businesses within my community struggled through the bushfire crisis of summer 2019-2020, only to be met with the challenge of the Covid-19 pandemic. Our local café has closed, and other businesses struggle to open each day.

I, too, was facing business hardship, and the recent crises acted as a catalyst for change. As the banks in our nearest town closed, I seized upon the opportunity to develop a revised business plan to incorporate banking.

We have added an additional employee and reduced the hours of operation to ensure the changes are sustainable. We are receiving excellent feedback and the business is providing an important facility and social hub in the centre of town. It has taken a fair bit of time to re-train and learn the business,

especially the governance responsibilities. Leadership comes in many forms and these times call for a different way of thinking and acting.

In the words of Albert Schweitzer; "Example is not the main thing in influencing others. It is the only thing."

## Sergeant Liam McMahon

### Station Commander, Corryong

As the Officer in Charge of the Corryong Police Station during the bushfires of summer 2019-2020, my role was to provide leadership amongst the Emergency Services, recovery and rescue groups, and the broader community. The fire started on the 30th December 2019 and rolled into one big inferno, that took so much away from this tight community.

In response, the outpouring of support we received was amazing; we had over 30 police members per shift 24/7 for almost the entire month of January. We had police personnel come from all over the State to support us. Some of the members even chipped in after finishing their shifts and went out helping farmers clearing fence lines. Some of the main roles were evacuating residences, manning roadblocks, planning and logistics, checking on the welfare of the vulnerable, helping other agencies with numerous issues and much more.

I am proud to have led a team through one of the worst disasters our community has faced. On a personal level, I saw the devastation firsthand; it hit me hard, and at times I think about what we witnessed here. Whilst I have observed sadness and loss, I have also seen resilience, spirit and an overwhelming amount of respect and care for each other.

## Natalie Ajay

### Director of Communications and Engagement

#### GOTAFE

As the Director of Communications and Engagement with GOTAFE, it was vital to have strong and decisive leadership to ensure quick, responsive and helpful communication was disseminated to all our stakeholders during the Covid-19 pandemic.

Students, staff and industry contacts needed to know how GOTAFE was responding. We rapidly pivoted the business to ensure we could continue our usual courses (both online and on campus), in addition to being able to create opportunities for high demand skill areas and extend our support services, such as counselling, financial support, and career guidance, to the entire community.

Transparent, open and warm communication during a time of crisis was vitally important for GOTAFE's students and community. We were able to support hundreds of people through challenging times, open up re-skilling and training opportunities to those who lost work, and provide a safe place for those who needed it the most.

I am proud of what the GOTAFE family was able to achieve in such difficult circumstances, and we will continue to provide ongoing education and support to help the recovery of our regional communities. Education has never been more important, and having a team of visionary and positive leaders means GOTAFE can continue as an educator of choice for thousands of people in our region.

# AVCLP Honorary Graduate

## 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
- Contributed outstanding service to the Alpine Valleys Community Leadership Program

### **Susan Benedyka | 2019**

A long-time supporter who played an instrumental role in the Opening, Mid-Year and Final Retreats and the AVCL Board.

### **Barry Sullivan | 2017**

A Board member from 1999-2007. His presentations about leadership in business have left a positive lasting impression on our participants.

### **Graham Nickless | 2016**

Widely regarded as the catalyst for the creation of the AVCLP with his vision, strategic thinking, love of the region and persistent advocacy.

### **Anne Shaw | 2016**

AVCLP's Executive Officer from 2001-2008. Anne is recognised as an integral part of AVCLP's long-term success.

### **Martin Carlson OAM | 2015**

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

### **Nerida Kerr | 2014**

A founding Board member instrumental in developing the governance of the organisation, and seeking ongoing funding.

### **Neil Clydsdale | 2014**

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

### **Bernard Young | 2013**

Instrumental in successfully gaining funding and support for the Program to be able continue in its early years.

### **David Roff | 2012**

A Board member from 2003-2010, Chairing AVCLP from 2006-2010, David increased the Programs profile and sustainability.



If your actions  
inspire others  
to dream more,  
learn more,  
do more and  
become more,  
you are a leader.

Kim Scanlon, DELWP

inspiring  
tomorrow's  
leaders **today**



## AVCLP Alumni **Scholarship Fund**

The 2015-2016 AVCLP cohort wanted to make a difference and leave a legacy after their involvement in AVCLP. They wanted to give back to the community through the provision of a scholarship, for an aspiring leader in the following year's Alpine Valleys Community Leadership Program. They established the AVCLP Alumni 'Pay It Forward' Scholarship fund. The fund has now supported three graduates to complete the program.

As part of their skill development the 2019-2020 AVCLP group were set the task to develop a new fundraiser. The second Skills Day for the Program included a session on fundraising and brainstorming ideas.

The collective agreed on a wine drive where in teams they were responsible for purchasing wine, marketing, promotion, collecting orders, designing and labelling bottles and distributing to supporters. As well as wine they sold home-made goods and in total they raised over \$4,000 towards a scholarship for someone to participate in the AVCLP 2021.





## 2020 AVCLP AVCLP Alumni

The first Alpine Valleys Community Leadership Program was delivered during 1998-1999. Eighteen Annual Leadership Programs have been delivered, creating a strong network of 416 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 444 AVCLP Alumni.

### 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 Ressom  
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 Tatalaschwili  
Geoff Turnbull

### 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

### 2011

Luke Brock  
Leanne Bussell  
Ashley Campbell-Brown  
Kevin Cosgriff  
Karen Daghish  
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

### 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



## 2005

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Helen Al Helwani  
Janet Bell  
Andrew Briggs  
Erin Brooks  
Trish Curtis  
Graham Daghish  
Lauren Fearne  
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

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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

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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

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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

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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

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Mary Anderson  
Jenny Ashby  
Graeme Blake  
Gwenda Carty  
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

## 2015

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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

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

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

## 2018

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Judith Ahmat  
Natalie Ajay  
Aida Baharestani  
Tanille Bailey  
Maria Berry  
John Chanter  
Alice Colclough  
Lisa Dekeling  
Libby Dowling  
Sven Erikson  
Julia Fitz-Gerald  
Ashley Fitzpatrick  
Jane Gehrig  
Kelly Harwood  
Heidi Hodge  
Dave Jenson  
Kerryn Lee  
Kym Loechel  
Swathi Mahendran  
Celia Piesse  
Dan Purcell  
Emma Williamson  
Nicola Winter  
Kim Woosnam

## 2019

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Leon Carter  
Mal Clarke  
Shane Crispin  
Rebecca Damm  
Simon Eakin  
Sophie Enders  
Jodi Finlayson  
Lesley Forman  
Kerri Imlach  
Rupinder Kaur  
Jesse King  
Emma Knights  
Liam McMahon  
Jessica Oldmeadow  
Rachael Richards  
Rebecca Sacco  
Hayden Sharp  
Justine Shelton  
Francine Stacey  
Sue Thornton  
Patricia Van De  
Paverd  
Lucie Wallis  
Trish Winzer



Victorian Regional Community

## Leadership Programs

The Alpine Valleys Community Leadership Program is one of nine 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 nine 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 make a positive difference in their community



### WE INSPIRE CONFIDENCE

and optimism while generating sound outcomes for individuals and their communities



connection



## Looking Ahead

It is the duty of every wise person to seek people with potential and freely guide them on the path of wisdom. By doing so, the wise leaders of the future are born, and the world will have a chance to mend itself.

Leadership in

## Disaster Recovery and Resilience

**Now more than ever before, our region needs emerging and evolving leaders to step up and support their community as we all work through the impacts of the Coronavirus and the long recovery from the bushfires.**

In July, AVCL received funding for the specific purpose of delivering leadership training workshops to community leaders in fire-affected areas, working with trauma impacted communities and learning from other leaders who have experienced disasters.

The funding comes from the \$86 million Community Recovery Package announced by the Victorian and Commonwealth Governments under the jointly funded Disaster Recovery Funding Arrangements.

This program of leadership workshops will begin soon and is a stand-alone project with explicit parameters to equip emerging leaders with skills to work with communities that have experienced a disaster. AVCL will collaborate with the Gippsland Community Leadership Program on aspects of the training content and delivery.

A vital component of the project is establishing mentors for participants. Many of our AVCLP Alumni will be stepping forward. Experts in resilience and recovery will be called on to deliver some practical training and the overall project will be measured against respected learning and development and evaluation frameworks to determine what was learnt and how to embed that into ongoing community work.



# Alpine Valleys Community Leadership

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inspiring tomorrow's  
leaders **today**