



# 2027 Annual Program

## INFORMATION BROCHURE

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# leadership



Leadership is not about having all the answers. It is about understanding complexity, working with others, and knowing how to influence change in a world where challenges rarely fit neatly within organisational, sector or geographic boundaries.



# About

Over nearly three decades, close to 600 people from across the North East and Border regions have undertaken the Annual Program (AVCLP), joining a diverse network of leaders working within communities, businesses, government, industry, the not-for-profit sector and beyond.

Drawing on the North East and Border as a rich learning environment, participants engage directly with the people, places, issues and opportunities that influence regional life.

Through retreats, immersive program days, site visits, conversations with leaders and experts, and collaborative learning experiences, participants develop the insight, confidence and connections needed to lead effectively.

They leave with a deeper understanding of themselves, their communities and the systems that shape regional life, along with stronger relationships across the region and a greater capacity to contribute to the communities and organisations they care about.

## Participants can expect to:

- Develop a deeper understanding of values-based leadership, including exploring motivations, personal strengths, biases and personality types
- Join a peer group of motivated, energised participants
- Explore contemporary regional issues such as democracy and public leadership, housing, health and wellbeing, education, agriculture, climate change, renewable energy, industry, and more.
- Achieve personal growth and professional development to make a meaningful difference
- Develop a greater understanding of the region's social, economic and environmental resources
- Build interpersonal skills and understand team dynamics
- Strengthen skills and understanding of governance, systems thinking, working as a team, influence and public speaking

**“This process has profoundly impacted me, fostering personal growth and increasing my confidence in my actions, thoughts, and intentions. Professionally, it has sharpened my focus, and in my community involvement, it has enhanced my sense of purpose and direction.”**

Olga Davis, 2024 AVCLP

# The AVCLP is designed to be experienced

Over ten months, you'll step beyond your usual environment and engage with people, places and perspectives that will broaden the way you think about leadership, community and your own role within it.



You'll explore regional communities, engage with leaders and practitioners, experience organisations and industries from new vantage points, and examine the opportunities and challenges shaping North East Victoria and the Border region.

Throughout the year, you'll be asked to reflect on your own experiences, share ideas with others and consider how you can contribute within your workplace, community and beyond.

The program calls for participants to bring curiosity, openness and a willingness to contribute.

Every member of the cohort brings their own experiences, perspectives and questions, creating an environment shaped as much by the diversity of the people within it as by the program itself.

The more you contribute to conversations, experiences and reflection throughout the year, the richer the experience becomes - for you and for those around you.

## As a participant, you can expect to:

- Be challenged to think differently, question assumptions and explore new perspectives.
- Build trusted relationships with a diverse cohort from across communities, sectors and industries.
- Experience the region through the people, places, organisations and issues that shape North East Victoria and the Border region.
- Reflect on your own leadership practice, values and motivations.
- Develop the confidence to work collaboratively, navigate complexity and contribute where leadership is needed.
- Become part of an Alumni network that continues to support, connect and contribute across the region.

## Outcomes and Impact

We recently surveyed our Alumni to better understand their experience since completing the AVCLP. Their feedback consistently highlighted:

Greater confidence to take initiative and lead positive change

Improved capacity to sustain themselves through complex challenges

Stronger relationships built on trust and collaboration

Increased involvement in Boards, committees and advisory groups

Expanded professional networks

Stronger self-awareness as leaders

Ongoing leadership contributions within their communities



“AVCLP has given me the confidence to lead with purpose. I am now fulfilling my vision, working alongside communities and volunteers to deliver meaningful, place-based resilience outcomes. You will gain so much from undertaking the program, meet new people, make great connections and help in every aspect of your life.”

Glenn Mercer, 2020 AVCLP

# Applying for the Program

The program brings together people from diverse backgrounds, communities and sectors to learn with and from one another. Its value comes from the perspectives, ideas and insights that each participant contributes.

We welcome applications from people of all abilities, and from Aboriginal and Torres Strait Islander peoples, multicultural communities, and people of all faiths, cultures and identities. We actively seek a cohort that reflects the diversity of the communities we serve.

## To be eligible, applicants should:

- Demonstrate an interest in contributing to advancing outcomes for our region.
- Be willing to challenge themselves through new ideas, perspectives and experiences.
- Have the time and commitment to fully participate throughout the program.
- Be motivated to apply their learning beyond the program.

The AVCLP is delivered across North East Victoria and the Border region. While applicants may live or work outside the region, priority is generally given to people who live, work or make an ongoing contribution within the following local government areas: Alpine Shire, Albury City, Benalla Rural City, Indigo Shire, Mansfield Shire, Moira Shire, Rural City of Wangaratta, Towong Shire and the City of Wodonga.

Participation in the program can be enabled in several ways:

- Your workplace or a supporting organisation funds your participation.
- You self-fund your participation.
- You receive a scholarship through one of our generous scholarship partners.

Refer to the page 8 for details of the investment.

When completing your application, please indicate whether your participation will be workplace-funded, self-funded or supported through a scholarship.

- **Workplace funded:** If your workplace is funding your participation, you must discuss and have your participation approved by the appropriate manager or decision-maker. Some organisations have their own internal nomination, selection or approval processes.
- **Scholarship funded:** If you are seeking a scholarship, ensure your application clearly outlines your contributions to your workplace, community and region. Scholarship providers establish their own eligibility criteria, which can include geographic location, industry or profession, community involvement, or increasing accessibility and inclusion. Providing this information assists us in assessing your eligibility for available scholarship opportunities.



To apply, visit: [www.avclp.org.au](http://www.avclp.org.au)

**“AVCLP has been incredible - an amazing opportunity to grow, reflect and connect with such a wonderful group of people. I’m so grateful and excited to see where we all go from here.”**

**Rosie Suter, 2023 AVCLP**





**The program takes place across North-East Victoria and Border Regions, with specific locations to be confirmed. Please review the schedule below and ensure your availability for dates. All participants undertaking the program must participate in the Opening Retreat on Friday 19 and Saturday 20 February.**

### Selection Process

- 1 Applications open early August
- 2 Applications close late September
- 3 After applications close, all applicants will be contacted to attend an interview via Zoom during October
- 4 Following completion of all interviews, the selection panel will convene to determine suitability of applicants and nominations for scholarship endorsement
- 5 All applicants will be informed of the outcome in late November
- 6 Formal offers and acceptance letters are sent in early December, with invoicing to be issued in December / January
- 7 The 2027 Program will then commence with a launch event on Thursday 11 February, and the Opening Retreat taking place Friday 19 and Saturday 20 February 2027



**Interested in participating?**

**Contact: Program Manager, Irene Pritchard**  
**leaders@avclp.org.au or 0437 827 548**

### Program Schedule

| Date                  | Mode                  | Location     |
|-----------------------|-----------------------|--------------|
| Tues 9 Feb            | Online, 6:30 – 8pm    | Online       |
| Thurs 11 Feb          | In person, 4–6pm      | Wangaratta   |
| Fri 19 & Sat 20 Feb   | In person             | Bright       |
| Fri 12 March          | In person             | Milawa       |
| Fri 16 April          | In person             | Kergunyah    |
| Mon 3 & Tue 4 May     | In person             | Melbourne    |
| Thurs 21 May          | Online, 6:30 – 8:30pm | Online       |
| Fri 28 May            | In person             | Wanagaratta  |
| Fri 18 June           | In person             | Mansfield    |
| Thurs 24 June         | Online, 6:30 – 8:30pm | Online       |
| Fri 16 July           | In person             | Wodonga      |
| Thurs 29 July         | Online, 6:30 – 8:30pm | Online       |
| Fri 6 Aug             | In person             | Benalla      |
| Fri 19 Aug            | In person             | Online       |
| Fri 27 Aug            | In person             | Beechworth   |
| Fri 10 Sep            | In person             | Corryong     |
| Fri 8 Oct             | In person             | Yackandandah |
| Fri 6 Nov & Sat 7 Nov | In person             | North East   |
| Wed 10 Nov            | In person, 6pm – 10pm | Wangaratta   |

\*Subject to confirmation

# An Investment in the Future

The Annual Program is a shared investment in the future of our people and places.

For almost three decades, organisations, scholarship providers and community partners have enabled participation in the program, recognising that leadership extends far beyond the individual. Participants return to their workplaces, organisations and communities with broader perspectives, stronger networks and greater confidence to act. Our region then benefits from people who are better equipped to collaborate, contribute and respond to local opportunities and challenges.

## Participation can be enabled in several ways:

### Workplace or Organisation-funded

Participants can be supported by their workplace or a supporting organisation, often as part of their professional and leadership development.

### Scholarships

Thanks to the generosity of our supporters, a number of scholarships are available each year, helping ensure leadership development remains accessible to people who may not otherwise have the opportunity to participate.

Scholarship supporters may establish eligibility criteria aligned with their objectives, including geographic location, industry, profession, community involvement, or increasing accessibility and inclusion across the cohort.

*Where eligible, scholarships can be made through Alpine Valleys Community Leadership Fund Ltd (DGR-1), being a tax-deductible contribution.*

### Self-funded

Participants may choose to invest in their own place in the Annual Program.

The total investment for participation in the Annual Program is **\$10,500 + GST**, comprising:

- **Placement Investment** – \$9,250 + GST
- **Participant Contribution** – \$1,250 + GST

To support accessible participation, we co-invest in a limited number of placements each year, reducing the Placement Investment to **\$6,250 + GST**. These co-invested placements are limited and subject to availability.

All participants, regardless of their funding pathway or placement investment, contribute the **Participant Contribution of \$1,250 + GST**. Workplaces, supporting organisations and some scholarship providers may choose to cover this contribution on behalf of the participant. Flexible payment arrangements are also available.



Interested in enabling participation? Contact Executive Officer

Madeline Hines: [eo@avclp.org.au](mailto:eo@avclp.org.au) | 0417 348 547

# Your Support Includes



## In recognition of your support, organisations enabling Annual Program participation receive:

- **Exclusive access to Foundations of People Leadership (FOPL) participation rates**, enabling the development of current and emerging leaders across your organisation and our region
- Complimentary attendance at our 2027 Annual Program Launch
- Complimentary ticket to 2027 End of Year Celebration & Program Graduation
- Recognition across relevant Annual Program communications, publications and events
- Opportunities to connect with participants, Alumni and our broader network
- Updates demonstrating the outcomes of your investment

### Exclusive Foundations of People Leadership Offer

If your organisation enables participation in the **2027 Annual Program**, you will receive access to **affiliate pricing** for our **Foundations of People Leadership** program throughout **2027**.

Foundations of People Leadership is our workplace leadership development program for current and emerging leaders, facilitated by James Jensen and Irene Pritchard. Delivered locally across six sessions, participants strengthen their communication, self-awareness, confidence and people leadership capability while developing skills to lead others, navigate difficult conversations, build trust, grow positive workplace cultures and support high-performing teams.

Organisations are offered a special rate of \$2,100 + GST per participant in our 2027 Foundations of People Leadership intakes, where places are secured by December 2026.

After December 2026, your organisation will have access to the affiliate rate of \$2,200 + GST per participant (standard rate \$2,400 + GST per participant).

With 2027 intakes planned to commence in April and July in Wangaratta and Benalla, Foundations of People Leadership provides an accessible opportunity to continue investing in the development of current and emerging leaders across your organisation.



**“The program has given me invaluable skills in self-awareness that will positively shape how I show up as a leader, co-worker, family member, and friend. It’s helped me better understand myself, my communication, and the impact I have on those around me.”**

**Donna Smedley, Account Manager, ACE Radio Network; 2026 FOPL Graduate**

# About Alpine Valleys Community Leadership

**Established in 1998, Alpine Valleys Community Leadership (AVCL) is an ACNC registered not-for-profit organisation working across North East Victoria, Southern NSW and the Border region.**

For more than 25 years, we have brought together people, organisations and communities to tackle challenges, explore opportunities and invest in the future of our region. We are deeply connected across sectors, industries and communities, enabling us to create experiences that are grounded in place and shaped by the people who know it best.

Today, we convene and deliver programs and initiatives in partnership with government, philanthropy, industry and community organisations. Through these partnerships, we enable opportunities for people to connect with ideas, places and people they may never otherwise encounter, broadening perspectives and strengthening their capacity to make a difference where it matters most.



# thankyou

Our 2026 Annual Program

## Sponsors and Supporters



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**Executive Officer**

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



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**Our Mission**

Grow the leadership capacity and  
voice of people and communities