

LODDON MURRAY COMMUNITY LEADERSHIP PROGRAM

2018 YEARBOOK



LEAD Loddon Murray



2018 PARTICIPANTS

• WHERE ARE THEY FROM?

Claire Billing	Swan Hill
Phillip Brien	Flora Hill
Nathalie Brown	Elmore
Veronica Budnikas	Harcourt
Paula Collard	St Arnaud
Shanelle Crole	Spring Gully
Charmaine Delaney	Donald
Indivar Dhakal	Maiden Gully
Justin Di Caprio	Watchem
Emma Dotollo	Pyramid Hill
Lara English	Cohuna
Justine Farley	Kerang
Samantha Ferrier	Moama
Barry Floyd	Bendigo
Kathryn Hall	Castlemaine
Jude Hannah	Fernihurst
Bronwen Haywood	Maryborough
Samantha Hilliard	Nyah West
Linda Lynch	Strathfieldsaye
Fiona Machin	North Bendigo
Sarah Matthee	Gisborne South
Harry Mc Anulty	Bendigo
Rebecca McHutchison	Kangaroo Flat
Jackie Nieuwenhuizen	Woodend
Genevive Policarpio	Pyramid Hill
Natasha Romas	Flora Hill
Carli Springate	Castlemaine
Tracey Strachan	Calivil
Amy Treacy	Cohuna



• WHERE DID WE GO?

Echuca	Melbourne
Inglewood	Kyneton
Swan Hill	Canberra
Bendigo	Pyramid Hill
Donald	Maryborough
Castlemaine	Cohuna
Tylden	

Our Vision...

Vibrant and sustainable regional communities

LEAD Loddon Murray provides communities with the confidence and knowledge to be clear about what they want to achieve, to find strength within the community and to lead themselves. Communities know their people and environment best. Therefore, when local people come together to identify and solve issues themselves, the results are deeper, more effective and sustainable.

We believe self-determined communities generate vibrancy and ensure sustainability.

Our Mission...

To empower and inspire leadership

LEAD Loddon Murray develops leaders, builds capacity and facilitates conversations to empower and inspire leadership. We partner with government, business and the community sector to deliver experiences which cultivate effective leaders. We scaffold our participants learning by building relationships, developing skills, raising awareness and demonstrating responsible leadership in action. We provide an outstanding adult learning environment, which values peers experience and showcases leadership theory in action, through the stories of established community leaders and groups.

Our Values...

Integrity

We operate in an open, transparent and sustainable manner at all times and conduct our relationships with honesty, trust and compassion. We value diversity in our organisation, programs and community.

Innovation

Our actions foster creative ideas and identify opportunities to grow our communities. We are committed to lifelong learning, personal growth and self-awareness.

Inspiration

We engage, encourage and empower individuals and communities.



MESSAGE FROM THE MINISTER FOR REGIONAL DEVELOPMENT

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

Now in its 21st year the Loddon Murray Community Leadership Program is continuing to develop leaders that will lead change within and across their rural and regional communities, and beyond. Congratulations to the 29 participants graduating from the Loddon Murray Community Leadership Program in 2018. You now join an alumnus of 478 graduates across the Loddon Murray region and over 3500 from across rural and regional Victoria.

I am confident that the program graduates' deep understanding of their region will equip them well to face the social, economic and administrative challenges they will encounter. Graduates contribute to their community or workplace in so many ways and we celebrate and congratulate them on their achievements in community leadership.

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

The development of regional community and business leaders is vital to the success of regional Victoria. Through its leadership programs, short courses, networking and alumni opportunities, LEAD Loddon Murray fosters the development of a vibrant network of community and business leaders in the Loddon Murray region.

The Victorian Government has provided \$8 million over the four years through the Regional Jobs and Infrastructure Fund to support 10 leadership programs across regional Victoria. Through these programs, the Victorian Government is helping communities become stronger, more resilient, and the best they can be.

Well done to the graduates of the 2018 Loddon Murray Community Leadership Program for taking this vital step in developing your leadership skills and committing the time, energy and enthusiasm to better understand your region, your own capabilities and what you might contribute to rural and regional Victoria in the future.

I look forward to hearing how your leadership journey progresses.

You now join an alumnus of 478 graduates across the Loddon Murray region and over 3500 from across rural and regional Victoria.



Hon Jaala Pulford MP
Minister for Regional Development



MESSAGE FROM THE CHAIR OF LEAD LODDON MURRAY

I am delighted to congratulate all of the 2018 graduates of LMCLP in my second term as Chair of LEAD Loddon Murray.

Welcome to this impressive, diverse and talented alumni of community leaders! Your contributions across our region is what undoubtedly creates Vibrant, Sustainable Rural and Regional Communities and throughout this year we have seen you demonstrate our values of integrity, innovation and inspiring others by the way you have shared and grown throughout the program year.

Leadership starts with you and I'm sure you have all learnt so much about yourselves, your impact on others and the benefits and barriers to stepping up that we all experience along the way.

This is the beginning of your next exciting chapter as a graduate of this special and defining program and I wish you well in your continuing leadership journey. One of the highlights of this year for me is meeting some of you at the launch and the mid year retreat and then reconnecting with you again at graduation. The growth and learning is evident and fills me with joy and pride for what we all at LEAD Loddon Murray contribute to.

I would like to thank the Executive Team for their hard work and leadership provided throughout 2018. Our wonderful EO Leah Sertori, who has had an amazing first year in the role and who attended so many of your program days she may well be the first honorary graduate.

Jo Cahill our LMCLP Program Manager who, as well as managing her first program year is magically creating her own very special family project - Jo we all wish you well with delivering the beautiful outcome on time. Thanks also to Melinda Mann for all your amazing work on delivering seamless events, you make it look so easy and we all know it's not. Also new to our team this year is Office Manager Lisa Renato. She lights up the office and has organised all things admin. Thank you again, it's a pleasure working with you all.

Our partners, sponsors and supporters are instrumental in making the LMCLP program a success each year. Their support is incredibly valued by each participant, team and board member of our organisation. We thank you for your ongoing support and look forward to developing future relationships that build on the development of outstanding community leaders in the Loddon Murray region and beyond.

I cannot thank my fellow LEAD Loddon Murray board members enough for their dedication, leadership and commitment to their important roles in governing our organisation: Anette Kortenhaus, Scott McLarty, Jay Smith, Sandra Hamilton, Moustafa Al-Rawi, Brenton Johnson, Rob Stephenson, Rosanne Kava and Adam Place - they have made my second year as Chair an extremely enjoyable one, and a really supported experience.

Leadership starts with you and I'm sure you have all learnt so much about yourselves, your impact on others and the benefits and barriers to stepping up that we all experience along the way.



Anita Dickons
Anita Dickons
Chair



Anette Kortenhaus, Rosanne Kava, Scott McLarty, Anita Dickons, Brenton Johnson, Sandra Hamilton. Absent: Rob Stephenson, Moustafa Al-Rawi, Adam Place.



MESSAGE FROM THE EXECUTIVE OFFICER

Bearing witness to our participants growth is a tremendous privilege. Observing LMCLP participants open themselves to new ideas and step up to improve their communities for others is nourishing for the soul. Not being a Graduate of the LMCLP myself, I participated in as many program days as I could this year, to understand what makes the program so special. It is without doubt the people, their courage and conviction.

It takes courage to lead any kind of change, especially when that change involves working on ourselves. This year we began with 29 strangers and finish as lifelong friends, powerful advocates and optimistic leaders. The greatest shift I notice in participants is discovering an unshakable sense of self which enables them to best serve others. Having a solid sense of who you are, that you belong in a community and network and that your work matters is the foundation of being an effective community leader. Watching our participants realise how much they have to offer their community, simply by being themselves is genuinely addictive and that self-actualisation is only the beginning of the experience for an LMCLP participant.

As you'll read in this inspiring yearbook, participants invest a year of their lives learning about the systemic issues facing the region and levers to create change, for our community's social, economic and environmental health. They developed a view of the burning need for change in their towns and now understand what will be required to achieve it. As you read through the yearbook, I encourage

you to reach out to participants in 2018 and ask them what inspired their community project. Ask about their personal growth and the insights they will take back to their work, family and community. Those conversations will be deeply moving and inspiring.

The LMCLP is so much more than a leadership program in the traditional sense. It is a living, breathing community of people with a sense of wonder, grace and a desire to be of service. LMCLP graduates develop a tone and style of language which invites gratitude, celebrates strength in community and honours people and place. This year, for the first time, participants developed a position paper to take to Canberra, to focus our advocacy around an issue. They chose to address social isolation and loneliness. This tremendous bunch of emerging leaders can see the ripple effect of connected communities where people belong, feel valued and included as a driver for health, wealth and sustainability.

Our sincere thanks and acknowledgement to LMCLP sponsors (named on the back cover of the yearbook) for their investment. Their support ensures the prosperity and sustainability of our region for many years to come by growing good people into great leaders.

My very special thanks to my fellow gardeners, Jo Cahill, Melinda Mann and Lisa Renato. Our team grow people and develop leaders in the way they go about their work every day.

*"If you want
one year of
prosperity, grow grain.
If you want ten
years of prosperity,
grow trees. If
you want one
hundred years of
prosperity, grow
people."*

Chinese Proverb



Leah Setori

Leah Setori
Executive Officer



MESSAGE FROM THE PROGRAM MANAGER

What a year!

Much like the new cohort of participants, I wasn't sure what to expect as we started our LMCLP journey together. And much like the participants, my eyes have been opened, my confidence increased, I've learnt new skills, pushed myself out of my comfort zone and been inspired by the innovative, resilient and passionate community leaders we have met throughout the year. I have also been extremely proud to see the growth in each of our 29 participants this year.

The group have been through a lot in 2018. There has been an engagement, new life, loss and grief, milestone birthdays, health concerns, moving house, promotions, job changes and new careers. Such a big year...and that is all before we even mention the Loddon Murray Community Leadership Program. Yet they've made their leadership journey a priority and their communities are already benefiting from their experience.

Long time supporter of LMCLP, Peter Dhu, told our group that "comfort and growth don't go together, you need to get uncomfortable to grow" and this is something that has stayed with me as the year continued. The program provides participants with many challenges - public speaking, being part of a duty team, abseiling, learning to respectfully listen to opposing views to name a few, and each of these experiences has the opportunity to teach us something and bolster our growth and development, as people and as leaders.

It has been inspiring witnessing participants overcome challenges and to see the positive impacts this has had on their development as community leaders.

One of the recurring themes spoken about by leaders from across our region, in Melbourne and in Canberra has been authenticity. We have heard that working out who you are and what you stand for, staying true to yourself and upholding your values is crucial to being a strong and effective leader at any level. I've enjoyed supporting participants as they've developed and expressed their individual sense of self and determined how they can put authentic leadership into action.

I'd like to thank the LMCLP family - the wonderful graduates who have provided a wealth of knowledge and support in my first year as program manager. And a special thank you to those graduates who have stepped up and presented to the group this year. It is great to hear about the wonderful things you are achieving in your communities and I really appreciated your willingness to share some of your personal leadership stories with the 2018 group.

While I will be taking some time off to step into an exciting new role as a mum, I look forward to hearing about the new achievements, the next steps and the amazing things to come for our new LMCLP graduates.

It has been inspiring witnessing participants overcome challenges and to see the positive impacts this has had on their development as community leaders.



Jo Cahill

Jo Cahill
Program Manager



WHERE DID WE GO, WHO DID WE MEET, WHAT DID WE SEE, LEARN AND DO?

Newbridge: 2018 Program Launch

Date: Friday 16th February

Speakers: Di Bowles, Ellen White, Doug Curnow

Echuca: Opening Retreat Weekend

Dates: Saturday February 24th & Sunday February 25th

Sponsors: Campaspe Shire, Bob & Heather McNaught

- **Workshops:**
 - 'Understanding Ourselves and Others' - Bob and Heather McNaught
 - Learning Styles - Leah Sertori
- **Activity:** Welcome to Country and discussion - Uncle Rick Ronnan

Inglewood: Pushing the Boundaries

Date: Friday 9th March

Sponsors: Loddon Shire, Inglewood & District Community Bank

- **Site visits, tours & discussion:**
 - Ceramet Bridgewater Solar Plant
 - Town hall development - Murray Baud, Board Member Inglewood & District Community Bank, Town Hall Development Group; Kim Hanlon (LMCLP 2010), Centre Manager Inglewood Community Neighbourhood House Inc
- **Panel & Discussion:** 'Energy futures' - Chris Weir, Bendigo Sustainability Group; Darryn Hartnett, Manager Finance, Strategy and Planning, Faculty of Veterinary and Agricultural Sciences, University of Melbourne; Simon Maan, Engineering Manager, Ceramet
- **Presentation:** 'My leadership journey' - Councillor Colleen Condliffe (LMCLP 1998), Loddon Shire

- **Activity:** Abseiling Melville Caves with Mirawara Outdoor Experiences Group

Swan Hill: Vibrant Communities

Dates: Sunday 25th & Monday 26th March

Sponsors: Swan Hill Rural City Council, Treglison Consulting, Grizzly Engineering

- **Site visits, tours & discussion:**
 - Lake Boga Flying Boat Museum
 - Grizzly Engineering
 - Swan Hill Regional Art Gallery
- **Activities:**
 - Heartbeat of the Murray, Sound and Light Show - Swan Hill Pioneer Settlement
 - 'Your life' session with Yvonne Jennings (LMCLP 1998)
 - Welcome to Country and discussion - Djallarna Hamilton (LMCLP 2017)
- **Panels & discussion:**
 - 'Vibrant Communities in Action - Harmony Day' - Swan Hill Harmony Day committee members Camille Cullinan, Joelle Whiting, Ross Polglase and Archana Patney
 - 'Role of Council in growing vibrant regional communities and economies' - Swan Hill Rural City Council John McLinden, CEO; Fiona Gormann, Community Development & Riverfront Coordinator; Councillor Chris Jeffrey (LMCLP 2015)
- **Workshop:** 'Project Management' - Ellen White (LMCLP 2001)

Bendigo: Innovative Communities

Dates: Friday 20th & Saturday 21st April

Sponsors: City of Greater Bendigo, Regional Development Victoria, Department of Environment, Land, Water & Planning, Peter & Violet Dhu, Southern Cross Austereo, Mingle Media

- **Site visits, tours & discussion:**
 - The Ulumbarra Theatre
 - Southern Cross Austereo
- **Workshops:**
 - Innovative Communication - Briana Cowan (LMCLP 2008), Mingle Media
 - Winning Public Speaking Skills - Peter Dhu, Public Speaking Dynamics
- **Presentations:**
 - 'Smart Cities' - Glenn Pomeroy (LMCLP 2003), City of Greater Bendigo
 - 'Leading the Way' - Mark Brennan, Thales Australia
- **Activities:**
 - Regional Community Leaders Convention
 - Welcome to Country and discussion - Kerri Douglas (LMCLP 2015)
 - Gala Dinner, celebrating 21 years of LMCLP





WHERE DID WE GO, WHO DID WE MEET, WHAT DID WE SEE, LEARN AND DO? CONTINUED

Donald: Small Communities

Dates: Friday May 11th

Sponsors: Buloke Shire Council, Donald Community Centre, Julie Slater JLS Consulting, Kookas Country Cookies

- **Site visits, tours & discussion:**
 - Kookas Country Cookies
- **Panels & discussions:**
 - 'The importance of engaging small communities' - Anthony Judd (LMCLP 2006) and Rose Harris (LMCLP 2011) Buloke Shire Council
 - 'Community Projects Q&A' - Rose Harris (LMCLP 2011) and Sarah O'Brien (LMCLP 2017)
 - 'Small Community Success Stories' - Graeme Harris and Sam Goldsmith
- **Workshop:** Working with written and social media - Julie Slater (LMCLP 2003), JLS Consulting

Castlemaine: Healthy Communities

Date: Friday May 25th

Sponsors: Mount Alexander Shire, Bendigo TAFE; BRESS Wine, Cider and Produce; DMC Honey, Blue Elephant Beverage Company, Hillside Acres, Mt Alexander Fruit Gardens

- **Site visits, tours & discussion:**
 - The Harcourt Mountain Bike Project & Healthy Parks, Healthy People, Mount Alexander National Park - Brendan Smith, Parks Victoria, Peter Skilbeck Goldfields Track Inc.
- **Activity:** 'Yarning'
 - Kath Coff, Nalderun Upper Loddon Indigenous Elder

• Presentations & discussion:

- 'Healthy inclusive communities' - Jacqueline Brodie-Hans (LMCLP 2010) Harcourt Progress Association
- 'Family Violence Prevention, Gender Equity & Sport' - Nicki Renfrey (LMCLP 2017) Central Victorian Primary Care Partnership
- 'Can we become the healthiest region in the world by 2030?' - Jon Anstey, Coliban Water & GREATER Bendigo Health Promotion Platform

- **Panel & discussion:** 'Mental Health & Wellbeing - What can we do? The HALT story & the role of the local GP' - Jeremy Forbes, HALT Co-Founder & Spokesperson, Lauren Randle (LMCLP 2017) HALT Partners of Tradies Coordinator, Dr Richard Mayes local GP

Macedon/Melbourne: Justice & Social Justice

Dates: Sunday 17th to Tuesday 19th June

Sponsors: Macedon Ranges Shire Council, Hon. Peter Walsh MP, Maree Edwards MP, La Trobe University

- **Site visits, tours & discussion:**
 - Victorian Parliament: Peter Crisp, MP, Member for Mallee; Hon. Peter Walsh MP, Leader of the Nationals, Member for Murray Plains; Danny O'Brien MP, Member for Gippsland South; Emma Kealy MP, Member for Lowan; Maree Edwards MP, Member for Bendigo West

• Panels & discussion:

- 'The Humans Behind Politics' - Councillor Janet Pearce (LMCLP 2013), Macedon Ranges Shire Council and Mary-Anne Thomas, MP Member for Macedon
- 'In Their Shoes' - The Field Trip, Paul Kooperman (LMCLP 2016)
- 'Social Justice and Human Rights' - Patrick Keyzer, La Trobe Law School; Patrick McGee, Australian Federation of Disability Organisations; Paul Kidd, Fitzroy Legal Service; Olivia Ball, Child Rights Advocate; Jake Cripps, La Trobe Student Union.

• Presentations & discussions:

- 'The Salvos Melbourne Project 614' - Brendan Nottle, Salvation Army
- 'Gender & Leadership' - Mary Crooks AO, Victorian Women's Trust
- 'The Hanging Rock Action Group Story' - Luke Spielvogel (LMCLP 2015)
- 'Purpose, vision and leadership in an Indigenous sense' - Indi Clarke, Koorie Youth Council
- 'Leadership and Further Study' - Geraldine Kennett, La Trobe University

• Workshops:

- 'You Be the Judge' - Paul McGorrery/Donald Ritchie, Sentencing Advisory Council

Kyneton: Mid-Year Retreat

Date: Saturday 21st and Sunday 22nd July

Sponsors: Macedon Ranges Shire Council

• Workshops & activities:

- Responsible and Effective Leadership - Leah Sertori
- Community Project Pitches
- 'Finding Balance' - Clare Fountain, Sorted4Life



"Being a participant in LMCLP has been inspiring and enlightening. Learning more about the communities I grew up in has been a delight and just goes to show that when individuals and communities work together, it produces amazing results. Anything is possible" **Bronwen Haywood, Central Goldfields**

Canberra: National Leadership

Dates: Sunday 19th to Thursday 23rd August

Sponsors: Murray Darling Basin Authority, CSIRO

- **Site visits, tours & discussion:**
 - CSIRO: 'Climate Change adaptation, agriculture and disruptive technologies' - Dr Stuart Whitten, Dr Danial Stratford, Dr Sarina MacFadyn
 - Murray Darling Basin Authority - Phillip Glyde and Carl Binning
 - Australian War Memorial - Guided tour & Last Post Ceremony, 'Leadership and Australia at War'
 - National Museum of Australia
 - Australian Institute of Aboriginal and Torres Strait Islander Studies
 - Parliament House - Question Time and briefings: Senator Janet Rice; Cathy McGowan MP; Andrew Broad MP; Damian Drum MP; Senator Bridget McKenzie; Lisa Chesters MP; Barnaby Joyce MP; Stephen Jones MP; Michael McCormack MP; Michelle Landry MP; Senator Nigel Scullion
- **Presentations & discussions:**
 - Thaarramali Pearson, Reconciliation Australia
 - Melissa Neal (LMCLP 2015), Sheep Producers Australia
 - Duncan Bremner, Australian Chamber of Commerce and Industry
- **Workshop:**
 - 'How Parliament Works' - Public Education Office

Pyramid Hill: Inclusive Communities

Date: Friday 7th September

Sponsor: Loddon Shire

- **Site visit, tour & discussion:**
 - 'Inclusive Workforces' - Kia-Ora Piggery, Caleb Smith
- **Workshop:**
 - 'Rural Social Inclusion', Emma Shannon (LMCLP 2016), Central Victorian Primary Care Partnerships
- **Panel & discussion:**
 - 'Inclusive Communities in Action' - Helen Garchitorena, United Filipino Organisation; Colleen Hampson, St Patricks Primary School; Kylie Dowles, Pyramid Hill Neighbourhood House

Maryborough: Engaged Communities

Date: Friday 21st September

Sponsor: Central Goldfields Shire

- **Workshop:**
 - 'Time for a new story: Power to the People' - Gilbert Rochecouste, Village Well
- **Panel & discussion:**
 - 'Driving social change and improving outcomes for children, young people and families in the Central Goldfields' - Sandra Hamilton, Manager Go Goldfields, Central Goldfields Shire and LEAD Loddon Murray Board Member; Gary Higgins, Collaborative Table Community Leader; Rowena Butler Collaborative Table Community Leader; Caroline Thoroughgood, Collaborative Table Community Leader.

Cohuna: Sustainable Communities

Dates: Friday 12th October

Sponsors: Gannawarra Shire, Kerry Anderson

- **Site visits, tours & discussion:**
 - Fehring Family Dairy Farm - 'Dairy Industry, Regional Issues and Leadership' - Max and Clark Fehring
- **Panel & discussion:**
 - 'Sustainable communities in action' - Matt Hawken, (LMCLP 2008) Ag Vic; Nick Layne, North Central Catchment Management Authority and Aunty Esther Kirby OAM
 - 'Why is entrepreneurship everybody's business?' - Kerry Anderson (LMCLP 2006), Cr Sonia Wright; Cooper Taylor
- **Workshop:**
 - 'Grants' - Kerry Anderson

Maiden Gully: Closing Retreat

Dates: Saturday 27th & Sunday 28th October

Sponsor: Marist College

- Community Project Presentations
- Creative reflections, celebration and where to from here - Jo Cahill, Julie Slater
- **Workshops:**
 - 'The Neuroscience of leadership' - Ann Lansberry
 - 'Another side of leadership' - Phil Melgaard

Bendigo: Graduation

Date: Friday 9th November

Sponsor: City of Greater of Bendigo

Speakers: Highlights and reflections on the year from 2018 LMCLP participants



Participant PROFILES



Claire Billing

Home community: Swan Hill, Swan Hill Rural City

Employment: Company Director at Swan Hill Disposals and Outdoor store

Community involvement/volunteering: Active member of the State emergency service, Charter member of the Rotary Club of Swan Hill Sunrise, Eucharistic minister of the Catholic Church, Member of the Victorian Council of Churches emergency ministry, and Board member of Swan Hill Incorporated.

Sponsor: Swan Hill Rural City Council Scholarship Recipient (shared)

Motivation for doing the LMCLP: To further develop my leadership skills, build my confidence and public speaking skills

Key take away: All leaders have their own natural leadership behavioral skills and personality strengths. Identify, evaluate and utilise these strengths.

Greatest leadership challenge: Public speaking, thinking on my feet and accepting the fact I may be a leader after all.

Most inspirational speakers: Girl power - Leah Sertori (LEAD Loddon Murray), Rose Harris (Buloke Shire), Briana Cowan (Mingle Media) and Mary Crooks (Victorian Women's Trust).

Favorite quote: "Leadership is the capacity to translate vision into reality".

Community project: To host a volunteer expo, with a youth focus. To take place in May 2019

Where to from here: To challenge myself in all the aspects of leadership that I have learnt over this past year. To further my community volunteering work, by encouraging youth and our multicultural members of the community to fully engage in volunteerism so they too can reap the many rewards.



Phillip Brien

Home community: Bendigo, City of Greater Bendigo

Employment: Bushfire Risk Analyst, Department of Environment, Land, Water and Planning

Community involvement/volunteering: Foundation member of Munganin – Gadhaba Network, including representation of my organisation at IPAA events, consultation on Indigenous inclusion plan, and continued consultation on improving cultural safety in the workplace

Mentor, guide and develop young indigenous staff beginning their careers

Epsom Aboriginal Inclusion Network

Sponsor: Bank Australia Scholarship Recipient

Motivation for doing the LMCLP: I found myself in a position to influence Aboriginal Inclusion policy in my workplace, and a change to internal structures saw me take on a management role. At the same time, I had begun mentoring young Aboriginal staff across the organization. Through my employment, I also found myself consistently engaging and advising community groups on bushfire safety. I was seeking ways to use my influence effectively and ensure I could be a constructive leader to guide and develop my team and better support my broader community.

Key take away: There is no recipe to successful leadership. As Covey says, true success is founded in the character ethic (or our core values), rather than the personality ethic (or learned traits). The best leaders are constructive (humanistic, encouraging, achievement driven and self-actualizing) in nature, and above all else, authentic.

Greatest leadership challenge: It all starts with self, and you can't pour from an empty cup. My greatest leadership challenge has been looking after myself, so that I can support others.

Most inspirational speakers: Peter Dhu, collective presenters from Victorian Women's Trust and Jeremy Forbes (HALT)

Favorite quote: "Embrace your strengths such that your weaknesses become irrelevant" Peter Drucker

Community project: Career development and job applications workshop for young Central Victorians (aimed at but not limited to Aboriginal Australians).

Where to from here: We all started out reaching for the sky, and now we know we can get there. . . What comes next? Who knows, maybe the moon?



Nathalie Brown

Home community: Elmore, City of Greater Bendigo

Employment: Senior Programs Officer, Forest, Fire & Emergencies, Department of Environment, Land, Water and Planning

Community involvement/volunteering: Coordinator of Elmore Milo Cricket program, previously: secretary of the Parent & Friends OLSH; I was a long term board member of the North Central rural financial counselling Service; Elmore Tennis association; and sports trainer with the Elmore football netball club.

Sponsor: City of Greater Bendigo - Samantha Bell Memorial Scholarship Recipient

Motivation for doing the LMCLP: I was inspired by previous participants and the amazing things they have achieved. I thought it was my turn to step up, move outside my comfort zone, learn more about leadership, myself and my region so I could give back to my community.

Key take away: Leadership looks different for everyone! It can be a big or small contribution to your community but every bit helps to make a difference. The importance of stories to motivate people and take them on the journey with you. Always be authentic!

Greatest leadership challenge: Having difficult conversations in a constructive way; actively listening; looking after my own wellbeing, as my time is limited and the importance of saying 'no', so I don't burnout.

Most inspirational speakers: Cathy McGowan (Independent Federal Member for Indi), Dr Oliva Ball (Melbourne Social Justice Panel), Major Brendan Nottle (Salvation Army), Indi Clarke (Koorie Youth Council) and so many others.

Favourite quote: 'If not now, then when? If not you, then who?' Moustafa Al-Rawi 2017 LMCLP Graduation dinner; Cathy McGowan and a number of other speakers have also used that quote this year.

Community project: Coordinating a community group plan for the natural area along the Campaspe River at Elmore.

Where to from here: I will continue 'place making' along the Campaspe River at Elmore and contribute to my community while balancing my family, my career and my wellbeing. I feel more confident to make a real difference to my community and my work!

Participant PROFILES



Veronica Budnikas

Home community: Harcourt, Mount Alexander Shire

Employment: E-learning designer, developer and owner at Storyline Developer

Community involvement/volunteering: Harcourt Valley Primary School Council President, Harcourt Valley Applefest Committee, Harcourt Valley Play Space Working Group, Castlemaine District Community Health Board Director

Sponsor: Mount Alexander Shire Council Scholarship Recipient (shared)

Motivation for doing the LMCLP: To be a role-model to my children. To improve my leadership skills to better serve my community. To learn more about our region.

Key take away: How much power a united community can have.

Greatest leadership challenge: Selling my vision and why I believe in it. Managing and overcoming conflict.

Most inspirational speakers: Dr Olivia Ball, Major Brendan Nottle, Peter Dhu, Djallarna Hamilton, Leah Sertori... and many, many others

Favourite quote: "If you wait too long to do something, you end up doing nothing." Phillip Clyde

Community project: Applefest Guide and Community Event Guide template

Where to from here: The sky's the limit! (but first, a well-earned break). I would love to run more projects with fellow participants... watch this space!

"The LMCLP has been challenging and inspiring in unexpected and life altering ways. I came to learn how to be better for others, instead I learned how to be better for me. Everything else seemed to just fall into place along the way! I've taken on more senior roles and mentorship at work! I've learned to trust in myself, speak my truth, and challenge the norm. But above all else, I've learned to inspire, develop and support others to be the difference"

Phillip Brien, City of Greater Bendigo



Paula Collard

Home community: St Arnaud, Northern Grampians Shire

Employment: Legal Research, Public Policy, Investigation Analyst, Paralegal in the Private and Public Sector. Now retired from paid employment and working in my community.

Community involvement/volunteering: Multiple organisations involved in Social Justice, Environmental, Community Development and Women's issues. Currently Chair of Raillery Hub Incorporated, a not for profit Association dedicated to Arts & Culture, Education and Community Participation.

Sponsor: Hugh Williamson Foundation Scholarship Recipient

Motivation for doing the LMCLP: To gain new skills, network, go outside my own comfort zone and meet others with different backgrounds and life experiences.

Key take away: Keep evolving during your lifetime. Use your intelligence, your creativity and your instincts. Accept and learn from mistakes. Value yourself and others.

Greatest leadership challenge: Being the change I want to see. Active listening, motivating others to become involved and contribute. Staying focused and maintaining my eye on the prize.

Most inspirational speakers: Cathy McGowan (Independent Member for the Federal seat of Indi), Mary Crooks (Executive Director-Victorian Women's Trust), Paul Kidd & Dr Oliva Ball (Melbourne Social Justice Panel), Major Brendan Nottle (Salvation Army) and Jeremy Forbes (HALT).

Favourite quote: "If you think you're too small to make a big difference, try spending the night in a room with a mosquito" and "Stand up or shut up."

Community project: Renovation of the disused St Arnaud Rail Station as a Community Hub and creation of a permanent Art Gallery.

Where to from here: Continue to always be a positive disruptor/change agent & advocate, create a community hub, take risks, maintain relationships & support other LMCLP Graduates, learn to dance like Bruno Mars.



Shanelle Crole

Home community: Bendigo, City of Greater Bendigo

Employment: Media Advisor (Northern Victoria), VicRoads

Community involvement/volunteering: Fundraising for Parkinsons Victoria and Dementia Australia. I previously worked for Bendigo Community Bank, assisted teaching debutante dance classes at local high schools and was a volunteer for Y Service Club.

Sponsor: Coliban Water Scholarship Recipient

Motivation for doing the LMCLP: To find a way to contribute to my community after returning from living away. Previous participants inspired me to step up, take the leap and challenge myself.

Key take away: I can't choose just one! Start with the why, feel the fear and do it anyway, empower those around you and connect people through story.

Greatest leadership challenge: Remembering to pause and reevaluate strategy or goals.

Most inspirational speakers: Mary Crooks (Victorian Women's Trust), Peter Dhu (Corporate Communication Experts), Major Brendan Nottle (Salvation Army), Cathy McGowan (Independent Member for Indi), Rose Harris and Anthony Judd (Buloke Shire Council).

Favourite quote: "Leadership in regional Victoria is not an optional extra" Cathy McGowan

Community project: It Takes All Kinds: Diversity and Inclusion Exhibition Roadshow will visit workplaces across our region featuring personal stories and portraits from local community members of different backgrounds and minority groups.

Where to from here: LMCLP has given me the confidence to start frank conversations to drive change. My goals include launching my community project and beginning a new project to support dementia patients and carers in the Bendigo community.



Charmaine Delaney

Home community: Donald, Buloke Shire

Employment: Manager, Donald Learning Group Inc., Community Centre

Community involvement/volunteering: Food Bank, Teaching Conversational English Classes, Treasurer for The Donald Chamber of Commerce, CWA Donald, member of Southern Mallee Primary Care Partnership Buloke Family Violence Prevention Network.

Sponsor: Buloke Shire Council Scholarship Recipient (shared) and Employer - Donald Learning Group Inc., Community Centre

Motivation for doing the LMCLP: I was prompted by a member of the community to apply for the LMCLP to gain leadership skills and valuable networking contacts to assist me in my position. I thought it was a great opportunity to build my confidence to lead with refined skills and knowledge.

Key take away: If not you, then who, and if not now, then when? Have a good moral compass and reflect on your direction and values to ensure you are living them. You will be remembered for the last thing you do or say, so make it count.

Greatest leadership challenge: Listening to strong minded opinions and understanding they are entitled to express them and looking how you can incorporate them for positive change.

Most inspirational speakers: Councillor Ellen White, Peter & Violet Dhu, Cathy McGowan AO MP and the LMCLP participants who shared their journey in life.

Favorite quote: "The mind is everything, how you see yourself is what you will become" Buddha. "Knowing when to say "yes" to an opportunity" Mary Anne Thomas. "Keep it simple" Julie Slater. "Working with not for the Community" Anthony Judd CEO Buloke Shire.

Community project: Implementation of Food Bank as a joint project with Justin DiCaprio to assist those in need, with the help of 6 volunteers food is supplied to Donald, Watchem and Birchip. The project has grown from ordering 500 kgs of food a fortnight to over 1000 kgs. As the struggling farmers are affected this has the potential to grow further. The greatest reward is to see a look of relief and a smile on a person's face when you deliver the food.

Where to from here: I have gained valuable skills and networking opportunities to assist me in representing the community in matters close to their hearts. Canberra was an inspiring experience and it became clear to me I would be like to join the Buloke Shire Council to gain understanding on how to make positive change in our region. I started teaching conversational English classes to migrants to assist them in assimilating into their society and am fundraising to implement a functional kitchen for the Community Centre to teach healthy cooking classes, multicultural cooking classes and Harmony Day in 2019.



Indivar Phakal

Home community: Maiden Gully, City of Greater Bendigo

Employment: Manager Technical Services, Loddon Shire Council

Community involvement/volunteering: AusNep Foundation

Sponsor: Believe in Bendigo Scholarship Recipient

Motivation for doing the LMCLP: Self-reflection and being a part and/or driver of the change

Key take away: Look at all your life hats, the one in the centre is your number one and that is "you"

Greatest leadership challenge: To convince myself that "I can"

Most inspirational speakers: Peter Dhu – words are not enough to express my respect for the man.

Favorite quote: "People will remember how they felt, not what they heard" Peter Dhu

Community project: Network to assist new migrants into workforce

Where to from here: See what life throws at me and will try to make the best out of it. However, Canberra trip has enticed me even more into politics.

"We live in one of the largest shires in the state of Victoria, this without a doubt was an experience that took us out into those communities to see first-hand what wonderful work is being done in each and every community. People pulling together to create the glue that binds strong rural communities"
Jude Hannah, Loddon Shire



Justin Di Caprio

Home community: Watchem, Buloke Shire Council

Employment: Director of J & J McNamara Enterprises Pty Ltd Manager of Witch Aquarium, Aquarium 000, and Adult Things.

Community involvement/volunteering: President of North Central Regional LGBT Network, President of the Watchem Men's Shed, The Pass It On Program and member of Buloke Family Violence Prevention Network.

Sponsor: Buloke Shire Council Scholarship Recipient (shared)

Motivation for doing the LMCLP: To build and grow my leadership skills and to share the new skills and knowledge that I have learnt on my journey with my local and surrounding communities.

Key take away: The biggest one is I found the LMCLP group are not just like friends but more like a family. Have made good networks and contacts that will help improve any project I'm involved in now and in the future.

Greatest leadership challenge: As I'm Dyslexic it was a big challenging to do this program, but I don't let it play a problem in life. All I can say is give anything a go there are always people there to help you through any challenge.

Most inspirational speakers: Peter Dhu, "Public speaking is not a challenge it's a skill you learn".

Favorite quote: "No matter how good you think you are as a leader, my goodness, the people around you will have all kinds of ideas for how you can get better. So for me, the most fundamental thing about leadership is to have the humility to continue to get feedback and to try to get better - because your job is to try to help everybody else get better" Jim Yong Kim

Community project: The North Central LGBT Regional Network is a group that works on information, education, support and promoting community events, across rural & regional Victoria for all LGBTI+ and LGBTI allies. The Pass It On Program (Food Bank) is servicing those who may have health issues preventing from entering a Community Centre as well as offer a discrete service to those families who may otherwise feel too proud to ask for the assistance. It also involves the dropping of a parcel of food to random houses for them to use what's in the box or they can add to it and pass it on to someone in need of help. Everyone needs a little help at some point in life.

Where to from here: Thanks to the LMCLP I am now a stronger leader to help improve, motivate and mentor new and up and coming leaders. And to keep working on projects and make them grow with all the new skills and knowledge I have learnt.

Participant PROFILES



Emma Dotollo

Home community: Pyramid Hill, Loddon Shire

Employment: Calmo Farm, a dairy farm in Calivil

Community involvement/volunteering: Board Member of UFO (United Filipino Organization), member of Lion's Club in Pyramid Hill, member of Senior Citizen group, member of Multicultural Fiesta.

Sponsor: Gardiner Foundation Scholarship Recipient

Motivation for doing the LMCLP: To gain new skills and learnings, to meet new people and hear some of their perspective in life, to be more creative in a way that my community will benefit, to help others and some strangers by exposing myself to a bigger world outside Pyramid Hill.

Key take away: When dreams take flight, follow them. Soar high and never give up in believing yourself. Give love to the poorest human being. Animals big and small have deep emotions, they too need love.

Greatest leadership challenge: When you think that you have done the right thing and yet some people are still not happy for you.

Most inspirational speakers: Helen Garchitorena (President of UFO), Mary Crooks (Executive Director of Victorian Women's Trust), Cathy McGowan, (Independent member of Indi).

Favourite quote: "Don't put too much pain into your life, learn to take a deep breath, learn to cry and learn to speak it out to a dear friend".

Community project: Renovation of a gymnasium in Pyramid Hill

Where to from here: To step up into a higher level in the society and be a billionaire like Donald Trump.

"The LMCLP has allowed me to better understand how communities operate and thrive across our region. I have met an amazing bunch of leaders from across sectors and have learned a lot from sharing the experience with them" Harry Mc Anulty, City of Greater Bendigo



Lara English

Home community: Cohuna, Gannawarra Shire

Employment: Manager and business partner (Building Business and Family Farm)

Community involvement/volunteering: Member of the Cohuna Progress Association, Next Gen, Neighborhood House, Primary School, Football Club and community volunteering.

Sponsor: North Central Catchment Management Authority Scholarship Recipient

Motivation for doing the LMCLP: I had heard of this amazing program and how LEAD Loddon Murray actively developed emerging community leaders. I wanted to learn new skills to enable me to be a more effective community leader. To learn more about our surrounding regions, regional issues and innovative ideas for action and to challenge myself and push the boundaries outside of my comfort zone!

Key take away: Always stay true to your values. Reflecting, reviewing your achievements and mistakes along the way and celebrating those moments that are successful. Like the quote "Life is a journey not a destination" so does this reflect in our roles of leadership. Leadership today is not an end point destination defined by the possession of authority or influence, it's a journey based on self-awareness and respect. It is the ambition and genuine ability to push the boundaries of effectiveness and to create something lasting. (Danni Addison)

Greatest leadership challenge: Confidently speaking up, actively listening and the desire to communicate effectively! Underestimating my abilities and potential. The courage to speak up and inspire others with my stories.

Most inspirational speakers: Peter Dhu, Anthony Judd, Colleen Condliffe, Major Brendan Nottle, Cathy McGowan. I was fascinated by the MP's we were privileged to hear from in Canberra. Although their leadership journeys were extremely different, their messages were very similar. They're people who are concerned about our communities just as we are. They want to hear our stories, they welcome us to contact them and speak up to allow them to help understand our issues. Also, the amazing "About Me's" from all the 2018 LMCLP Participants.

Favourite quote: "The real power lays with the community" Janet Rice. "Be the change you want to see in the world" Peter Dhu

Community project: Create a Young River Rangers group so young people can connect with each other and the environment and learn new skills.

Where to from here: LMCLP 2018 has been a pivotal time in my life and has been life changing. I am empowered to be more confident, to be an authentic leader and actively listen and really make a difference within my community, with family, friends and network groups. To grow and build on the knowledge, skills and confidence I've gained through participation in the program. Embracing the opportunities and taking on the challenge!



Justine Farley

Home community: Kerang and surrounding area, Gannawarra Shire

Employment: Youth Engagement Worker

Community involvement/volunteering: Wandella Netball President, Kerang Women's Football Committee member, Kerang Women's Football player, Golden Rivers Netball League umpire, Landcare participant, KSPS Golden Jubilee Working Group (2017 only).

Sponsor: North Central Catchment Management Authority Scholarship Recipient

Motivation for doing the LMCLP: I was asked by a previous participant not once but a total of 3 times before I felt that niggly that this is what I was meant to do, succumbed to the pressure and internal thoughts and submitted my application for the LMCLP. Also, I found that in the past I have always put my hand up for leadership roles, but never thought I'd truly executed it as well as I could have, so I wanted to take on this journey to find my potential and what I have been missing in each situation.

Key take away: Be your truest most authentic self and you will be successful in life and as a leader, however that may be.

Greatest leadership challenge: Being my truest, most authentic self and bringing others along for the journey are my most difficult leadership challenges. I am not a persuasive person, so I have to work hard to bring others along on the journey with me to create meaningful change and contribution.

Most inspirational speakers: Rose Harris, Bob and Heather McNaught, Kerri Douglas, Peter Dhu, The Field Trip group, Dr Richard Mayes and all participants of our inspirational group everyday!

Favourite quote: "If not you, then who; if not now, then when; and if not this, then what?" Stephen Jones

Community project: 'Beat the Winter Blues' a mental health awareness night for my local Football Netball Club was held in July to a packed house of club members. Jeremy Forbes from HALT facilitated a session about the contributing and protective factors for mental health in our community. Health and other farm related services were available on the night to chat about what they offer to help our community and the ladies committee made a delicious meal. It was a great event with amazing stories coming from the night and starting that important conversation about mental health.

Where to from here: My two greatest passions in life are health and the agricultural industry. Growing up on the farm has given me so much freedom but a realistic outlook on life and I feel that there can be so much more done for our farmers and their families in regards to their health and well-being. I also advocate for environmental change and living a sustainable life therefore hope to bring this change to my community too. I do not know what the future holds but I hope to combine all my passions to help others and find my path in life.



Samantha Ferrier

Home community: Echuca-Moama, Campaspe Shire

Employment: Environmental Projects Officer—Education, Campaspe Shire Council

Community involvement/volunteering: Plastic Bag Free Echuca Moama founder and coordinator, Boomerang Bags Echuca Moama founder and coordinator, Cittaslow ('slow town') Echuca Moama working group member

Sponsor: Hugh Williamson Foundation

Motivation for doing the LMCLP: I hoped to gain greater confidence in my abilities, and as such, feel more empowered to tackle challenging issues within the community. I also wanted the opportunity to learn more about the different types of leadership, about my region and the challenges it faces, and of course to meet a diverse group of special individuals.

Key take away: Leadership is not an individual pursuit. Instead it requires us to draw on the strengths of others, listen and ask for help. Nor does leadership have an end. It is a continual journey.

Greatest leadership challenge: Finding that sweet spot so that I can effectively dedicate myself to one or two key projects rather than spreading myself too thin.

Most inspirational speakers: Uncle Rick Ronnan, Peter Dhu, Mary Crooks, all of the 2018 LMCLP participants in their About Me's

Favourite quote: "Comfort and growth cannot co-exist" Peter Dhu.

Community project: Echuca Moama Repair Café – a pop-up space where community members bring broken items and learn from local volunteer specialists how to repair them.

Where to from here: I am going to assist the Echuca Moama community in becoming Cittaslow ('slow town') accredited. I'm also going to say "yes" to as many opportunities as I can to practice my public speaking skills. Ultimately, I hope that I can help create positive environmental and social change within my community.



Barry Floyd

Home community: Bendigo, City of Greater Bendigo

Employment: Water Catchment and Land use Planning Coordinator, Coliban Regional Water Corporation

Community involvement/volunteering: Bendigo Mountain Bike Club 2012 – current, Secretary 2016 – current, BMBC Trail Committee 2013 - current, Goldfields Track Committee 2013 – current (deputy Chair 2017 – current), Bike Bendigo committee 2018 – current, Harcourt MTB project Community Reference Group and Technical Reference Group 2014 - 2018. Harcourt Valley Landcare Group 2018 – current.

Sponsor: Coliban Water Scholarship Recipient

Motivation for doing the LMCLP: Participation in the 2018 Loddon Murray Community Leadership Program is a fantastic opportunity build skills and develop attributes in leading peers, community groups and team members within the Coliban Water business and through involvement with community groups.

Key take away: Change is hard for any group, culture or social network, but be true to your own values and principles first. Remember to reflect regularly on those values and are your living them.

Greatest leadership challenge: Accepting different views and opinions, they are just that and not a criticism of your own values and opinions. Be open to accepting other people's approaches and open to considering how you might change.

Most inspirational speakers: Traditional owners Uncle Rick Ronnan, Kerri Douglas and Indi Clarke. Major Brendan Nottle (Salvation Army), Lisa Chesters MP – genuine conversation about aims as a federal parliamentarian. Most of all, program participants through their 'About Me's'.

Favourite quotes: "We do not see the world as it is, we see the world as we see it" Bob and Heather McNaught. "Peace is not unity in similarity, peace is unity in diversity" unknown.

Community project: An online system to capture and provide a collaborative approach to track and trails on public land maintenance requirements and monitoring. Collaboration will enable the local Mountain Bike Club (e.g. a community group), Goldfields Track committee and a relevant Land Manager such as Parks Victoria, to share and understand issues of sustainable track and trails maintenance and enable a focused volunteer maintenance program.

Where to from here: I'm not allowed to answer 'I don't know!' but I don't believe our society and culture can or should continue with 'business as usual'. Change is hard, but we need to progress ourselves and society through participating in hard conversations about our past, how we do things now and what we would like the future to look like beyond our own perspectives. Influencing these aspects through involvement and leadership in the work environment and social environments is vital. Politics at local, state or federal levels interests me greatly, however I do think there is a limitation of age and other aspects, but we do not have to be in charge to provide leadership and we can influence the decision makers.



Kathryn Hall

Home community: Castlemaine, Mt Alexander Shire

Employment: Self-employed Creative Director at Meld Creative Design. Graphic and Web Design, Illustration & Copywriting.

Community involvement/volunteering: Castlemaine Goldfields Football Club (soccer), as a coach and advocate for girls and women in sport and community.

Sponsor: Mt Alexander Shire Council Scholarship Recipient (shared)

Motivation for doing the LMCLP: To expand my knowledge of our broader community and regions and to challenge myself to become a better leader within my own community.

Key take away: Embracing diversity and listening actively to those who differ from ourselves, is critically important to our decision-making processes, in every context.

We can all learn from each other's stories. We all have them and they shape us and our communities. Know yourself and know those around you.

Be anchored in your own core values, and remain authentic to yourself.

Greatest leadership challenge: Actively listening, and responding constructively and empathetically, to opinions which challenge my own core values.

Most inspirational speakers: Rose Harris (Buloke Shire Community Development Officer), Indi Clarke (Koorie Youth Council), Dr. Olivia Ball (Child Rights Advocate).

Favourite quote: "You can't change people's perception through talk. You do it through heart connections" Kathryn Coff. "The time for women to step forward is now" Cathy McGowen

Community project: Women's Very Social Soccer Tournament and Gala Day.

Where to from here: To be an authentic leader and active listener within my community. Continue working in both the arts and youth sports, to challenge and change gender stereotypes. To actively find joy in the small things and the people around me. To keep filling my cup.

Participant PROFILES



Jude Hannah

Home community: Fernhurst, Loddon Shire

Employment: Placemaking - Placebranding Strategist

Community involvement/volunteering: Bridgewater on Loddon Foreshore Steering Committee, Bridgewater on Loddon Railway Station Activation Group

Sponsor: Inglewood & Districts Community Bank Scholarship Recipient

Motivation for doing the LMCLP: Encouraged by past participants to get involved as they all spoke highly of the program and the outcomes they have encountered. Opportunity to meet and work along side of new and emerging leaders. Gain a deeper understanding of our rural areas and the programs within those towns. A tremendous networking opportunity.

Key take away: No one is ever ready, now or never, jump in and see what happens. Your uniqueness is your greatness.

Greatest leadership challenge: Overcoming old beliefs that I can't do this!

Most inspirational speakers: Major Brendan Nottle, Anthony Judd, Cathy McGowan, Glenn Pomeroy, Mary Crooks

Favourite quote: "If not you, who, and if not now, when?" "Procrastination is the evil of our time."

"Down to earth people putting one foot in from of the other to achieve great things for their communities".

Community project: Resilient Inglewood - Placemaking & Tactical Ruralism empowering people, place, program, product, purpose. There is increased pressure on small rural towns to attract tourism, business, retain and attract talent in order to survive. What attracts people when they first enter a town, placemaking is tool that enables all sectors of the community to take an active role in creating meaningful places, all people at all ages and stages! Through art installations and beautification the spaces then hold meaning and pride for the towns people. 5 areas in the main street of Inglewood have been identified as key activation nodes. The current spaces are under-utilised and are crying out for attention. There has been scientific proof that people seek out beauty and services when selecting places to live. It is the hope of the project to assist the town of Inglewood in becoming an even more desirable place to live, work and play and make it home.

Where to from here: Wow what a year, it has flown but incredible would be an understatement.

I feel more empowered to pursue my purpose of empowering others and aid in the creation of resiliency in our rural communities.



Bronwen Haywood

Home community: Maryborough, Central Goldfields Shire

Employment: Priceline Pharmacy Maryborough

Community involvement/volunteering: Committee for Maryborough board member, President Zonta Club of Central Goldfields

Sponsor: 2018 Pay it Forward Scholarship Recipient

Motivation for doing the LMCLP: I have always been interested in learning leadership, but the time was never right. During a strategic planning session for Committee for Maryborough in January 2018, a place in the program was offered and I grabbed it with both hands as the time was right at last.

Key take away: When seeking funding for any big community project, patience is usually a necessary requirement

Greatest leadership challenge: Delegation and bringing others on the journey

Most inspirational speakers: Cathy McGowan, Janet Rice, Peter Dhu, Rose Harris, Graham Harris, Jacqueline Brodie-Hanns

Favourite quote: "Create opportunities where people have the opportunity to engage and make it happen – not just attend meetings" Jacqueline Brodie-Hanns

Community project: Our shire has a high youth unemployment rate and yet employers find it hard to attract good staff. Thus, my project is to link later year secondary students, who do not plan to leave our shire at the end of Year 12 with local employment opportunities – via casual employment whilst still at school, work experience or mentoring

Where to from here: When I started this journey, I was Treasurer of the local Zonta club – when it came to the AGM this year I was asked to step up and take over leadership of the club as no other member was ready and able to take on the challenge. I am also interested in exploring the Donald model of economic development with others in our community and assisting other community projects that Leading Excellence Maryborough participants are hoping to bring to fruition.



Samantha Hilliard

Home community: Nyah West, Swan Hill Rural City

Employment: Sunraysia Institute of TAFE Education Advisor

Community involvement/volunteering: Swan Hill Lions Club Member, Sustainable Living in the Mallee Committee Member, Swan Hill Council Agribusiness Advisory Committee Member.

Sponsor: Swan Hill Rural City Council Scholarship Recipient (shared)

Motivation for doing the LMCLP: To build my personal leadership skills and networks across the Loddon Mallee region to inspire and enable me to contribute more effectively to my community.

Key take away: Passionate and well-trained community leaders are essential for the growth and welfare of our regional areas. Without them so many services and events would not exist. They are the drivers in our communities and need to be nurtured and credited for their efforts.

Greatest leadership challenge: Always questioning my own abilities when dealing with people in authority or powerful positions.

Most inspirational speakers: Peter Dhu, Cathy McGowan, The Field Trip Youth Members, Major Brendan Nottle

Favourite quote: "If not you, then who? If not now, then when?" Original quote by JF Kennedy.

Community project: Youth Against Bullying: Be Active

Where to from here: To follow my passion and be actively involved in promoting and creating regional social inclusion opportunities for people who feel excluded from their communities because of race, sexual preference, gender identity, health issues, age, personal circumstances and location.

"Travelling across the Loddon Murray region, it has been inspiring to hear from those who have stepped up in their communities, who have seen an opportunity to create positive change, and who have done something that works to unite their community in action towards a common goal"

Sarah Matthee, Macedon Ranges



Linda Lynch

Home community: Strathfieldsaye, City of Greater Bendigo

Employment: Communities for Children Supported Playgroup Coordinator at Bendigo Community Health Services

Community involvement/volunteering: O’Keefe Challenge, Heathcote; Dolly Parton Imagination Library Coordinator, Heathcote; Bunbunarik Community Reference Group, Heathcote

Sponsor: Mandalay Resources Scholarship Recipient

Motivation for doing the LMCLP: Looking to challenge myself as a leader and expand my leadership skills to become a better advocate and leader in my community. The opportunity to gain a thorough understanding of the issues facing the region.

Key take away: That strength and power to make change in our communities starts with the individual. I feel empowered and inspired to take on new challenges while remembering the importance of self-care. That leaders within our region are willing to share their journeys to inspire and support others to challenge themselves in leading their communities.

Greatest leadership challenge: Balancing work/family/community roles and remembering to prioritize self-care and down-time with family and friends.

Most inspirational speakers: Major Brendan Nottle (Salvation Army Officer) for reminding me that Melbourne’s “rough sleepers” start their homelessness in the suburbs or regional areas. Uncle Rick Ronnan for his Welcome to Country and his honest and open discussion with us. Cr. Colleen Condliffe for sharing her strength and leadership journey “Age is no barrier”

Favourite quote: “There is no power for change greater than a community discovering what it cares about” Margaret J Wheatley – Shared by Rose Harris in Donald

Community project: Launch and Coordinate the Dolly Parton Imagination Library in Heathcote

Where to from here: To explore and pursue opportunities to enhance initiatives that support parenting and early years literacy. Continue to build my skills as a leader for my community and the region.



Fiona Machin

Home community: Bendigo, City of Greater Bendigo

Employment: Inclusive Communities Officer, City of Greater Bendigo

Community involvement/volunteering: Advocate for Aboriginal and Torres Strait Islander community through my work roles

Sponsor: City of Greater Bendigo Scholarship Recipient

Motivation for doing the LMCLP: I had always wanted to do a leadership program, especially to gain more confidence in myself and my skills, and then to be able to step up! As a newcomer to the region, I wanted to learn about my new community and the broader region, and to make new connections.

Key take away: Leadership comes in all shapes and forms, and can occur at any level. Never discount the small, rural communities that can show remarkable innovation, grit and determination to make things happen. Amazing things can happen from just a small group of individuals. Be clear on your own purpose and what drives you. Show authentic leadership.

Greatest leadership challenge: To back myself, to push myself, and to step up and take the leadership opportunities. Being open to different perspectives and opinions and especially those that don’t fit with my own values and worldview. And to better manage burn out!

Most inspirational speakers: Daryl Allen (Lake Boga Flying Boat Museum), Major Brendan Nottle (Salvation Army). I found some of our political speakers particularly inspiring, especially in regards to encouraging women into politics and senior leadership positions – e.g. Councillor Janet Pearce, (Macedon Ranges Shire Council); Mary-Ann Thomas MP (Member for Macedon) and Cathy McGowan MP (Member for Indi).

Favourite quote: On women in leadership – “You can’t plan on it. Often opportunities present themselves and you have to step up into the role. Seize it” Mary-Ann Thomas MP. “For people living in rural and regional communities, leadership is not an option for us” Cathy McGowan MP. “We are all township alchemists” LMCLP participant, Jude Hannah!!

Community project: Intercultural Ambassador program for Greater Bendigo.

Where to from here: I’m not sure! But I know this year has strengthened my commitment to creating change in my community, especially in terms of being an advocate for our Aboriginal and multicultural communities. The program has given me the confidence to step up and to become far more involved in my community. Whatever is around the corner, I will keep reflecting on my purpose and what drives me – and to remain true to that.



Sarah Matthee

Home community: Gisborne South, Macedon Ranges

Employment: Partnerships & Services Manager, Foundation for Rural & Regional Renewal; Millett Road Maker (our family owned and run sourdough bakery)

Community involvement/volunteering: South Gisborne Tennis Club, Engineers Without Borders Australia

Sponsor: Gisborne & District Community Bank Branch Scholarship Recipient

Motivation for doing the LMCLP: Listen to and learn from communities in our region who have come together to face disruptions, and/or seize opportunities. Hear from those involved, consider leadership styles, and be inspired by what is happening in our region.

Key take away: Build a coalition of interested parties who breathe energy into the issue, seek a team with a mix of skills and interests, advocate, seek grants and look for opportunities to leverage a collective of Government, business and philanthropic funds.

Greatest leadership challenge: How to have discussions with others who hold a different perspective, and tease out underlying reasons, in a way that pulls us away from ‘I’m right, your wrong’, to ‘I’m interested in hearing why you believe so, convince me, and then I’ll try to convince you’ – lets encourage discussion and respectful debate, and discourage fear based polarization.

Most inspirational speakers: Kim Hanlon, Colleen Condliffe, Leah Sertori, Jude Hannah

Favourite quote: “We discuss each issue at the Committee and as the Chair, I publicly stand by the decision of the Committee, regardless if it is contrary to my thinking.”

Community project: Activating tax deductible giving to LEAD Loddon Murray

Where to from here: Community, Partnerships, Purpose, Collaboration

Participant PROFILES



Harry Mc Anulty

Home community: Bendigo, City of Greater Bendigo

Employment: Monash University Rural Health School/ Bendigo TAFE

Community involvement/volunteering: Bendigo Queer Film Festival Committee Member, LGBTI Advocacy Organisation, MILK Queer Event organiser

Sponsor: LEAD Loddon Murray

Motivation for doing the LMCLP: I wanted to learn about different leadership styles and challenge myself to learn and develop skills to improve my own leadership. In addition wanted to have a better understanding of the broad range of issues affecting communities across the Loddon Murray region.

Key take away: Leadership is a journey and can look different for people across different communities and backgrounds. Leadership isn't something that we achieve but something we continually learn, develop and grow by working and listening with others.

Greatest leadership challenge: Working across too many projects and not applying myself to what I am most interested.

Most inspirational speakers: Uncle Rick Ronnan

Favourite quote: "You need to be you - everyone else is taken" Oscar Wilde (shared by Peter Dhu)

Community project: LGBTI Leadership Program

Where to from here: I plan to keep working hard for the LGBTI community living in regional Victoria and to bring about long lasting social change through developing the next generation of LGBTI advocates whilst listening to and learning from the stories and experiences of our community Elders.



Rebecca McHutchison

Home community: Kangaroo Flat, City of Greater Bendigo.

Employment: Community Relations Specialist at Coliban Water

Community involvement/volunteering: This year I have spent time focusing my energy on trying to understand how financial literacy levels in our community could be improved. I partnered this with my fitness community and completed a half Marathon at Run Melbourne raising funds for Good Sheppard micro finance.

Sponsor: Murray Primary Health Network Scholarship Recipient

Motivation for doing the LMCLP: I wanted to find my purpose. Learn from the leaders in our community and develop my skills both personally and professionally.

Key take away: Everyone has been on a life journey no matter where they are in that journey now or where they started. There is no way of knowing what they have done to get them to this point unless they tell you.

Greatest leadership challenge: Being patient. True change takes time.

Most inspirational speakers: Murray Baud (Inglewood), Richard Mayes (HALT committee member and GP/obstetrician), Major Brendan Nottle, (Salvation Army)

Favourite quote: "If not you, who?, If not now, when?, If not this, what?" Stephen Jones MP

Community project: Facebook Page: Money Hub – Central Victoria

Where to from here: I have just landed a new role as Community Relations Specialist at Coliban Water. From there I think I am going to keep pushing my personal boundaries and see what opportunities come of that.



Jackie Nieuwenhuizen

Home community: Woodend, Macedon Ranges

Employment: Self Employed in Literacy teaching and training

Community involvement/volunteering: NFP Literacy One by One. Community Choir – Pollyphonics.

Sponsor: Macedon Ranges Shire Council Scholarship Recipient

Motivation for doing the LMCLP: Developing leadership skills, knowledge, strategies, confidence. Building networks. Gaining inspiration in all sorts of ways from all sorts of people.

Key take away: Stand strong; persevere; think way outside the box and from as many perspectives as can be found; be authentic; change management is a science; nurture yourself as well as everyone around you.

Greatest leadership challenge: Patience. Chipping away at change bit by tiny bit and maintaining positivity that change will eventually come if we keep on keeping on.

Most inspirational speakers: Cathy McGowan

Favourite quote: "Learn your way forward" Ramesh Singaram

Community project: Working towards teaching everyone in Australia to read – currently at least 20% of Australian adults are functionally illiterate. Three pilot programs towards the establishment of an on-going not-for-profit organization 'Literacy One by One' – providing free, highly effective, supportive one-to-one literacy teaching for all ages, by trained and supported volunteers using the Turning Pages program. Information, education and advocacy for evidence-based literacy teaching for all. Aiming to replicate these pilots in schools and neighbourhood houses across the region and beyond.

Where to from here: Continuing the work in literacy teaching and advocacy by growing 'Literacy One by One' across the region and beyond and continuing to inform as many people as possible about how to effectively teach and remediate reading. Hoping to be able to travel to the UK to see similar organisations in action and learn from their experiences.



Genevive Policarpio

Home community: Pyramid Hill, Loddon Shire

Employment: Dairy milker and also casual worker at Apple Orchard

Community involvement/volunteering: Currently involved with the Loddon Shire Council towards Aboriginal reconciliation. Committee member of Pyramid Hill Preschool. Current Secretary of Pyramid Hill Fiesta Committee. Committee member of United Filipino Organization (UFO)

Sponsor: Gardiner Foundation Scholarship Recipient

Motivation for doing the LMCLP: LMCLP motivates me to build more confidence, improve my leadership abilities and develop my potential as an individual. As a newbie to Australia, it's a good opportunity for me to learn and get connected with an amazing group. I wanted to be a role model to our community as well.

Key take away: Be authentic and genuine. Get out of your comfort zone.

Greatest leadership challenge: Social awareness, ability to be flexible and adapt changes and stay connected in our community.

Most inspirational speakers: Olivia Ball (Child Rights Advocate), Melissa Neal (Sheep Producers Australia), Cathy McGowan MP (Federal Member for Indi)

Favourite quote: "If not you then who? If not now, when?" –Cathy McGowan. "If we want to be different we have to stand up and have to be heard" Olivia Ball

Community project: Revival of Pyramid Hill Market

Where to from here: I would like to engage and create more connection in our community.

"There are some extraordinary people doing extraordinary things out there. They seem to have in common a passion and drive to make things better; deep empathy and strong self-awareness; an ability to look at an issue from many angles - some of them not at all obvious to others; the humility to look at what has worked elsewhere or in the past; the drive to use evidence and science to inform their actions and the ability to bring all these things together and take everyone with them to create lasting change" **Jackie Nieuwenhuizen, Macedon Ranges**



Natasha Romas

Home community: Flora Hill, City of Greater Bendigo

Employment: Student at La Trobe University, Student Ambassador

Community involvement/volunteering: President of the Bendigo Student Association

Sponsor: Denis Tricks Young Regional Leader Scholarship Recipient

Motivation for doing the LMCLP: To learn more about the region and the awesome initiatives happening by inspiring individuals. I also wanted to expand my leadership skills and abilities by learning from the other participants.

Key take away: As the youngest participant of this year's program my biggest take away has been learning from the other participants. There is so much experience, talent and passion amongst the group and I have really enjoyed being around that energy!

Greatest leadership challenge: My greatest leadership challenge this year has been the realization that not everyone will want you to succeed in your leadership journey. There are times when being a leader means facing ruthless opposition and it's important to have a support network to help to rise above negativity.

Most inspirational speakers: The most inspirational speakers were the other participants. Everyone had a different story and different path they have taken which has led them in to the program.

Favourite quote: "Don't let F.O.W.T (fear of what others think) get in your way" Peter Dhu.

Community project: My community project will be to create opportunities for young girls to network with professional women in the region.

Where to from here: Finish my degree and proceed to rule the world I guess.



Carli Springate

Home community: Castlemaine, Mount Alexander Shire

Employment: Campus Administrator at Castlemaine campus of Bendigo TAFE.

Community involvement/volunteering: School Council Castlemaine Primary School, Committee Member Kyneton Little Athletics Club, Parents Collective Castlemaine Primary School.

Sponsor: Employer - Bendigo Kangan Institute.

Motivation for doing the LMCLP: I had heard great things about the program and I wanted to shake things up in my life and challenge myself. It was also really important for me to do something that would make my children proud. I want to be a great role model for them. The LMCLP has far exceeded any expectations I had before starting it!

Key take away: Get involved and be authentic! This message came through time and time again by all the wonderful people that we met along the way.

Greatest leadership challenge: Dealing with conflict and trying not to please everyone.

Most inspirational speakers: Peter Dhu, Colleen Condliffe, Anthony Judd, Sam Goldsmith, Major Brendan Nottle, Mary Crooks, Cathy McGowan.

Favourite quote: "Be your authentic self. You can't play a role." Mary-Anne Thomas MP.

Community project: Community Book Boxes for Children in the Mount Alexander Shire area. Children will be able to read, donate, swap or borrow books for free from various locations. The boxes will be made by local Men's Sheds and decorated by local kindergartens. Books for the boxes will be donated by the community.

Where to from here: Great question! I am really not too sure. I do know that the LMCLP has been one of the best things that I have done in my life. It really feels like it happened at just the perfect time. It has given me so much confidence, it has energised me and it has made me realise that there is so much more that I could get involved in. What's around the corner? I'm not sure, but I know I'm excited by the possibilities!

Participant PROFILES



Tracey Strachan

Home community: Calivil, Loddon Shire and Bendigo, City of Greater Bendigo

Employment: Primary Producer and Executive Assistant to the Director of Food and Fibre (Plants, Animals & Sciences) at Bendigo TAFE, Retail -Sole Franchisee owner (Subway) Bendigo CBD.

Community involvement/volunteering: Netball and basketball coach/mentor for local school teams, LVFNL & BFNL squads. I have also held positions on various committees/fundraising for 30+ years, including 4 years LVFNL President.

Sponsor: Loddon Shire Council Scholarship Recipient

Motivation for doing the LMCLP: Having been prompted by a previous participant I saw this as a great opportunity to reconnect to community and meet a new and diverse range of persons. This has renewed my interest in regional Victoria and how it will look for future generations.

Key take away: To stay true to self, to always have an open mind, and to keep learning.

Greatest leadership challenge: Remain steadfast when others try to knock you down.

Most inspirational speakers: Cathy McGowan, Bridget McKenzie and Uncle Rick Ronnan

Favorite quote: "They are not victims; they are a result of circumstances" in relation to people who are homeless Brendan Nottle, Salvation Army

Community project: Rural M8's Volunteer program- Connecting young adults to mentors/retired industry leaders through structured volunteering work placements in their desired industry.

Where to from here: Onwards and upwards, I have new direction which I did not see yesterday; I am enthused and committed to supporting my local National party delegate at the next state election. The skills and confidence I have gained I am forever grateful for. I am also blessed to have beautiful family/grandchildren who will always keep me grounded.



Amy Treacy

Home community: Cohuna, Gannawarra Shire

Employment: Financial services (Senior Insurance Broker)

Community involvement/volunteering: Event Director at Cohuna parkrun, member of Cohuna Progress Association

Sponsor: Gannawarra Shire Council Scholarship Recipient

Motivation for doing the LMCLP: To increase my confidence and skills such as public speaking and networking so that I can more effectively contribute to my community. To learn more about our region and the current issues facing the communities in our region.

Key take away: Being a strong and effective leader requires a lot of self-reflection and knowing yourself is vital.

Greatest leadership challenge: Impostor syndrome

Most inspirational speakers: My fellow participants! I was deeply moved by each and every one of the 'About Me' talks that were presented and I'm honoured and grateful that people shared their stories and experiences so openly.

Favorite quote: 'If not you then who, if not now then when, if not this then what?' Stephen Jones MP (we heard this quote many times but I also loved Stephen's extension of it)

Community project: Cohuna 'Good Karma Network' which is a Facebook group created as a safe place for people in our community to ask for help, and for other community members to offer solutions or assistance.

Where to from here: I will continue my current volunteer roles in my community and will focus on my project for the next twelve months. I feel that there will be many projects that will arise from this and I'm really excited to be involved!

"The LMCLP far exceeded my expectations. On reflecting, I have gained confidence in many aspects of leadership, which I have already begun to apply to my professional career and volunteer work within the community. I have always had a burning desire to want to give back to my community, leaving it a better place for future generations to come. The program has augmented that desire, opening me up to the diverse challenges faced by the region and the people working towards meeting those challenges, each making their communities more inclusive, thriving and sustainable places to live. That fiery sensation might best be described as inspiration and hope, sourced not only from the myriad of remarkable guest speakers we have been exposed to but also from my fellow LMCLP participants. In the words of Gilbert Rochecouste (Village Well), we can't just create sustainable communities anymore. We have to put more in than what we take out. We must move away from the notion of extracting from our communities towards one of regenerating" **Samantha Ferrier, Shire of Campaspe**

"My personal growth this year astounds me. I am doing things I never realized I had the potential for. I am confident and am empowered to create change in my community"

Rebecca McHutchison, City of Greater Bendigo

"One of the biggest things I have taken away from this experience is that small communities can do big things- they just need a person to believe it's possible to take everyone for the ride. I have always thought that leadership was about empowering, motivating and inspiring people to be able to make differences and that is exactly what so many people we have met on this journey have been able to do. It has been a pleasure to see"

Natasha Romas, City of Greater Bendigo

ADVOCACY - LONELINESS AND SOCIAL ISOLATION

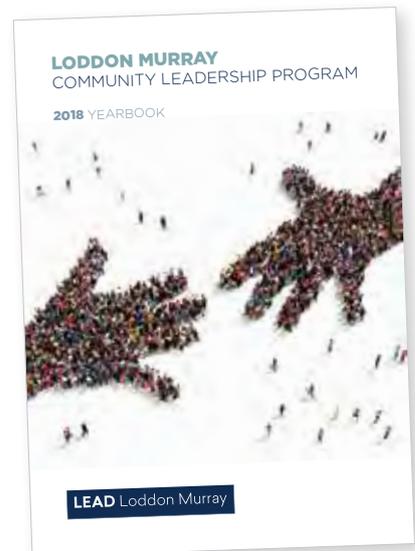
After the Melbourne study tour in June, participants reflected on their privileged position of having the opportunity to meet with powerful and influential change makers and how they could best utilize these opportunities to advocate for the communities of our Loddon Murray region. The decision was made by the group to come up with an issue that collectively they all supported and then develop a planned approach to advocating on this issue when in Canberra later in the year.

Participants workshopped ideas leading up to and during the Mid Year Retreat and came up with the important issue of reducing social isolation and loneliness. An issue which threatens the vibrancy and sustainability of our communities. A discussion paper was developed following the Mid Year Retreat with all participants provided with opportunities to contribute.

The group formulated a plan to raise the issue and their recommendations with local members Andrew Broad, Lisa Chesters and Damian Drum over dinner at Parliament House during the Canberra study tour. This was a wonderful opportunity to not only advocate on an important regional issue but to also gain feedback from politicians about next steps. It was a proud moment to hear Federal Member for Bendigo, Lisa Chesters, speak about the LMCLP group and their advocacy issue during Question Time in Parliament the following day.

The whole process provided a great learning opportunity with insights into collaboration techniques, advocacy, political processes and leadership in action.

The front cover of our yearbook symbolizes the themes of social connectedness and combatting loneliness.



"I think it's really important and the fact that our group may be able to create a legacy is so exciting! It's also a good learning experience for those of us who do not have any experience with the processes involved in taking something like this to Government. It's pretty cool that such a varied group of people can come together with a consensus and be committed to supporting each other." **Amy Treacy, Gannawarra Shire**

"Unity in the group, and a solid voice for regional Victoria!" **Phillip Brien, City of Greater Bendigo**

"Lisa was brilliant at discussing and giving feedback on our loneliness paper. She facilitated some great discussions on the most important issues to us." **Nathalie Brown, City of Greater Bendigo**



LEAD LODDON MURRAY – WE BUILD CAPACITY

LEAD Loddon Murray builds the capacity of communities in our region to powerfully articulate their vision, strategy and challenges to be addressed. We work with communities of interest as well as communities in place. We believe that lasting change is driven by those closest to the action. By those givers and doers who generously contribute their skills, resources and passion towards more vibrant and sustainable communities. Our work building capacity is informed by our values, we work where there's an energy and desire for change, supporting the people who show up to contribute. Our support is often in the form of connecting volunteers, providing a birds-eye regional view of an issue or opportunity and coaching for the most effective use of time and resource in achieving an outcome.

Central Victorian Rural Women's Network

LEAD Loddon Murray is the major supporter of CVRWN. This year LEAD provided in-kind secretariat services and secured \$30,000 through a range of grants to deliver two Women of Community Retreats in Swan Hill and Hepburn Springs and two major events on International Women's Day and Women's Health Week. CVRWN has 702 subscribers and plays a critical role connecting women from rural, farming communities. Our committee includes Colleen Condliffe (Inglewood), Jenny Hosking (Bridgewater), Kaye Addlem (Serpentine), Jenny Pendlebury (Bendigo) and Leah Sertori.

Leading Excellence Maryborough

LEAD Loddon Murray is proud to partner with the Committee for Maryborough, Central Goldfields Shire and Go Goldfields to offer Leading Excellence Maryborough. The program is funded by the Victorian Government and includes 30 participants each year. The inaugural Graduates of the Program are an impressive bunch of passionate community leaders, already making positive waves in Central Goldfields. Community projects emerging from the group include tri-shaws to take elderly members of the community on rides around town, a welcome process and network for new residents, a young professional's network and initiatives to strengthen employability skills for young people.

Established leaders in the town are so impressed by the caliber of Graduates and their influence in the town, they made each Graduate a full member of the Committee for Maryborough. One of the goals of the program is to capture a new story for what it means to belong in Maryborough and the unique strengths of the town. Our Graduates are making a very big difference in recasting long held assumptions and stories about their home, to open up possibilities for change. Graduates are actively contributing to new business start-ups, opportunities for development and training and attracting new people and investment to Maryborough.



Joyful games as a Women of Community Retreat kicks off in Swan Hill.



Participants of Leading Excellence Maryborough on an Orienteering Challenge at Mount Tarrengower.



"Gratitude and grace are the lathers of change" Gilbert Rochecouste, Village Well

World Class Speakers for a "Glocal Leadership Movement"

Lucy Mayes recommended LEAD Loddon Murray engage Gilbert Rochecouste, MD of the Village Well based in Melbourne and working for clients around the world. We created an event to bring our participants together (both Leading Excellence Maryborough and LMCLP) for a dynamic half day workshop and shared lunch. Gilbert introduced the audience to the term 'glocal leader,' being a person who has high awareness of global trends and the pace of change and acts locally, with love for people and place in response to the global context.

"Good governance seeks access, justice and ecological sustainability. Effective and self-aware leaders are ambassadors of change and stewards of new thinking, ethics and a catalyst for renewal."

"We need a story that nourishes life. One that is meaningful for people and provides for grater connectivity between people, the earth and communities. At the moment we have a story that extracts from life."

Gilbert frequently referenced Hugh McKay's new book *Australia Reimagined*, which makes the case for a new paradigm of economic policy, to deliver a more stable and harmonious society. Both McKay and Rochecouste highlight the need for Australia to have a vision which speaks to growth of the 'commons' (common spaces, utilities, education etc) and for our leaders to share that vision as a story which offers deeper meaning for people. They both speak about meaning in terms of belonging, sense of purpose and connectivity.

One of our participants asked Gilbert, how would you describe what's missing here, in bringing forth that shift? Gilbert replied:

- A sense of wonder and curiosity.
- A sense of what's possible.
- A tone and style of language which invites gratitude and grace.

LEAD Loddon Murray will continue to look for opportunities to bring world class speakers to our gatherings of participants and Graduates. With more than 500 Graduates in the region, we have a critical mass of engaged leaders for high impact events.

A Forum for Regional Leaders

LEAD Loddon Murray is good at weaving together the unique threads of business, community and civic leadership to offer insight and connections. In April, we hosted our first Regional Leaders Forum, to explore the most effective approaches to change and influence from each sector. Nathan Carkeek of ANZ explained Agile, a new paradigm for business leaders in building an adaptive organisation. Glenn Pomeroy from the Smarter Bendigo Alliance reflected on the ethical considerations of leadership in the age of the Internet of Things and Big Data, from a civic leader's perspective. Violet Dhu delivered a powerful presentation on authentic communication as the vital

ingredient for influencing change, from a whole of community view.

LEAD Loddon Murray's strength in convening the Regional Leaders Forum is that cross-sectoral approach to learning about leadership through the lens of someone quite different to you.

LGBTI Leadership and Advocacy

One of the characteristics of a great community is in the way it treats minority groups. The process which preceded marriage equality in Australia was challenging for the LGBTI community, with many longterm champions becoming burnt out through their generous advocacy on behalf of community. The need for a regionally based organisation which would powerfully represent LGBTI people, run by and for the LGBTI community emerged. The Victorian Government provided LEAD Loddon Murray in partnership with FAB CV with \$80,000 in 2018 to establish the organisation, help the board develop the strategy and engagement approach and to run two leadership retreats.

A board of highly skilled volunteers has now been appointed and is working to develop the organisation's name, vision, purpose and strategy. In 2019, LEAD Loddon Murray will convene two retreats for emerging LGBTI Leaders and Advocates, with input and support from the Board.



Board Members L to R, Mark Kearney, Suellen Pepperell, Leah Sertori, Harry Mc Anulty and Tom Korecki.
Absent: Jasmine Bartlett.



LEAD LODDON MURRAY - WE FACILITATE CONVERSATIONS

The LMCLP year kicked off with a fabulous launch in February. About 100 people welcomed the new participants and heard our LMCLP graduate Dianne Bowles share her story about leading resilient communities. As a result of the challenges in the dairy industry, Di was inspired to highlight positive messages and stories about the industry and started the Hashtag #dairylove and a Facebook page. It was a prenominal success and today there are over 18,000 members. Di spoke passionately about an industry and her growth and learning through hard times. A key message from Di's story was around how you survive through problems and challenges and how you come out at the other end is due to your attitude and the solutions that you put in place to get through.



Guest speaker, Dianne Bowles

Regional Leaders Convention and 21st Celebration Dinner

This year marked the 21st year of the Loddon Murray Community Leadership Program. To commemorate this milestone a two-day community leadership convention was held. Over the two days, 130 people participated in the range of leadership activities on offer, including a Community Leadership Convention and the Gala Dinner to inspire and celebrate community leaders.

The Gala Dinner had the theme "Growth through giving, 21 years of leaders in action" and was held in the iconic Bendigo Town Hall. The event brought together stakeholders, graduates, program participants and the public to recognise and celebrate community leadership and inspire people with the extraordinary impact that community leaders have in their communities. The guest speaker for the evening was the Hon Peter Walsh, Member for Murray Plains. Peter was one of the key people behind developing the Loddon Murray Community Leadership Program and shared his story and the history of building leadership capacity in the region. A highlight of the evening was sharing 21 digital and written stories from graduates about their leadership journey and the subsequent contributions they have made to their communities, the region and beyond.



Celebrating 21 years

LGBTI Advocacy and Leadership Launch

LEAD Loddon Murray in conjunction with Friends Alike Bendigo and Central Victoria hosted a drinks evening to launch the newly formed LGBTI Leadership and Advocacy organisation at the end of June in Bendigo. The launch aimed to bring together LGBTI community members across the Loddon Murray Region and other interested people to raise awareness about the opportunities to develop leaders. The 75 people who attended the evening were interested in discussing the role of PRIDE movements in a post-marriage equality era and how emerging leaders in the LGBTI community will be developed to foster community connectedness and advocacy at a local and regional level.



Justin Di Caprio, Leah Sertori, Harry Mc Anulty & Anita Dickons



Women’s Health Week Lunch

Thanks to a small grant from the City of Greater Bendigo, LEAD Loddon Murray in conjunction with the Central Victorian Rural Women’s Network held a lunch to celebrate women’s health week. The lunch titled “health and abundance at all ages and stages” brought together women for a relaxing, inspiring and fun lunch, to meet new people and to discuss health and well-being. Fifty-five women joined us from right across the region. The ladies who so candidly shared their stories and lessons for healthy living had the audience amazed in fits of laughter. The key messages were really about eating well and exercise, but more importantly being connected with community and building healthy relationships.



Alice Leach, Jude Hannah, Tricia Currie, Betty Higgs, Tracey Wilson, Sarah Pillington & Sarah Byrne



Women’s lunch

Men’s Lunch

LEAD Loddon Murray introduced two leadership retreats in 2018 specifically for women. We are committed to building our offering in a way that fosters understanding and appreciation of the gender lens in leadership for both men and women.

To start the discussion around leadership opportunities for men, LEAD Loddon Murray hosted an informal conversation over lunch, to explore opportunities to design a leadership development experience for young men. Hosted by LEAD Loddon Murray Board member Rob Stephenson, ten men from different backgrounds discussed access to gender based leadership development for young men. Young men in their late teens and early twenties, in rural and regional communities tend to be limited to sport to develop their leadership. The conversation provided a range of ideas to start the first step in researching possible leadership offerings in the future.

Combined Program Day - Time for a New Story Workshop

A unique opportunity arose this year, with LEAD Loddon Murray running two leadership programs in the region. Our LMCLP and Leading Excellence Maryborough participants and LMCLP Graduates connected to discuss creating new narratives for our communities and power to the people with Gilbert Rochecouste. Gilbert’s presentation was incredibly engaging. The group of 80 were up and dancing at the start of the day and held that energy as he challenged the group to think about what it means to grow up in, live, work and build a future in the region. The top tips from Gilbert around re-invigorating communities included; have good coffee, toilets and a place to stop, looking for the energy and working with it, getting the locals to love the place first and anything is possible - by the community, for the community!



Combined Program day



LODDON MURRAY COMMUNITY LEADERSHIP PROGRAM GRADUATES – 21 YEARS

1998

Steve Baker
Susan Bennett
Pennie Blum Gill
Colleen Condliffe
John Daniel
Andrea Davies
Brendon Goddard
Jamie Hall
Jo Haw
Bill Heslop
Yvonne Jennings
Jenny Kelly
Lorri Lambert
Kate Lottkowitz
Paul Madden
Reid Mather
Wendy McAllister
Kerryn McClelland
Margaret Nelson
Joanne Postlethwaite
Ian Potter
Deidre Schlitz
Thelma Shearer

1999

Hank Brugar
Di Bunnett
Anne Canfield
Helen Chambers
Jan Consedine
Mark Dawson
Karen Douglas
Kym Dunbar
Deanne Free
Paul Gill
Margot Henty
Shirley Hope
Steve Hounsell
Barry Jennings
Anne Kelly
Peter Kulich
Judi Miles

Marilyne Nicholls
Sue Pretty
Lyn Seton-Stewart
Kevin Sinclair
Tom Smith
Jean Sutherland
Beth Taylor
Bing Thomas
Louise Thomas
Rohan Ward
Claire Waters

2000

Judy Blackburn
Greg Boyd
Peter Byrne-Vereker
Doug Fehring
Kerry Gammon
Wendy Hersey
Gaby Hogg
Brian Kelly
Judy McQueen
Peter Mitchell
Andrew Pearson
Toni Parsons
Sally Rice
Glenn Stanmore
Wayne Stephen
Cecily Thomas
Suellen Tomamichel
Andrew Ward
Shayne Ward
Peter Watson

2001

Hodi Beauliv
Richard Chirnside
Kelly Dal Broi
Michael Davidson
John Ficken
Ian Gillingham
Roger Griffiths
Mark Gronow
Cathie Haw

Richard Hicks
Andrea Hollier
Brett Lynn
Katherine MacDonald
Phillip Maher
Kim Natale
Bev Nethercote
Marjory Nicholls
Margaret Piccoli
Chrissy Reeves
Alistair Ward
Ellen White

2002

John Barber
Paul Cale
Ted Carmody
Karinda Cattlin
Donna Collier
Peter Daley
Zoe Davies
Mary Evans
Alison Farrar
Jamie Kendrick
Roger Laubsch
Kurt Major
Scott Matthews
Kerrie McDonald
Kirsty Morieson
Kelly Mulligan
Belinda Pritchard
Sandra Steward
Owen Wilson

2003

Pamela Barber
Deirdre Broad
Donna Campbell
Paige Campbell
Heather Chamberlain
David Connor
Gary Curtis
Tanya Daley
Lisa Gervasoni

Russell Gillingham
Cathie Hooke
Sue Lea
Stephen Mahon
Elaine Medlin
Glenn Pomeroy
Jackie Ritchie
Julie Slater
Neville Stewart
Martin Szakal

2004

Laura Chant
Barbara Crljen
Andrea Delaney
Amy Derksen
Gayleen Dunstan
Steve Ford
Rohan Gale
Catherine Goldwater
Jan Graham
Ian Gumley
Meggs Hannes-Paterson
Rachel Hardinge
Selvi Kannan
Paul Kendall
Michael Lamprell
Sandii Lewis
Heather McNaught
Rhonda McNeil
Andrea Mitikins
Malcolm Perris
Chris Pollock
Lindsay Rogers
Cherie Stacey
Kelly Stringer
Jeannie Wagner

2005

Oscar Aertssen
Iain Aitken
Judy Blundell
Heather Cohalan
Joanne Duffy

Mary-Anne Duke
Kellie Grattidge
Ruth Green
Peter Kennedy
Anne Morgan
John Nightingale
Marie Pirkebner
Jacqui Randazzo
Melanie Roberts
Tara Smith
Jeremy Swift
Kate Toll
Sandra Tomamichel
John White
Lynne Williamson

2006

Peter Bassett
Susi Baumgartner
Marigold Blackwood
Steve Curry
Kristen Dennis
Tracey Farrell
Tyson Fehring
James Goldsmith
Garry Holmes
Marlene Jeffrey
Anthony Judd
Doug Lobley
Bronwen Machin
Sue Mahon
Pam McCavour
Rita Revell
Annmarie Rosengren
Sarah Sammon
Mary Sdraulig
Robyn Vanrenen

2007

Jock Allan
Rhiannon Anderson
Anna Arkoudis
Duane Attree
Bernadette Campbell

Chris Carey
Trevor Collins
Linda Dillon
Jillian Gibson
Leanne Grogan
Jane Gustus-Callanan
Maurice Hawkins
James Maxwell
Lucy Mayes
Hilary McIntosh
Brad McQueen
Donna Petrusma
Kirsty Quick
Gillian Ryan
Mary-Ann Scull
Anthony Sheehan

2008

Dominic Baxter
Ruth Bumpstead
Christopher Cahill
Ron Cawthan
Alan Chamings
Kellie Doering
Maree Farley
Isabelle Gay
Kerri Hamilton
Matthew Hawken
Nicole Hayes
Sarah Mayne
Michelle McLachlan
Simone Murdoch
Kevin Orr
Vanessa Pett
Brendan Pickles
Linda Quinton
James Reade
Melisa Sincok
Sheri Streilein
Mark Synot
Michael Toman
Briana Trimble
AnnE Wiseman



2009

Rod Allen
Kerry Anderson
Leeza Axton
Stephanie Borden
Brent Bruns
Warrick Clarke
Renee Davison
Lee Duffin
Anthony Dunster-Jones
Sharlene Gerke
Paul Henderson
Jadyn Hoskin
Glynn Jarrett
Aleta Kilner
Karl Meulendijks
Suzanne Osman
Jillian Pink
Kurt Poltrock
Julie Ruddle
Trudi Selleck
Kristin Steers
Susan Stewart
Michele Totterdell
Kate Whitecross

2010

David Barker
Louise Bewley
Suzanne Blume
Tricia Brennan
Jacqueline Brodie-Hans
Kristen Dyer
Michael Fitzgibbon
Sharon Fullax
Suzanne Grimes
Kim Hanlon
Brent Heitbaum
Jacinta Hicks
Sam Luxemburg
Melinda Mann
Scott McLarty
Sue McLean

Rachel Paterson
Lacey Quinn
Alice Saville
David Vivian

2011

Abhishek Awasthi
Helen Bramley-Jackson
Alison Couston
Randal Dell -Spector
Rose Harris
Anthea Jones
Wendy McCormick
Alan McFarlane
Cheryl McKinnon
Murray McLean
Vanessa McLeod
Deborah Micallef
Megan Purcell
Christine Rourke
Marita Saville
Tania Sherwood
David Silvagni
Katrina Thorne
Daan Van Dorenmalen
Tracey Wolsley

2012

Roslyn Affleck
Steph Ash
Max Bickford
Marg Boers
Kate Booth
Di Bowles
Tracey Clifford
Cecilia Connellan
Noemi Cummings
Pearl Fernandes
Sue Gerdson
Lisa Gormley
Ash Harris
Sam Hawkins
Judith Henschke-Reid
Megan Kreutzer

Leonie Lomax
Jill Loorham
Tracy McLoughlan
Elaine Murphy
Peter Noble
Donna Salathiel
Paulette Vargas
Jan Webster

2013

Ardavan Abedian
Sue Allengame
Kyra Bethell
John Boyd
Peter Church
Anna de Vrieze
Karin Flynn
Desiree Gardiner
Jan Harper
Bernadette Holland-Cozens
June Hopley
Maree Hughes
Kerry Meiers
Melanie Newell
Janet Pearce
David Pollard
Sharon Scott
Craig Segat
Jay Smith
Wendy Turley
Andrew Whatley
Douglas Wood
Yvonne Wrigglesworth

2014

Chloe Armstrong
Emma Bridger
Glenys Broad
Kristi Collier
Boston Curry
Trina Dalton-Oogjes
Anita Dickons
Shane Grenfell
Amanda Gretgrix

Kanishka Guluwita
Elaine Hamilton
Angela Hird
Mary Hogarth
Travis Inmon
Brenton Johnson
Shandel Keele
Caitlin Matthews
Stuart McGibbon
Julie McLaren
Paolo Righetti
Kim Skyring
Prue Southey
Merrilyn Thompson
Leanne Willis

2015

Danielle Couch
Shelley Cowen
Stephen Dickons
Kerri Douglas
Mick Dunne
Luke Edgerton
David Heath
Anette Kortenhaus
Daniel Kreutzer
Melissa Neal
Mandy Olszewski
Tim Robinson
Jill Scanlon
Colleen Scriven
Jason Smith
Tanya Smith
Luke Spielvogel
Andrew Telfer
Leonie Wright

2016

Tracey Bowen
Tamara Boyd
Fiona Bradshaw
Steve Carroll
Karen Carpenter
Lisa Cox

Sharlene Crage
Meg Doller
Tessa Harris
Jason Hensley
Timothy Hoogwerf
Chris Jeffery
Cheryl Kemp
Paul Kooperman
Peter Lilly
Jenny Lonergan
Stewart Luckman
Kate McInnes
Alana Newbold
James O'Bryen
Katherine Petrusma
Kristy Pilgrim
Ric Raftis
Rebecca Sexton
Emma Shannon
Cathy Spencer
Baydon Widdicombe

2017

Moustafa Al-Rawi
Charlotte Aves
Dawn Bamforth
Wayne Bell
Matthew Bennett
Brendan Cossens
Jan Farrell
Donna Fearnie
Joshua Greene
Djallarna Hamilton
Tayla Hansen
Jennifer Hurrell
Lynette Kelson
Tessa Laing
Marilyn Lozada-Fernandez
Narelle Lyle
Adam Mckie
Natasha Miles
Wendy Murphy
Sarah O'Brien

Aileen O'Sullivan
Rajiv Patney
Travis Price
Lauren Randle
Nicki Renfrey
Angela Roney
Louise Scott
Jac Torres-Gomez

2018

Claire Billing
Phillip Brien
Nathalie Brown
Veronica Budnikas
Paula Collard
Shanelle Crole
Charmaine Delaney
Indivar Dhakal
Justin Di Caprio
Emma Dotollo
Lara English
Justine Farley
Samantha Ferrier
Barry Floyd
Kathryn Hall
Jude Hannah
Bronwen Haywood
Samantha Hilliard
Linda Lynch
Fiona Machin
Sarah Matthee
Rebecca McHutchison
Jackie Nieuwenhuizen
Genevive Policarpio
Natasha Romas
Carli Springate
Tracey Strachan
Amy Treacy

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