

Year Book — 2022 —



Alpine Valleys
Community Leadership

inspiring tomorrow's leaders today



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Oh My Style
On Country Pathways
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Regional Change Agency
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The Big Issue
Tim McCurdy MP
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Towong Shire Council
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Wodonga City Council

2022

Welcome to AVCL

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In 2022, AVCL has delivered over 882 person days (number of days per individual participants) of community leadership development, in our Ovens Murray region and in the border region of NSW, with 153 participants across a total of 9 leadership programs and workshops in governance, mentoring and community project management. AVCL has had a big year as we emerge from the pandemic and look to the future.

Throughout 2022, our Board, staff, Annual Program cohort, and participants of our short programs and workshops have demonstrated flexibility, collaboration, innovation and reflection. Together we have all practised what we teach – leadership.

AVCL now has over 480 Annual Program Alumni 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. This year we surveyed our alumni to understand and build a picture of the impact of their leadership contributions in their own communities and their workplaces, to develop an impact report. We are always delighted to hear of the ripple effects of building leadership capacity; how investment in a person's development generates outcomes in their community. We look forward to being able to showcase the findings of this report at an event in 2023.

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.

Behind the scenes, the AVCL Board continues to ensure the organisation is well governed, with a new strategic plan in place for future sustainability and increased impact with the resources we have available. AVCL has completed a legal transition from an incorporated association to a Community Fund with full DGR status. I wish to thank every one of the 9 voluntary board members for their contribution to the organisation. I am privileged to work with you all to translate your vision into new leadership programs for new cohorts, such as the Fischer Community Leadership Program which we piloted this year in Greater Hume Council. Many thanks to the wonderful AVCL team of staff and contractors who give their best to bring out the best in our emerging community leaders, so they can foster resilient and vibrant communities.

Jacqui Bramwell
Executive Officer

2021 - 2022

Board & Staff



Suzanne Vilé

Co-Chair

Resigned October 2022



Judy Charlton

Co-Chair



Anthony Griffiths

Deputy Chair



Katie Warner

Treasurer



Maria Berry

Board Member

Resigned March 2022



Colin Elliott

Board Member

Resigned October 2022



Sophie Enders

Board Member



Linda Griffiths-Brown

Board Member

Resigned October 2022



David Kidd

Board Member



Pip O'Donnell

Board Member



Jacqui Bramwell

Executive Officer



Suz Christison

Program Manager



Madeline Hines

Business Coordinator



Billie Robertson

Administration Officer



AVCLP 2022

Patron's Message

In many ways, if we look at the last two years as being a long, cold winter fraught with much divisiveness, 2022 feels more like an emergence into spring – we are seeing people come together again, creating connection and warmth and moving past the need for prolonged bouts of resilience.

Although the sun is shining now, leaders at every level have a duty to ensure that no one is left behind. Being a leader means that we have a role, indeed a responsibility, to reach out to those who have been impacted over the last few years – be it by bushfires, floods, COVID or otherwise – and understand the work that is required to deliver support at both the individual and collective level.

This is about getting back to attending social gatherings, community meetings, coffee groups, sporting events and travel. It is also about problem solving to create stronger systems, developing community lead initiatives and solutions, and supporting one another to increase our capacity from the ground up. We need to get all Australians fully engaged in a positive and constructive life again.

John Brown AO

Remember the leaders' slogan "If it is to be it is up to me"

AVCL has the mission of increasing the voice and leadership capacity of people and communities, so they can create vibrant and sustainable communities through local leadership.

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



Our Vision

Vibrant and sustainable communities through local leadership

Our Mission

Grow the leadership capacity and voice of people and communities

Strategic Plan 2022 - 2024:

01

Future focused
stakeholder engagement

02

Growth to
deliver impact

03

Systems to
support impact

04

Facilitate leadership
development





Suzanne Vilé



Judy Charlton

Co-Chair Report

Our focus in 2022 has been to enhance community leadership capacity and resilience in these challenging times. To support this, AVCL delivered a record number of leadership programs and workshops throughout the year, helping us to achieve our long standing vision of vibrant and sustainable communities through local leadership.

We developed our 2022-2024 strategic plan and supporting strategies for stakeholder engagement and organisational growth. This includes enhancing our financial sustainability, being a board and employer of choice, growing our leadership development reach and impact, ensuring diversity of programs and participants, and attaining Deductible Gift Recipient (DGR) status.

Throughout the year, AVCL has practised what we preach – excellence in contemporary leadership – by implementing a co-chair model. We also acknowledge outgoing Chair Anthony Griffiths, who steered the organisation through the significant legal transition to incorporate DGR status.

In addition, Linda Griffiths-Brown will close out a six-year tenure on the Board at the October AGM, for which the Board and staff thank her for dedication and effort in supporting AVCL as Chair for 3 years, and then as AVCL's representative on the board of our state-wide body, VRCLP, where she served as Treasurer. We thank the other board members who are outgoing at the October AGM: Colin Elliott, Chair of Strategy & Stakeholder committee, and Board Co-Chair Suzanne Vilé, who will also be stepping away after two years of service on the Board. We also thank Maria Berry, Chair of Alumni committee until her resignation earlier in the year due to family reasons.

Congratulations to all our 2022 graduates from the leadership programs we delivered this year.

On behalf of AVCL, we thank the following supporters:

- the Victorian State Government for their continued funding support
- employers who support their employees with time and funding to undertake our programs
- our philanthropic partners who sponsor a broad range of community members to participate in our programs
- our program alumni who continue to lead their communities and encourage new participants
- our "in-kind" contributors including presenters, venue providers and professionals who provide advice.

We also thank the AVCL Board Members, who volunteered their time and skills to the organisation, without whom the organisation could not continue.

Our small band of AVCL staff continually strive for and achieve outstanding results. Thank you for your commitment and flexibility, often under challenging circumstances. Our patron John Brown has been a steadfast supporter for many years, and we thank him for his continued interest.

With the legal transition now finalised, AVCL is ready to progress to the next stage of our community leadership support. Further information will come soon on how we can partner with you to benefit our communities.

Suzanne Vilé & Judy Charlton



Executive Officer's Report

I have followed the progress of the 2022 Annual Program cohort with great interest. I would particularly like to thank incoming Program Manager (and AVCLP Alumnus), Suz Christison. Following a brief handover period, Suz hit the ground running in January, straight into facilitating the leadership development journey of AVCLP 2022, during the period when we took our first steps towards COVID - normal. This often lead to face to face program days with online participation by those needing to isolate with COVID or COVID-like symptoms – a great achievement by Suz to coordinate and manage so smoothly. Suz has provided outstanding facilitation of the cohort throughout the year.

I would also like to acknowledge the leadership shown by you, the Annual Program participants, throughout 2022; each of you quickly took on the breadth of roles inherent in your leadership and community project teams. Your support for each other, your individual and collective resilience to make the best of the evolving situation for yourselves, your workplaces and your communities is a practical demonstration of your leadership development. I have witnessed your insightful questions of guest presenters, as you considered issues through diverse lenses and perspectives. Well done for your work and outcomes of the community projects.

In addition to the flagship Annual Program, in 2022 AVCL also delivered three new leadership programs:

- Fischer Community Leadership Program – developed and piloted an 8 session program for emerging community leaders in Greater Hume Council. The 18 participants planned 8 community projects, all of which are either funded or auspiced in order to further plan and deliver.
- Disaster Recovery and Climate Change Adaptation – a tailored 8 session program is underway with emerging community leaders from the Upper Murray, focused on showcasing leadership in similar communities who have undertaken a major economic transition.

AVCL grows from strength to strength and the calibre of our Annual Program participants (our future Alumni) is proof of this. I wish you all the very best in your next leadership initiatives, and welcome you to the AVCLP Alumni community, in which I hope you will play an active role.

- Community Climate Leaders Retreat – a two day residential leadership program in partnership with DELWP, for community leaders who have been funded to deliver projects through the Hume Regional Climate Change Adaptation Strategy.

In addition, in 2022 AVCL has also delivered:

- another Disaster Recovery and Climate Change Adaptation leadership program for community leaders from across the region, building on the 2021 pilot
- another two day program in leadership development with the LGBTIQ+ community and
- a series of workshops in communities across the region, to support, foster and build capacity in community leadership in Bushfire Recovery. Since July 2020, nearly 230 community members have participated in 21 workshops delivered in 13 communities. These workshops have responded to identified local leadership development needs, with a diversity ranging from Community Emergency Management Plans, to mentoring training, to community project management - in order to build leadership capacity for community-led Recovery projects.

I also wish to thank AVCLP Alumni for their continued impact as leaders in the community, and for their input to the forthcoming impact report.

Thanks to key staff member Maddi Hines for all her business coordination during the year, and to Billie Robertson for the development of the CRM database. AVCL has benefitted greatly from the contracted services of Ange Mason, Bookkeeper; Chris Mirams and Mary Hoodless as program coordinators, and Susan Bedyka as additional program facilitator.

Jacqui Bramwell



AVCL Program Manager's Report

Our 2022 Annual Program brought together a diverse group of leaders from across our region, who wholeheartedly committed their time and energy to this immersive learning experience. It has been a delight to work with this group of people, and see the growth in leadership skills, capacity and networks emerge across the year.

The program has delivered on three interlinked core elements: regional priorities, leadership fundamentals and community projects. Embedding this framework into the design and delivery has strengthened the program design and guides our continual improvement practices, while maintaining the heart of a program that many have connected with over the years.

The Community Projects element of the program is in its second year of inclusion in the Annual Program. With dedication and determination, four projects were created and delivered. An outline of each project is included in this yearbook. The work on projects was carried out with determination and passion. Each group drew on networks, skills and personal grit to navigate through challenges to come out with a project that has made an impact for our region.

Guest speakers and workshop presenters have generously contributed their time, knowledge, wisdom and personal leadership stories. Participants took up the opportunity to tailor learning through questions that took guest speakers beyond the presentation, and into healthy discussions. It's a credit to both the speakers and participants that the question time has brought greater depth of learning.

Leadership skills were developed through specific skills workshops, hosting teams and working with others on projects. Community leadership is different to workplace management and leadership. This transfer of knowledge from different areas of life is invaluable.

Covid continued to create an impact, though in different ways to previous years. We were able to deliver face to face sessions, yet also offered online participation for people isolating at home or with symptoms of ill health. Those in the room showed leadership and care in including the online attendees in program days.

Beyond the Annual Program, other deliveries this year included partnering with LINE Wangaratta to provide a two-day LGBTQIA+ Leadership Program in July. This program built on a pilot from the previous year, and aimed to further develop leadership skills, capacity, and networks.

An overnight Climate Adaptation Community Leadership Retreat was designed and delivered in partnership with DELWP. The retreat brought together diverse leaders who are active in climate adaptation projects across the region. With guest speakers, skills workshops and space for networking conversations, the retreat was a wonderful way to expand on the AVCL offer.

For me personally, taking on this role in January this year, I have been grateful for the work of many committed people in the AVCL community. The networks, organisational reputation and support that I have stepped into is amazing. In particular, I would like to thank Karlie Langdon for the work she has done over the years, and the thorough planning and handover. Thanks to the AVCL team: Jacqui, Maddi and Billie who bring talent, skills, and humanity to the work we do in growing community leadership capacity across the region.

Most importantly, in this yearbook, we celebrate the cohort who are our 2022 Alpine Valleys Community Leadership Program Graduates. I feel privileged to be part of this shared experience, to see the growth in confidence and skills, the sharing of lives and stories that has evolved across the year. Congratulations to the Graduates, well done on your achievements, and I look forward to hearing what leadership adventures emerge for you all in the years ahead.

Suz Christison

2022 Program Days



1. Informal Event Launch

Thursday 3rd of February 2022
Venue: Online

- Participants came together for the first time as a group, to meet their fellow participants and hear from the AVCL Chair of the Board, and Alumni, including Peter Kenyon, Maria Berry and Helen Haines MP. Due to COVID-19 restrictions, the event was unable to be delivered in person, however the online event fostered a sense of excitement and enthusiasm for the leadership journey ahead.

2. Opening Retreat

Friday 11th & Saturday 12th of February 2022
Venue: The Old Priory, Beechworth
Sponsor: Victorian State Government

- 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, Community Projects overview, introduction to the AVCLP journey.

3. Regional Economy

Friday 25th of February 2022
Venue: Brown Brothers Winery, Milawa
Sponsor: Brown Brothers Family Wine Group

- Speaker: Matt Nelson**, Regional Director Hume, Regional Development Victoria
Title: *Responding to change and embracing challenges as opportunities to innovate and improve*
Leadership Capacity: Adaptive Mindset
- Speaker: Bess Nolan-Cook**, CEO Tourism Northeast
Title: *Priorities in Tourism for our Region*
Leadership Capacity: Regional Knowledge & Insight
- Speaker: Barry Sullivan**, Chair, North East Victoria Regional Executive Forum and AVCLP Honorary Graduate 2017
Title: *Achieving business goals and developing robust strategies*
Leadership Capacity: Vision and Strategy
- Speaker: Joel Tilbrook**, Chief of Winemaking, Brown Family Wine Group
Title: *Innovative approaches to business, tourism and the economy*
Leadership Capacity: Innovation

4. Project Planning & Management

Friday 18th of March 2022

Venue: AVCL Office Wangaratta

- **Leadership Team:** Team United
Facilitator: Jenny Holliday AM, GAICD

5. Melbourne Study Tour

Day 1: Monday 4th of April 2022

Location: AICD Board Room & Metropole Central Melbourne

Day 2: Tuesday 5th April 2022

**Location: Metropole Melbourne, State Parliament & The Big Issue Office
State Parliament Site Visit**

- **Day 1:**
Speaker: Christine Kotur, Leader in Residence, Leadership Victoria
Title: Community Leadership: Why It Matters

Speaker: Andy Gargett, CEO, First People's Assembly of Victoria
Title: *Being the voice for Aboriginal communities in the Victorian Treaty process*

Speaker: Todd Fernando, Commissioner for LGBTIQ+ Communities, Equality Branch, Department of Families, Fairness and Housing
Title: *'Pride in our future: the vision'*

Speaker: Mark Stone, Chair, Goulburn Murray Water
Title: *Natural Resource Management in Victoria*

Day 2:

Speakers: Tim McCurdy MP, Member for Ovens Valley and Steph Ryan MP, Member for Euroa and Deputy Leader of the National Party
Title: *State Parliament, What We Do and How You Connect*

The Big Issue – Classroom

Speaker: Netta Shmerling

Speaker: Nat Egleton, CEO Foundation Rural and Regional Renewal
Title: *Regional Renewal through Community Leadership*

Speaker: DELWP, Policy Advisory Team
Title: *Climate Adaptation*



6. Skills Day

Friday 29th of April 2022

Venue: Happy Valley Hall, Rosewhite

- **Speaker:** Tammy Atkins, Consultant, It's On Purpose
Title: *Networking and Effective use of Social Media*

Speaker: Rob Carolane, Consultant, Twin Prism Consulting
Title: *Governance 101*

Speaker: Andrew Bean, Consultant, Negotiation Partners
Title: *Crucial Conversations*

7. Healthy Connected Communities

Friday 20th of May 2022

Venue: Mansfield Adult Continuing Education, Mansfield

- **Speaker:** James Dunne, Upper Hume Primary Care Partnerships
Title: *Planning and Delivering for Healthy Ageing in Communities*

Leadership Capacity: Health & Wellbeing

Speaker Panel:

Melanie Green, Director of Operations, Mansfield District Hospital

Nola Bales, Community Services Manager, Mansfield Shire Council
Title: *Delivering Health and Community services for Mansfield and District*

Leadership Capacity: Health and Wellbeing, Building Relationships

Speaker: Professor Kate Auty

Title: *Connecting with community to build capacity and agency*

Leadership Capacity: Building Relationships

Speaker: Bonnie Clark, AVCLP 2021 Graduate
Title: *My Learning and Community Project*

8. Leadership in a Crisis & Ethics

Friday 10th of June 2022

Venue: The Pavilion, Pioneer Park, Bright

- **Speaker:** Nick Shaw, Chief Executive Officer, Alpine Health
Title: *Catering for a community's health needs during and post crisis*
Leadership Capacity: Ethics & Social License
- Speaker:** Simone Dole, Youth Coordinator, Thamarrurr Youth Indigenous Corporation
Title: *Creating opportunity for indigenous young people to thrive*
Leadership Capacity: Ethics and Social Licence
- Speaker:** Pauline Williams, Regional Emergency Management Inspector (REMI), Hume Region, Victoria Police
Title: *Adapting well in the face of adversity*
Leadership Capacity: Resilience & Self-Care
- Speaker:** Stewart Krelzheim, CFA District 23, Operations Manager
Title: *Healing from Crisis*
Leadership Capacity: Leadership in a Crisis

9. Justice

Friday 1st of July 2022

Venue: Quercus Beechworth, Beechworth

- **Speaker:** Matt Pfahlert, Co-Founder, Australian Centre for Rural Entrepreneurship (ACRE)
Title: *Changing a historic town icon into a thriving community space through effective engagement*
Leadership Capacity: Community Engagement
- Speaker:** Jane Witherow
Title: *Beechworth Community Corrections Facility – How It Runs*
Leadership Capacity: Developing Others
- Speaker:** Nilsson Smyth
Title: *Justice and What Next. Life lessons shared.*
Leadership Capacity: Change Management, Developing Others
- Speaker:** Gary Croton, Mental Health-addictions Nurse, Albury Wodonga Health
Title: *Creating new systems for dual diagnosis capacity building*
Leadership Capacity: Developing Others

10. Mid-Year Retreat

Friday 15th & Saturday 16th of July 2022

Venue: Lake Hume Resort, Lake Hume Village

- Looking back, looking forward: the Program so far, team challenge, understanding the hero's journey and leadership of you, goal setting, resilience strategies, getting the most from the rest of the Program, half year personal evaluations, giving and receiving positive and negative feedback.

11. Agriculture & Climate

Friday 5th of August 2022

Venue: Towong Shire Council, Corryong

- **Speaker:** Cr Andrew Whitehead, Towong Shire Council
Title: *Building the Upper Murray Events Centre*
Leadership Capacity: Community Engagement
Speaker Panel – Agriculture and Climate in Towong Shire Council
- Speaker:** Cate Kirk, Towong Shire Council Agricultural Officer
- Speaker:** Patrick Glass, Alpine Valleys Dairy Pathways Project Steering Committee Member
Title: *Agriculture; The Dairy Industry and Climate Change*
Leadership Capacity: Visioning & Strategy
- Speaker:** Narelle Martin, Founder & Director, Regional Change Agency
Title: *Expanding the conversation on Climate Change*
Leadership Capacity: Thought Leadership
- Speaker:** Daniel Cocking, DELWP, Community and Partnerships Hume
Title: *Delivering in community - Hume Regional Adaptation Strategy*
Leadership Capacity: Adaptive Mindset, Community Engagement
- Speaker:** Josh Collings, Co-Founder of the Acres and Acres Cooperative
Title: *Our Community Driven Climate and Agriculture project*
Leadership Capacity: Adaptive Mindset, Community Engagement

12. Virtual Federal Parliament Day

Wednesday 24th of August 2022
Online

- **Presenter: Andrew Back**, Parliamentary Education Office
- Presenter: Anne Webster MP**, National Federal Member for Mallee
- Presenter: Dr Helen Haines MP**, Independent Federal Member for Indi
- Presenter: Hon Darren Chester MP**, Nationals Federal Member for Gippsland
- Presenter: Sam Birrell MP**, National Federal Member for Nicholls

13. Skills Day #2

Friday 2nd of September 2022
Venue: Wang Central, Wangaratta

- **Presenter: Susan Benedyka**
Workshop Title: *Vision and Strategy*
- Presenter: Bronwen O'Shea**, Story up
Workshop Title: *A story-driven approach to leadership*
- Presenter: Geoff Prior**, Lingford Consulting
Workshop Title: *Practical Strategies to Be More Productive*



14. Education & Industry

Friday 16th of September 2022
Venue: Felltimber Community Centre, West Wodonga

- **Speaker: Tim Farrah**, Regional Manager, Hume & Riverina, Australian Industry Group
Title: *Understanding regional industry growth, trends and challenges*
Leadership Capacity: Innovation
- Speaker: Bev Hoffman**, CEO, NELLEN (North East Local Learning and Employment Network)
Title: *Transitions from education to employment*
Leadership Capacity: Change Management & Innovation
- Speaker: Darren Moffatt**, Program Manager, On-Country Pathways
Title: *On-Country Pathways – Employment and Career Pathways into the commercial construction sector for Aboriginal and Torres Strait Islander youth in the Albury/Wodonga Area*
Leadership Capacity: Change Management & Innovation
- Speaker: Becky Fulton**, Oh My Style
Title: *Presenting Your Best Self*

15. Tiers of Government

Tiers of Government
Friday 8th of October 2022
Venue: Magorra Park Community Centre, Mitta Mitta

- **Speaker: Andrew Whitehead**, Towong Shire Council Mayor
Title: *Towong Shire opportunities and challenges from Local Government perspective*
- Speaker: Sandra Wilson**, former Mayor Hobsons Bay Council, ALGWA Committee
Title: *Local Government Working with Community*
- Speaker: Cr Sophie Price**
Title: *Indigo Shire and My Journey to Councillor*



16. Community Leadership in Action

Friday 21st of October 2022

Venue: Yackandandah Sports Park, Yackandandah

➤ **Speaker: Matthew Charles Jones**, President / Project Manager, Totally Renewable Yackandandah

Title: *The Story of TRY - Totally Renewable Yack*

Facilitator: Susan Benedyka

Title: *Community Projects Review*

Speaker: Sally Matheson, Tomorrow Today Foundation

Title: *Tomorrow Today Foundation*

Speaker: Tegan Allen, Disability Advocate

Title: *See the Ability*

17. Final Retreat

Friday 4th & Saturday 5th of November 2022

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

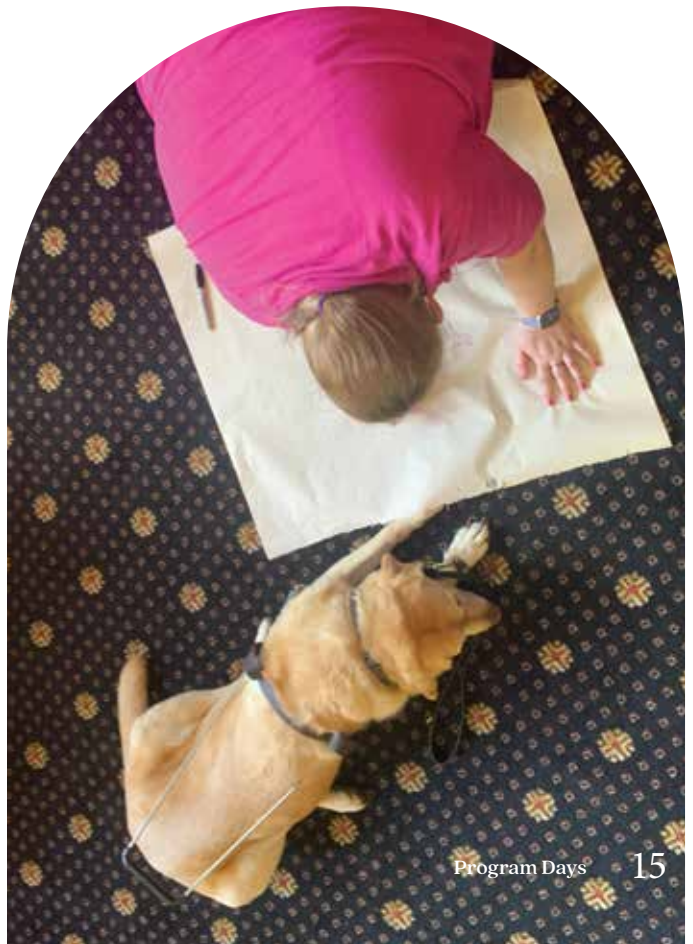


18. Graduation

Tuesday 15th of November 2022

Venue: Wangaratta Performing Arts Centre

➤ Participants and their loved ones, along with workplace sponsors, scholarship funders, Alumni and the wider AVCL community, came together in celebration of the 2022 Annual Program graduates. Attendees of the event were able to share in the journey of the cohort, and learn more about the achievements of this year's Community Projects.



AVCLP Graduates 2022

“Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence.”

Sheryl Sandberg



Tegan Allen

Everton

Volunteer Organisation: Blind Sports & Recreation Victoria, Ambassador

Sponsor: June Canavan Foundation

Coming into the program, I was very nervous about how people would react to my low vision and my Guide Dog Nimbee. I was extremely excited about the Alpine Valleys Community Leadership Program journey, all the amazing people I would meet and the wonderful communities the program days would be held in. After the opening retreat, I had already built valuable connections within my project team and the AVCLP group.

My key learnings have been learning how to be event network ready, learning about successful outcomes within a team environment, project management and the importance of co-design.

I love the diversity within our group both in life experience and location within the Alpine Valleys region. I am really looking forward to the remainder of the program, to see how my leadership skills and knowledge grow further and to see the completion of our community project.

I have become more confident in my leadership and I feel I have a greater knowledge of my community and the amazing organisations, social enterprises and projects within the community. I want to utilise my new skills by gaining employment and further volunteer work. I am feeling sad about the fact the AVCLP program is drawing to a close, but I also feel extremely lucky to have been apart of an amazing group of leaders.

— Uniqueness

If you can dream it, you can do it.



Kristin Beggs

Mitta Mitta

Self Employed, Beef & Hazelnut Farming Partnership

Volunteer Organisation: Mitta Mitta Swimming Pool Reserve Committee Inc., Secretary

Sponsor: Gardiner Dairy Foundation

I was excited about the opportunities and growth this program would present, leading me to be a more valuable and constructive community member.

Coming into the program I was nervous, unsure about the commitment needed to get the full benefit. At the close of the opening retreat, I could see the value this program would bring to my life, my community and a greater understanding of regional issues in the North-East.

Key learnings for me were firstly around the region's priorities. Secondly the program days enabled me to listen to an array of speakers on a range of topics and build professional networks. Thirdly the workshop allowed me to practice skills learnt during the program sessions. I realised everyone has a story and how resilient people can be and feel inspired. I look forward to building long lasting connections and being part of the AVCLP Alumni.

I have regained confidence in myself and my abilities and the program has pushed me outside of my comfort zone and broadened my thinking. I will be glad to dedicate my time to putting my learnings into action in the community. The most rewarding part of the program was meeting wonderful people who will remain in my inner network, and I now have skills to take on more and varied roles in the community.

— Journey

‘Courage is what it takes to stand up and speak; courage is also what it takes to sit down and listen’. T.S. Elliot



Steve Belli

Mount Hotham / Dinner Plain

Business Owner: The Hub Dinner Plain, SnowStuffPark, Big Muster Distilling Company, All Terrain BBQ, Access Pools – Alpine, Alpine Baby Sitting, Café Play

Volunteer Organisation: Mt Hotham Chamber Of Commerce, President

Sponsors: Alpine Community Recovery Committee / Bushfire Recovery Victoria

When I joined the program I felt excitement and also some hesitation about “being good enough” to participate and benefit from the many speakers and experiences advertised. After the opening retreat I was pleasantly surprised with the diversity, experience and general “like minded” people in the program. This has gone from strength to strength as the weeks have evolved moving forward.

I am looking forward to concentrating my community contributions with some of the new and relaunched committee associations moving forward to ensure our community is heard and issues are addressed. The interaction with others has been amazing. Everyone is so different, but all are there to improve themselves. The respect of others has been 100%. Whilst some have different opinions, everyone is very supportive of each other.

I feel that I've enhanced my life journey and my tolerance and networking skills have improved. I leave this program full of energy to consolidate my business and community involvement and responsibility to develop future leaders to benefit our community now and into the future. Thank you, I hope to be able to give back to future participants.

— Inspirational

'Always ask, why?'



Kate Clark

Wangaratta

Rural City of Wangaratta, Economic Development Officer

Sponsor: Rural City of Wangaratta

Initially I was thrilled to have been accepted into the Alpine Valleys Community Leadership Program and in awe of the amount of talented, generous and ambitious people in the room. Aware I was one of the youngest participants in the room, I stayed relatively quiet to foster learning from the experiences of those around me and the skilled facilitators of the program.

Eventually confidence blossomed as I got to know the 2022 cohort more. Inspired by key learnings from individuals and industry, I began to give more of myself and my experiences to the people and to the program and see the value in this giving for both myself and others. The team project element has been the most challenging and most rewarding part of the program filled with learnings and self-development.

The effect the program has had on me is mostly internal and might not be overly evident to others. What has changed is the way I present information and engage in conversations with others in the hopes of building relationships and working effectively. I believe my approach takes others motivations, thoughts and feelings into consideration more than originally and will improve my ability to manage others and lead in the future.

— Inspiring

'Share to receive'. Barry Sullivan



Nathan Fenton

Bright

Alpine Shire Council, Marketing and Events

Volunteer Organisation: Alpine Cycling Club, Junior Mountain Bike Series & Auskick, Program Coordinator

Sponsor: Alpine Shire Council

Approaching the course, I was not without expectations around what would be learned and how the experience would impact my own understanding of self and life. What I learned quickly was this course would be a journey, not just for myself but collectively with those I am undertaking it alongside. The bonds we began to build from day one have only strengthened over time, creating relationships that will be as valuable as they are strong.

I have been pleasantly surprised by the personal growth I am experiencing so far within the AVCL program. The ability to work with my other course participants to understand more about how my leadership skills can further benefit the community is something I am seeing great personal benefit from. Certain knowledge will undoubtedly become part of how I approach things in my career, others will become mainstays for how I continue my approach to life in general.

With the program nearing an end I'm able to look upon it in a reflective tone and recognise how the learnings, relationships, and overall experience is shaping me as a person. I have become more confident in how I apply my leadership, and bolder in justifying the choices I make from here on. I am certain that the course has allowed me to understand myself more clearly and present overall as a better community leader.

— Empowering



Rho Fry

Moyhu & Corryong

Black Sheep Café Corryong, Business Owner

Volunteer Organisation: Greta Valley Landcare Group, Past President

Having been President of my local Landcare Group for several years, I was excited for the opportunity to work alongside other leaders in the region to challenge and grow my own concepts of leadership. After the Opening Retreat I was confident that I had selected the right program to do just that, as it was evident that my journey would be alongside a great cohort who were also highly motivated to lead within their communities.

Introspection has been the most challenging, confronting and rewarding element of the program. Being encouraged to explore the 'why' behind what we each do within our communities and being able to share and discuss our self-realizations and observations has been more beneficial to my development than I could have ever imagined. I value the great personal and professional relationships that I've been able to build with my fellow cohort over the journey.

As I near the conclusion of the program, I reflect on my own goals, especially those in the political space, and realise that being a participant in the 2022 cohort has imparted upon me a deeper understanding of my own leadership qualities and how to better utilise them to engage, listen and advocate for my community. Beyond the program, I look forward to playing an active role in my new community in the Upper Murray.

— Challenging

'It is not fair to ask of others what you are not willing to do yourself'. Eleanor Roosevelt



Brendan Grigg

Beechworth

Alpine Shire Council, ICT Coordinator
Volunteer Organisation: Beechworth Chain Gang MTB Club, Junior Ride Program Coordinator

Sponsor: Alpine Shire Council

After moving to the area just over two years ago, AVCLP provided a great opportunity to better understand the challenges and opportunities to my leadership capabilities, whilst identifying pathways to enable my skills and experience to benefit the communities of the North East. AVCLP was a great forum to develop mutually beneficial networks across a broad cross-section of industries and communities.

We have met a cross section of speakers from various industries and communities, covering key aspects including health, First Nations, sustainability, climate, disaster, economic development, politics and justice.

I have been privileged to get to know a group of thoughtful and energetic future leaders with powerful life experiences and a strong desire to improve their communities. I have found that, regardless of the activity or subject, real people are always at the centre.

The human element often explains why complexities arise, but also why a deeper understanding enables us to navigate a path to success. People are key to our subject matters, but also our skills, such as governance, engagement and group dynamics. Through this journey I have learned why community and professional leadership is important, and how it can lead to real and positive change.

— Connections

'There's nothing you can do about where the pieces are. It's only your next move that matters'. Lawrence Levy



Kerissa Heritage

Towong Shire, City of Wodonga

Towong Shire Council, Economic Development Officer Tourism

Sponsors: Towong Shire Council and Upper Murray Development Board

I loved learning about community driven programs and activities outside of my immediate region; broadening my exposure and seeding ideas I could 'take home'. I thought this was a true opportunity for practical professional development (and I wasn't wrong!). I quickly learned at the opening retreat that I was going to get much more than professional development; it would also provide me with personal advancement, and on top of that, it was going to provide interesting case studies and research.

My learnings were being absorbed both directly and subconsciously as I advanced through the program, I could feel my self-belief and confidence growing – very much impacted by getting to know and understand community leaders from across the North East; not all were perfect, nor had an easy path. Equally I enjoyed getting to know my cohort, I felt the honesty and vulnerability we shared reflected the trust we had developed. Whilst I was challenged by the commitment hours, I am incredibly pleased I applied for the course, if for no other reason, the fantastic professional support network I have developed.

I have a greater understanding and appreciation for how differing personality types think and operate, I challenge my own way of thinking, and have formed a 'bank' of ideas I can apply in my own personal and professional life. Thank you AVCL and my sponsor Towong Shire Council, you have made a difference!

— Fostering

'When things are good and you're kicking goals, it's nice to be running solo, however when the 'muck' hits the fan, it's nice to be part of a team'.



Elise Hill

Cudgewa

Dairy Farmer – Bluffglen Holsteins,
Self Employed

Sponsor: Gardiner Dairy Foundation

I was unsure about the program initially, but it was recommended to me by a mentor, so I decided to give it a go. I was very out of my comfort zone at the opening retreat. I knew I needed to persevere as it was such a great opportunity to meet new people, expand my networks, and broaden my knowledge and understanding of a vast array of topics effecting our region and beyond.

I have enjoyed the array of speakers and their take-away advice. The program has allowed me to build knowledge on topics I knew very little of, alongside a wonderful group of individuals who have allowed me to broaden myself and offer me friendship and support. I have thoroughly enjoyed growing my confidence and broadening my networks. The group project has been very rewarding, with all group members contributing well to ensure our projects completion.

I came into the program with some self-doubt, however I've been supported by so many inspiring individuals who have helped my confidence and understanding of the importance of great leaders in every community. The program has given me knowledge to teach others in our community to lead and move forward by using strategies and determining your 'why'. The program has also given me the opportunity to grow and learn after much personal loss and sadness.

— **Fantastic**

The AVCLP showed me the importance of personal story telling, everyone has a story, this shapes us all, and the most important person in the room is the storyteller!



Rachel Hogan

Wangaratta

King Valley cluster of schools, Teacher
& Small Business Owner

Volunteer Organisation: Wangaratta
West Primary School, Counselor &
Parents and Friends Committee

Sponsor: Telstra Regional & Rural

I was encouraged by many alumni to put forward my application. I'd heard only good things and was excited about spending a year with like-minded people. With children in school, I decided it was time for me to rediscover who I am and how I can contribute to our community. Helen Haines spoke at the launch about the importance of being vulnerable to gain the most from the program and this became my major focus.

There have been many highlights. I thoroughly enjoyed the 'About Me' presentations where people tell their story in a safe, supportive environment. It reminded me that everyone has a story they can use to inspire, advocate change and connect with others. We've developed friendships and professional networks whilst learning our own strengths and areas for improvement. I enjoyed learning about the region's priorities and hearing how leaders adapt to change and inspire others to step up.

I feel blessed to have been part of this program. Being vulnerable has allowed me to fully immerse myself in the program. I have gained an understanding of how to get initiatives off the ground and I know how to use my networks to garner interest and collaboration on a project. I've learnt that I have skills and passion and I can make a difference too.

— **Stimulating**

'Be courageous about taking on leadership. Back yourself'. Steph Ryan

Inspirational

Empowering

‘Courage is what it takes to stand up and speak; courage is also what it takes to sit down and listen’.
T.S. Elliot



Tanya Howard

Wooragee

Rural City of Wangaratta,
Children's Services Centre, Service
Enhancement Co-Ordinator

Sponsor: Rural City of Wangaratta

At the beginning of the program, I was nervous about whether I was good enough to complete the program, but excited to put myself out of my comfort zone and meet other community leaders and develop new networks. After our opening retreat I realised we all had a lot in common as we really listened and shared many stories. I had the opportunity to be open to new opportunities, give it everything to learn and grow.

Key learnings include participating in and completing our Community Leadership Projects which involved a variety of ideas, voices, challenges, flexibility and sacrifices to complete a very rewarding project. My career background is focused on Early Childhood. The knowledge I have learnt from both participants and guest speakers has been invaluable.

By participating in the program I have learnt so much about myself, both strengths and weaknesses. I continue to challenge myself and enjoy sharing my AVCLP experience with others after each session. I walk away with many new friendships, strength in leading others and hopefully inspiration for others to participate in AVCLP.

— Inspiring

‘Leadership is action not a position.’
Donald McGannon



Megan Hunt

Albury Wodonga

Gateway Health, Health Promotion
Coordinator

Volunteer Organisation: Border Trust,
Board Director and Raising Funds
Committee Member

Sponsor: Hugh Williamson Foundation

I was very much looking forward to participating in the program. I knew this program would challenge my thinking and confidence but was unsure of when and how that would happen throughout the year. I was excited to start the program and the retreat filled me with positivity, though it was also exhausting. I loved learning about my own leadership style and forming a new team of diverse people to deliver a community project.

I have really looked forward to each program day. I'm reminded to never assume or pre-judge a person or context. I have found that continually working on relationships and making time to learn new information is critical to one's ability to be a community leader and make a meaningful contribution. I've loved getting to know my colleagues in the program and feel I have made a real connection and lifelong friends as a result.

I've recognised more about myself this year and have seen my confidence shift in my work and volunteering role, recognising my own strengths as important and valued. My cohort have recognised my passion and strength in connection. I would love to continue learning about leadership and focus on my next steps in my professional pathway. I want to make a meaningful contribution between community and business in our region and will look for future opportunities to do so.

— Growth!

‘Everything I've ever thought about doing has been, in some sense, about helping people.’ Jacinda Ardern



Maisie Pilli

Barwite

Towong Shire Council, Community Development Officer - Recovery Volunteer Organisation: Country Fire Authority (CFA), Active member and Firefighter

Sponsor: CFA

Before beginning the program, I was excited to have something new and unknown to work towards. It was daunting not knowing exactly what I was signing up for regarding new people, places, and learnings but was enthusiastic to learn how I could grow for my community. I got to meet a group of people from all walks of life, who were just like me, and I became very eager for the year of learning ahead.

The AVCLP has increased my awareness of regional priorities and community challenges enabling a depth of learning and experience. The program days introduced ideas and personalities sharing incredible insights and deeply personal leadership stories. Through our group project, I noticed my own decision making and challenged myself to have more difficult conversations. I have met some incredible individuals and created some amazing relationships I will treasure for life.

My confidence and ability to talk to a wider variety of groups has improved immensely. The year has progressed quickly, and I have enjoyed the experience thoroughly. The program has pushed me out of my comfort zone, but the feeling of belonging and trust that the cohort environment brings is rare. AVCLP has provided the perfect avenue to explore experiences in ways I hadn't yet. It speaks to the power of personal story telling.

— Enlivening

'Leadership is not about titles, positions, or flowcharts. It is about one life influencing another'. John C. Maxwell



Cazz Redding

Bright and Albury

Redink Planning, Principal Volunteer Organisation: Bright Coworking, The Bright Collective Sponsor: Border Trust

Before commencing the program it was a chance to reflect on what I wanted to achieve. Being just over mid-career, I was keen to carve out some time and space to consider what I wanted to do next and this was a great opportunity to combine this with a great professional development program. I was looking forward to meeting lots of different leaders and influencers in the region and connecting with like minded people.

I've enjoyed experimenting with different leadership approaches. I've really enjoyed the opportunity to understand from a different perspective what all the different levels of government do, and how they work. The most challenging part of the program has been finding time, especially for the group project. It's been a busy year for many of us! I have absolutely loved making some great new friends who I know will be in my life for a long time.

I feel like I have been able to take the time to reflect on the way I lead, and try different ways. I have improved at not reacting so emotionally to leadership challenges and practiced better delegation to better manage my workloads and stay focused on the strategic. I have loved the opportunity to be a mentor to some of the other participants. I'm grateful to have been sought out!

— Thought provoking

My mentor, Rex Comb, introduced me to the concept of Radical Candor "Make sure that you are seeing each person on your team with fresh eyes every day. People evolve, and so your relationships must evolve with them. Care personally; don't put people in boxes and leave them there."



Dr Maureen Rogers

Wooragee

North East Catchment Management Authority (NECMA), Board Director Sponsor: North East Catchment Management Authority (NECMA)

Recent tough years on everyone. Being rural and ostensibly alone during the lockdowns, I felt separated from the world. Connections were broken and I was struggling to see how and where I fitted as a 60 year old, retired academic. My passion for the issues of climate change throughout my career lead me to developing a property that was both energy efficient (ie solar passive house build) and regenerative land management. I believe I still have a great deal to offer the world, but was unclear about how to proceed.

The most challenging aspect of the program has been the group project. I feel it has been a challenge, in that, we came together as strangers, quickly formed teams, and then went forth to workout and implement a "crumb of an idea" – whilst juggling high-level work and family commitments. One hell of a way to learn about yourself.

I have become far more self-reliant, more able to sit back and trust in the process. It has been heart-warming to meet the team, to hear everyone's stories, to share some of my own – and to know that we are all in this together. I have taken some major steps toward creating space for other single mature women who might also be needing to find connection and home.

— Enlivened

'... and the time came when the risk it took to remain in a tightly closed bud became infinitely more painful than the risk it took to blossom.' Anais Nin



Kellie Sutherland

Beechworth

Regional Arts Victoria, Community Engagement Manager

Volunteer Organisation: Quercus Beechworth, Board Member

Sponsor: Quercus Beechworth

I was thrilled to receive the Quercus Beechworth Scholarship that enabled my participation in the AVCL program. I was excited to begin the program and after the opening retreat, I set clear intentions to remain curious the whole way through. I felt full of promise and especially pleased that self-awareness and reflection was embedded into the program design.

The program has offered broad learnings that are both practical and thought provoking. The generosity that the guest speakers bring in sharing their stories and expertise has inspired me to lead with that same level of authenticity and intent. I have gained such deeper self-awareness of how I work, think and interact both professionally and personally. The time commitment needed to participate fully in the course has been challenging to manage, but always rewarding.

The most significant changes for me in this journey so far has been a redefinition of what 'leadership' is to me. Being exposed to the depth of knowledge shared by the guest speakers and then having a group of dedicated course participants to share and explore how to embody that knowledge, has been a transformational experience. I have a greater confidence now to be a values-driven and authentic leader in and for my community.

— Thought-provoking

'Self-awareness and self-love matter. Who we are is how we lead.' Brene Brown



Joanne Turner

Beechworth

Department Environment, Land, Water and Planning (DELWP), Senior Program Officer, DELWP Recovery Programs

Volunteer Organisation: Mitta Valley Inc., Committee Member

Sponsors: Agriculture Victoria & DELWP

Over the years I've been lucky to witness a number of friends progress through the AVCLP as part of their leadership journey. I was excited at the prospect of being part of this year's cohort and connecting with a wide range of people across the region. I've been in a state-wide role within State Government for several years and saw participation in the program as an opportunity to reconnect on a regional level.

I've enjoyed learning about a number of topics that I have not been involved in through my paid or voluntary work such as our Justice and Education days. I've also loved learning more about each of my fellow participants – their work but more importantly, the journey they have been on in life to get to where they are today. I've appreciated the support, trust and vulnerability shown by participants, and particularly within our project team.

I've appreciated the opportunity to broaden my personal and professional networks as well as my understanding of issues and opportunities which were separate from my circle of understanding. I've been exposed to speakers and topics which have challenged my thinking and I've valued being able to do that in such a supportive and positive environment.

— Reconnection

'The only failure in life is the failure to participate.' S. McIntosh



Aaron Wallace

Tangambalanga

Indigo Shire, Road Maintenance Crew, Works Supervisor

Volunteer Organisation: CFA, Captain

Sponsor: Indigo Shire Council

When I was asked to consider applying to do the program my first thought was 'that's something for office based staff, not me', but then I read about the program and asked myself whether I was being the best leader I could be. Friendships were quickly made and I knew this program was for me. I desire to become a better leader not only in my work place but also my community and here was my chance.

As part of the program our team wanted to take on a project looking at mental health so we decided to create a space for people to sit, reflect, chat or just have some alone time. With local support we have constructed three park seats with the words "you'll never walk alone". Time management has been difficult with an already busy life, however Indigo Shire, who has invested in my learning, has assisted me in this area.

I have noticed changes in how I look at things and manage things since participating in the program. Beforehand I would have tunnel vision prior, but I notice I now look at the big picture and best outcomes. Listening to other high-end leaders and the path they have taken has been an inspiration for me in my path forward.

— Awesome

A true leader listens.



Jane Witherow

Murmungee

Beechworth Correctional Centre,
Programs Officer

Volunteer Organisation: Bowman
Murmungee CFA, Firefighter/ Secretary,
Treasurer/ Trainer & Accessor

Sponsor: CFA

From the moment I heard how amazing and life changing this program was, I wanted to know more. I was looking for a course to increase my leadership potential and improve my self-confidence. Before opening retreat I was nervous and wondered whether I would fit in but after a few short hours I knew I had found what I was looking for. I felt as if I belonged and looked forward to what was to come.

The program has helped me fine tune both new and old skills. I have learnt to slow down, take time to listen, absorb and be more positive. The group has encouraged me to have a go and have faith in myself. I am very proud of my presentations. Through our community project and guest speakers I have learnt community development is not a one-off event. Through consultation, negotiation, advice and training we can make a difference.

With the program coming to an end, I have a great sense of achievement. I have learnt so much about me, others and what makes a great community. I had the opportunity to make and develop lifetime friendships, improve my self-confidence and self-awareness. Learning that whatever the issue is, deal with it and move on. I'm a survivor and I don't give up, there is always hope.

— Incredible

You don't have to know everything that's why you network. Whatever the issue just deal with it and move on, some things don't ever go back to where they were and learn as much as you can from the experience.



Nicholas Wright

Mount Beauty

Volunteer Organisation: Alpine
Community Recovery Committee

Sponsors: Alpine Community
Recovery Committee / Bushfire
Recovery Victoria

Having heard about the AVCLP since living in the area I was interested to be part of this challenge and professional learning and to meet other community minded people. After meeting everyone at the opening retreat I had the feeling that I had just met a group of people that all care for their communities. I was excited to be with a kind group of people to network with and learn from the opportunities presented.

I have valued the quality of trust and the integrity of our group. We are a diverse group from a range of business or volunteer groups, and recognising this, I appreciate how as a group of people, we can respect everyone and engage in conversation. Hearing from other leaders in our region about the challenges they have experienced using real situations has been positive on reflection in our learning.

I have gained a greater appreciation and understanding of many positive community organisations and groups across our region that offer so much for communities. I have learned about myself and how to keep developing other skills in team situations. I feel that this program has been valuable in being aware of the temperaments of others and value in engaging with the different skills that a group of people can contribute together.

Great Leaders fill you with energy and ambition.

'There's nothing you
can do about where the
pieces are. It's only your
next move that matters'.
Lawrence Levy

2022

Community Projects

As part of our 2022 Annual Program, project teams each undertook a Community Project, providing an opportunity for participants to engage in a learning format that is both active and experiential. Participants were able to apply their new skills, grow their capabilities, broaden their networks and create an impact within their community.

Supported by mentors heralding from our Annual Program Alumni, each Community Project focused on achieving measurable outcomes that provide benefits to the region, in alignment with the Ovens Murray Regional Partnership Strategic Plan.

Project teams undertook project management training, and then worked together to thoughtfully develop project concepts, scopes, timelines, budgets and risk assessments.

Upon acceptance of their Community Project by AVCL, each team then undertook the work on their project over the course of the Annual Program, providing regular reporting throughout the process, and concluding with a closure report and presentation at Graduation.

Our 2022 Community Projects were supported through seed funding generously contributed by the Hugh Williamson Foundation and the Kyamba Foundation. Special thanks to our Mentors for contributing their time, advice and resources: Liz Long, Tammy Atkins, Brigit Schonafinger and Shane Crispin.

Food system mapping for the North East

Connect 5: Brendan Grigg, Rachel Hogan, Megan Hunt, Jo Turner, Nick Wright

Overview: Connect 5 undertook a story telling project to highlight some of the outstanding community food projects within the North East & Border region, to be utilised as exemplars of success on the Australian Food System Directory "Sustain" website.

Outcomes: With a collective passion for connecting and supporting people through food, Connect 5 used their skills and contacts to develop a discreet project that has added value to a much larger North East & Border region food system mapping project.

The group coordinated three, high quality case studies featuring local community food projects in Mt Beauty, King Valley and Albury Wodonga. The case studies will be featured on the "Sustain" website, providing individuals and other community food project groups with insight, guidance, inspiration and connection opportunities around different food projects. These films also provide an opportunity for the community organisations featured to create and utilise for their own context, including for marketing and funding purposes.

Connect 5 also contributed to the design and development of a data collection tool which allows mapping of relationships between food system groups and organisations. This work will support Gateway Health and Sustain to better show how our food system connects and supports our region and is being utilised to capture the mapping project alongside Sustain.





Activating the Great Valley Trail

Green Tape: Steve Belli, Kerissa Heritage, Nathan Fenton, Cazz Redding, Maureen Rogers

Overview: Green Tape's project raises awareness of the limited ability for businesses to provide food, drink and other services that improve the visitor experience on the North East rail and cycle trail network.

Outcomes: Green Tape successfully hosted an event from 9am – 1pm on Tuesday 4th October on the Great Valley Trail in Freeburgh. A coffee cart, Muzza's Mugs and Jaffles, provided coffee, drinks and food throughout the morning to attendees. All of the community was invited to participate, with 70 visitors through the site on the day, many stopping for a drink and a rest.

As part of the event, Green Tape provided an interactive presentation to key stakeholders including MP Tim McCurdy, Alpine Shire Council Mayor Sarah Nicholas, Alpine Shire Council CEO Will Jeremy, and Tourism North East CEO Bess-Nolan Cook to highlight the barriers to activating the Great Valley Trail, and some options to address the problem which affects rail and cycle trails across the whole of North East Victoria. This allowed stakeholders to view and experience the issue first-hand and discuss pathways to finding a solution and was a very positive and collaborative event.

Green Tape successfully achieved their project objectives, with the issue acknowledged by the decision makers that attended the event. While it is beyond Green Tape's scope to solve the issue, we look forward to supporting government and applicable organisations on working through the next steps towards a solution.

SNAP IT!

Team 360: Kristin Beggs, Kate Clark, Rho Fry, Tanya Howard, Kellie Sutherland

Overview: SNAP IT! was a participatory project taking place across North East Victoria supporting positive health and wellbeing impacts of students grade 3-6 following two adverse events (pandemic and bushfires) in region. The project aimed to connect with small primary schools across the North East, equipping students with a single-use camera, and asking them to respond to the question "What do you love about where you live?", inspiring belonging, a greater sense of self and pride of place.

Outcomes: Through a consultative process, the team engaged with Mitta Mitta Primary School, Myrree School and Eskdale Primary School to undertake the project. Team 360 developed individual camera kits for the teachers and students, each including the single use camera, some photography guidelines and information as to the purpose of the project. 33 students participated, each responding to the 'what do you love about where you live' written prompt and also further telling that story through their images taken.



Team 360 had the images digitised, and then worked creatively to produce a photobook, representing all students involved. A copy of the photobook was provided to all participating schools providing the opportunity to share the stories with others across the region.



A Chair To Share

Team United: Tegan Allen, Maisie Pilli, Elise Hill, Aaron Wallace, Jane Witherow

Overview: Team United aimed to create a Park Bench, also known as 'A Chair to Share', to advocate for Mental Health in individuals of all ages across the North East. The objective was to create a space and tool for community members to sit, alone or with a friend, and reflect, speak up and be present. The park bench would be engraved with 'You'll Never Walk Alone' to incorporate the sentiments of a different community project created by local members, and link in the importance of speaking up about mental health struggles.

Outcomes: Team United exceeded their objective and delivered not one, but three park benches located throughout Towong Shire in Corryong, Indigo Shire in Yackandandah and the Rural City of Wangaratta in Murrumbidgee. Team United engaged with the local Yackandandah Men's Shed and local crafts men from Corryong and Beechworth to construct the park benches, and worked alongside the three individual local councils to ensure the placement of the park benches throughout our towns. The park benches have each been engraved, with the quote "You'll Never Walk Alone" which outlines and advocates for the battle against the stigma of mental health and provide the views and users support information through a QR code and brochure. Team United celebrated the project with a small event at the Corryong park bench, located in Corryong CBD, with locals coming together in support of the project outcomes.

Australian Institute of Company Directors Program

AVCL partnered with the Australian Institute of Company Directors for the delivery of the Governance Foundations for Not-for-Profit Directors program, providing participants with an understanding of fundamental compliance and performance related roles and responsibilities of directors, specifically in the areas of governance, risk, financial performance and strategy.

The program was delivered in Wangaratta over two days, Friday 25th and Saturday 26th March, and was undertaken by 16 participants from across the region, many of whom are committee members of community organisations contributing to bushfire recovery efforts. Alpine Valleys Community Leadership would like to acknowledge that this workshop, along with two others, were partially funded by the \$86 million Community Recovery Package announced by the Victorian and Commonwealth Governments under the jointly funded Disaster Recovery Funding Arrangements.

North East Disaster Recovery & Climate Change Adaptation Program

The North East Disaster Recovery & Climate Change Adaptation Program was delivered by Alpine Valleys Community Leadership (AVCL), through funding by National Emergency Management, Resilience and Recovery Agency (NEMRRA) as part of the Black Summer Bushfire Recovery Grants Program.

The program encompassed a cohort of 21 participants, who engaged in a range of sessions that were delivered by subject matter experts and climate change adaptation leaders. The program was a total of 8 days, delivered over a five month duration, from August through to December 2022.

The focus was to develop leadership skills and strengthen capacity to work with rural communities in leading change, particularly as it relates to disaster recovery and climate change adaptation.





Fischer Community Leadership Program

The Fischer Community Leadership Program is an initiative, funded by the Border Trust and Fischer Family and delivered by Alpine Valleys Community Leadership, that aims to enable and empower leadership within the community from the grassroots up.

The focus of the program has been to develop leadership skills and create a group of community leaders that are equipped to take action and make a difference. Local leaders and community members from across Henty and Holbrook were engaged in the development of the program which comprised 7 after hours sessions and one full day workshop. The cohort, comprised of 18 participants, represented a diverse range of residents including young adults, young parents, people with disability, first nations and new arrivals.

Participants developed a range of community leadership skills including understanding themselves and others, getting the best from diverse teams, community project management and governance. Participants formed groups to plan community projects during the program, including three community centered events: Holbrook Twilight Markets will return, Henty will benefit from a Street Scape party to support COVID recovery, and a Health Forum will be delivered in Henty to educate and support members of the community living with chronic illness.

Other projects include the Henty Connection Trail, encompassing a proposal to Council to establish a trail to connect the Henty township with the Recreation Grounds, and will be auspiced by Henty Community Development Association to progress from design to implementation over the next few years. The Cakes for Kids project has established a regional program to provide birthday cakes for children in foster care, and will be auspiced by Anglicare. The War Widows' field of remembrance project will ensure the continuation of the Annual War Widows Field of Remembrance Service in Albury. The Ground Truth project focuses on the return of cultural objects to place of origin and the reconciliation and cross-cultural relationships that will result from this. It is auspiced by Holbrook Landcare Network. And the H & H Podcast comprised a series of interviews with key community members and Fischer Community Leadership participants, discussing topics such as the impact of COVID and the leadership program.

The program culminated in a graduation and presentation of community projects at the Henty Club on Thursday 7th September, with attendees including Justin Clancy MP and Fischer family representative Vicki Baudry, sister of the late Tim Fischer.

Upper Murray Disaster Recovery & Climate Change Adaptation Program

Thanks to funding from the Border Trust through the Towong Community Bushfire Disaster Relief Fund Grant Program, Alpine Valleys Community Leadership (AVCL) partnered with Upper Murray CRC and Upper Murray Inc. to develop a community leadership program specifically for Upper Murray's emerging leaders committed to a vibrant economic future for their region.

The 8 day program drew in 15 participants, and immersed them in a range of experiences including a three day study tour to Tasmania, visiting a number of different townships who have reimagined their economic and social future as part of their recovery process.

This community leadership development program enhanced participant skills, enabling them to develop the adaptive capacity of their communities and the region, and contribute to the delivery of the Upper Murray Recovery Plan and 2030 Vision.



LGBTQIA+ Workshop

Driven by a desire to broaden the capacity of our local LGBTQIA+ community, in 2019 Alpine Valleys Community Leadership was successful in securing funding via Pitch Up Wangaratta (sponsored by The Funding Network, in conjunction with the Into Our Hands Foundation) for the purpose of providing an enhanced leadership training program for the LGBTQIA+ community in the Wangaratta region.

An initial program was delivered by AVCL in March 2021, with a focus on leadership fundamentals to support the development of emerging leaders within the LGBTQIA+ community in the Wangaratta region.

In July 2022, AVCL and LINE Wangaratta partnered together in the delivery of a second program, with a focus on building the leadership skills and capacity of members and allies of the LGBTQIA+ community.

The program was delivered over two days, with 8 participants immersing in a series of sessions and workshops, facilitated by Suz Christison and Susan Benedyka.



DELWP Climate Adaptation Community Leadership Retreat

The Climate Adaptation Community Leadership Retreat was delivered by AVCL, supported by funding by Climate Ready Hume provided by Department of Environment, Land, Water and Planning.

The retreat was largely informed by the Hume Regional Climate Change Adaptation Strategy (RAS) to support participants of the Climate Ready Hume mini-grants program to grow their knowledge and awareness of climate change adaptation, regional adaptation priorities, and their capacity to engage and support implementation of the RAS. The two day retreat took place on September 16th and 17th at The Old Priory in Beechworth, and drew in 16 community leaders who are working on climate change adaptation projects.

Participants undertook 3 leadership skills workshops: emotional intelligence for leaders, building hope in a warming world, building effective diverse teams. Participants met leaders of local examples of social enterprise - Indigo Power and Acres and Acres. They learnt about the climate change modelling for our region, and the challenges and opportunities this presents. The retreat facilitated the building of a peer network of climate change adaptation practitioners across the region who will be able to support each other and new community projects in climate change adaptation.

Disaster Recovery Community Leadership Workshops

In July 2020, AVCL received funding for the purpose of delivering leadership training workshops to community members in disaster and 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 in response to the Black Summer Bushfires.

Since July 2020, nearly 230 community members have participated in 21 workshops delivered in 13 communities. These workshops have responded to identified local leadership development needs, with a diversity ranging from Community Emergency Management Plans, to mentoring and training, to community project management - in order to build leadership capacity for community-led Recovery projects.



2022

Alumni Engagement

On an annual basis, AVCL develops and delivers an Alumni Engagement Plan, aiming to ensure the vitality, engagement and continuous learning of our valued AVCLP Alumni network.

As part of our 2022 Alumni Engagement Plan, we delivered two subject-specific workshops, a range of networking events and undertook a survey of our Alumni body, with the outcomes then informing an Impact Report, which will be released in 2023.

Alumni Survey & Impact Report

To understand and document the impact of the leadership contributions of AVCLP Alumni in their communities and workplaces, a consultative process with Alumni was undertaken in 2021, to develop an Alumni Survey.

The survey was designed to capture impact and outcomes in line with the state-wide Monitoring Evaluation Reporting and Improvement (MERI) evaluation framework. The survey was administered to all contactable Alumni, from September 2021 – February 2022, with the outcomes of the survey being utilised to develop an impact report, which will be launched in 2023.

Alumni Mentoring Workshop

Now in its second year, Jill Briggs of Affectus delivered a bespoke mentoring workshop to 12 AVCLP Alumni to build their mentoring skills. Participants were provided opportunities to take up mentoring roles in various AVCL programs and initiatives. The workshop was delivered in March 2022 via Zoom, and was well received by all participants.

Project Management Workshop

As part of our continued work to strengthen the capacity of our Alumni, a Project Management Workshop was delivered in Beechworth on June 9, facilitated by Non Profit Training. Through a consultative process with Alumni, Beechworth was determined as a suitable and accessible location to those most interested in participating. The half day workshop drew in 13 participants, providing participants with the skills and resources essential to the planning and delivery of a community focused project. A printed booklet was also provided as a take home resource to participants.

Informal Networking Events

As part of our Alumni Engagement Strategy, a number of informal networking events were delivered as an adjunct to existing Program Days. These events were held in Mansfield, Beechworth and Corryong, and aimed to foster and strengthen connection between Alumni and the current Annual Program cohort.



AVCLP Honorary Graduates

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.



2022

AVCLP Honorary Graduates

Each recipient has:

Significantly advanced the
development of community
leadership within the region

Made significant
contributions to the
community through
demonstration of
exceptional leadership

Contributed outstanding
service to the Alpine Valleys
Community Leadership
Program



Clare Kiely | 2022

Clare Kiely served on the AVCL Board from 2015 – 2020. During her time on the Board, Clare served as Chair for two years, and mentored the interim Executive Officer. Clare also generously shared her expertise in strategy and stakeholder management.

Clare has been a strong advocate within DELWP and with other portfolio partners for the work being undertaken by AVCL. DELWP have remained a committed workplace sponsor of the Annual Program. AVCL has also had the opportunity to partner with DELWP to undertake community-based leadership initiatives with a focus on the environment and Hume Regional Climate Change Adaptation Strategy.



Robyn Farley | 2022

Robyn Farley served on the AVCL Board during 2016 – 2021, serving on the Strategy & Stakeholder subcommittee. During this time, Robyn's contribution to the development of AVCL's strategic and business plans whilst the organisation was without a permanent Executive Officer, was highly valued and for which AVCL is most appreciative.

Since 2012, Robyn has also contributed to the Annual Program as a guest speaker, sharing her insights around her experiences within the region. Robyn's contributions to AVCL before, during and after her time on the Board have had great impact, and have been greatly valued and appreciated.

2022

AVCLP Alumni

The first Alpine Valleys Community Leadership Program was delivered during 1998-1999. Twenty two Annual Leadership Programs have been delivered in total, creating a strong network of AVCLP Alumni contributing to their communities across North East Victoria, and Border regions and beyond. With this years graduates, we will reach over 480 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 McNerney
Dianne Mangan
Philippa Noble
Marion Rak
Michael Ransom
Grant Scale
Jon Temby
Maureen Titcomb
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 Tatu-laschwili
Geoff Turnbull

2004

Annesska 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 Daglish
Pat Doyle
Adele Earl
Racheal Edis
Emma Avery
Cheryl Impink
Andrew McGrathan
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

2015

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

2005

Helen Al Helwani
Janet Bell
Andrew Briggs
Erin Brooks
Trish Curtis
Graham Daglish
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

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

2007

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

2008

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

2009

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

2010

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

2016

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

2017

Luke Chilcott
Helen Clark
Catherine Wanjiru
Clarke
Sandra Duffy
Karen Gunner
Benjamin Hawkins
Will 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

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

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

2020

Glenn Allan
Murray Bennett
Elita Briggs
Jackie Broughton
Thomas Carberry
Anita Chennell
Valissa Clarke
Trish Crockett
Jane Diplock
Alyce Fisher
Julie Hancock
Monique Hillenaar
Dave Hume
Jill James
Diarmuid Kelly
Mim McGowan
Bobbi McKibbin
Glenn Mercer
Brett Mugridge
Jack Nelson
Amy Northwood
Bronwyn Parker
Laura Sutherland
Craig Thorp
Shane Tomkins
Suzanne Vilé
Tim Wallis
Rachel Wolfe

2021

Justin Armstrong
Tamara Barton
Laura Benson
Pahal Man Bhattarai
Anthony Cheesman
Peter Christison
Bonnie Clark
Natalie Flay
Hayley Hollis
Sally Hughes
Andrew Jones
Pia Kennedy
Peter Kenyon
Lee Manning
Olivia Noto
Melinda Pentreath
Edith Peters
Helen Sellar
Tegan Sharwood
Jennifer Sleep
Julia Vesval
Maria Wadley
Gemma Whitehead
Allison Winters



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.



‘Leadership is not about titles, positions, or flowcharts.

It is about one life influencing another’.

John C. Maxwell



Looking ahead to 2023 & beyond

The world has changed so much in the recent past, and leadership development needs to change to meet the challenges of leading in these circumstances. To this end, AVCL has developed its strategic plan 2022-2024.

The plan provides direction in areas of:

- Future focused stakeholder engagement
- Growth to deliver impact
- Building organisational capacity to support increased impact

Continued development of tailored contemporary community leadership development, alongside our flagship Annual Program.

AVCL has finally achieved its goal of gaining DGR status, which will enable the charity to raise additional scholarships to ensure that our leadership programs are more accessible and inclusive. AVCL will continue to offer community leadership development programs, workshops, forums and networks, in place and online, to build community leadership capacity to create and nurture resilient communities.

AVCL has proudly been able to start meeting the community leadership development needs in the NSW border region, with the successful pilot of the Fischer Community Leadership Program leading to applications for funding to deliver the program in future years in Greater Hume and Federation Shires, and the City of Albury.

We have surveyed our Alumni and built an impact report which demonstrates how developing leaders creates positive impact in our region. We look forward to sharing this report and some case studies with you in 2023, to showcase the amazing contributions our Alumni make to their communities.



Alpine Valleys
Community Leadership

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