

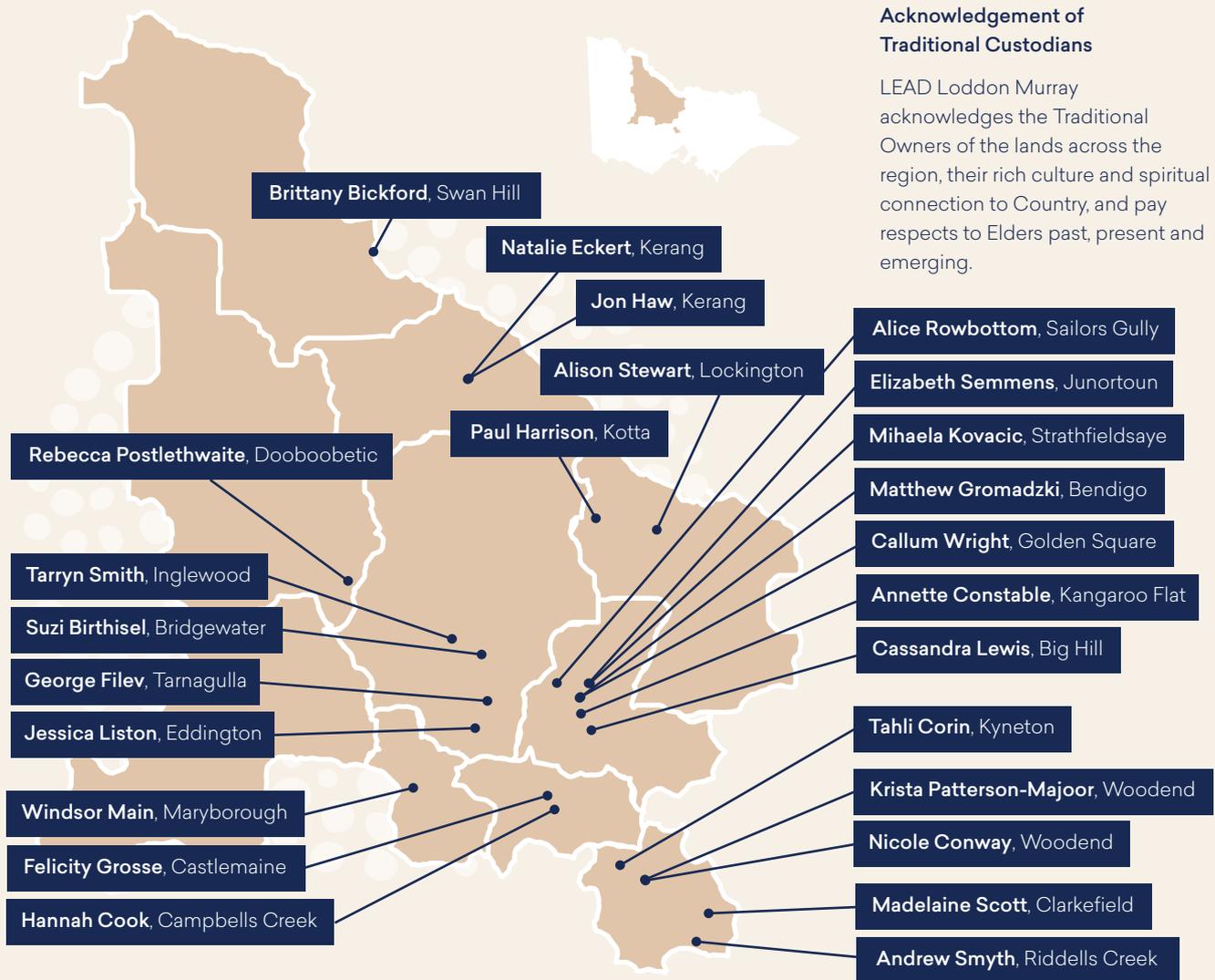


LEAD
Loddon Murray
LMCLP

2021

Acknowledgement of Traditional Custodians

LEAD Loddon Murray acknowledges the Traditional Owners of the lands across the region, their rich culture and spiritual connection to Country, and pay respects to Elders past, present and emerging.



“Sitting in the auditorium on our orientation day I was surrounded by like-minded individuals (many of whom are now friends for life). Listening to their stories, passions and ideas, I knew I was in the right place to make a difference in leading for the future.”

Our Vision

Our vision is to grow inspiring, capable servant leaders to deliver a wave of change for our region, influencing systemic change that values self-determined communities.

Our Purpose

LEAD Loddon Murray builds the capacity of local communities to drive change. Large-scale social change requires broad cross-sector collaboration that is place based and builds the capability of the people it seeks to serve.

LEAD Loddon Murray is maturing into a purpose driven, closely networked community of practice, supporting and amplifying the work of community leaders to drive change. Our efforts span organisational and sectoral boundaries, taking in participants and partnering with clients across business and industry, government and the for-purpose sector.

Our Values

Authentic: we are true to our vision and purpose, genuine and realistic.

Inclusive: embrace diversity as an ethical imperative of human rights.

Respectful: we are thoughtful of what we say and thoughtful of what we hear.



Thank you to our Principal Partner, the Victorian State Government and all our Scholarship Partners for making our program possible. Your Support helps create the future for communities across the region.

Principal Partner



Scholarship Partners



Jude's Message

Congratulations to the Graduates of the 2021 Loddon Community Leadership Program: Madelaine, Libby, Suzie, Andrew, Alice, George, Mihaela, Jon, Matt, Windsor, Natalie, Rebecca, Tahli, Callum, Cassandra, Annette, Alison, Nicole, Tarryn, Brittany, Felicity, Jessica, Hannah, Krista and Paul, you now take your rightful place at the table with the other 500+ LMCLP graduates.

Thank you all for stepping up and taking up this tremendous opportunity to develop and strengthen your Community Leadership skills. You now leave the nest of LMCLP and have the courage and wisdom to do us proud but more importantly to be of leadership service to your communities and for the greater good.

As program director of LMCLP I am humbled by the fact that I bear witness to the development of great leaders, those who are selfless, authentic, have a high moral, and ethical compass including an awareness of self and others.

What a privilege it is to be part of an organisation where we get to raise another up.

After last year's disruption we had again fine-tuned our tools and were confident that we could roll out an immersive community leadership program, including five, three-day retreats and zoom sessions pre and post each retreat. As a graduate of the program, I have seen the value of increasing the number of retreats as opposed to single day visits to communities. The acceleration of camaraderie within the group has been profound. The ability to sit with the topics and explore greater conversations with each other has also been noted as beneficial for the participants this year.

Although we were not void of the effects of the pandemic, we did manage to have only one retreat canceled due to lockdowns, we did in fact pivot quickly and took our retreat online. We are greatly appreciative of the way our speakers and workshop facilitators could adapt from in person sessions to online, making the online sessions highly

engaging, informative, and delivering profound learnings.

This is the third year of stepping up to be the Program Director of the Loddon Murray Community Leadership Program, no one year is the same, no one year of participants are the same. What continues to ring true is that this program that has been in existence now for 23 years was built with the intent of developing Community Leaders that could step up and take leadership roles in our communities. We have not deviated from this mission; we have in fact evolved and grown. We are still a program that delivers grassroots community leadership learning, we are non-discriminatory, and we embrace the fact that diversity is a big part of the key success of this program.

As we draw the curtain closed on another LMCLP year, I wish to thank Keith MacQueen, Executive Officer and Paige Dickons Business Support Officer from LEAD Loddon Murray who threw themselves into this year and not only supported me but LMCLP and our participants. They hold the framework of this organisation together allowing me to be front and centre with the program and the participants.

To Leah Sertori, Sertori Consulting for her leadership wisdom, brilliant facilitation skills and ongoing support of this great program, the LEAD Loddon Murray Board for their dedication, profound speakers, facilitators, our generous graduate network, this year's mentors and last and by no means least our sponsors, without them and their generous support this program would not be possible.

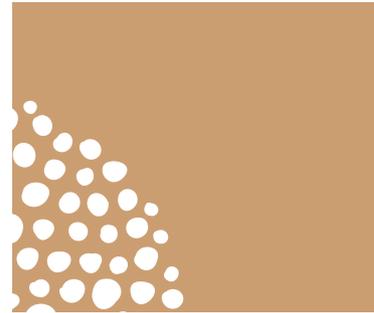
Thank you again it has been my honour to support and guard over this incredible program and development of wonderful human beings.

Jude Hannah
PROGRAM DIRECTOR -
LMCLP



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“I think that the beauty of the skills that we have learnt so far, is that they are incredibly transferable, and I know that I’ll not only be able to implement them when I am volunteering within the community, but that they’ll become of great importance to me as I journey further in my career.”



”

“I can’t wait for more. I am seeing things change as I start to implement what I have learned, and it excites me.”

LMCLP 2021

The participants' view

As the 2021 cohort came together in February for the orientation day, there were equal parts excitement, anticipation and nervousness in the air. What would the year bring? How would we be inspired, challenged and moved during our leadership journey?

While we didn't quite know what to expect, we knew we were poised at the start of something great, and we had faith the program would lead us through the elements needed to be a successful community leader.

Setting the regional context allowed us to come together to get to know each other, to bond and share experiences. Set amongst the backdrop of indigenous perspectives, climate change and working with government, this retreat laid the foundations, at both a community leadership and personal level, for what lay ahead.

Coming together at the Billabong Ranch, Leadership of Self provided the springboard for significant personal development and growth. Joining this retreat, the nurturing environment fostered by Jude and Leah allowed the group to feel safe to be themselves, to share in an honest and openhearted manner, with great authenticity. There were laughs, there were tears, and every emotion in between, as we explored what made us unique and looked back at how the lessons from our childhood shaped us. We learned the importance of leading from beside, behind and within and the need to be curious, real and vulnerable within our leadership approach.

We Zoomed our way through Leadership of Others, foregoing the much anticipated visit to Swan Hill for a virtual retreat. The importance of partnering was a key theme, as were the deep listening skills required to successfully engage with stakeholders at all levels. The success of this retreat was a triumph from a virtual sense, with highly skilled and engaging facilitators ensuring the important messages were delivered with great impact.

After a lengthy gap, a smaller group came together for the retreat titled 'Leading change within the Community'. Set amidst the beauty of Cammeray Waters, it was a joyous reunion where we laughed, we cried, and we danced!

We learned that conflict is not a dirty word, but in fact an opportunity to learn about ourselves and others. We leant into the art of storytelling, and were encouraged to learn by doing, by making mistakes and always practising the art of kindness. Those fortunate to attend this retreat walked away refreshed and energised.

Throughout the year, we have been blessed to hear from each member of our group, as they shared their About Me stories. Without exception, these reflections were honest, raw, insightful and inspiring. We owe a deep gratitude to Jude for fostering a safe space for us to share of ourselves, as these presentations have played a powerful role in our transformation into community leaders.

We'd like to thank Jude, Keith, Leah, Paige, Helen and Suzie for their support, guidance and friendship during the year. We are extremely grateful to the LEAD team for delivering the highest quality program in the midst of lockdowns and a rapidly changing landscape. Jude and the team were highly resourceful and adaptable, pivoting quickly and with grace as curveballs were delivered with minimal notice and maximum disruption.

We'd also like to express our appreciation to the guest speakers and mentors who have shared their knowledge and experience. The LEAD Loddon Murray family is a large and generous one, which we are privileged to join and contribute to, going forward.

Finally, we'd like to pass on our most heartfelt appreciation to our sponsors, who have provided us with this life changing experience. We are on the path towards being the best we can be, for ourselves, our families and our communities, and we will be forever grateful for your belief, commitment and encouragement.

The Graduates of the 2021 LEAD Loddon Murray Community Leadership Program



Program calendar

Date	Event	Location
Wednesday 17th February	Preparation	Zoom
Friday 26th February	Orientation Day and Launch Event	Bendigo
Wednesday 3rd March	Regional Context Preparation	Zoom
Friday 19th - Sunday 21st March	Opening Retreat – Regional Context	Bendigo - Bridgewater
Wednesday 31st March	Regional Context Evaluation	Zoom
Wednesday 28th April	Bridge between Regional Context & Leadership of Self	Zoom
Friday 14th - Sunday 16th May	2nd Retreat – Leadership of Self	Echuca
Wednesday 26th May	Leadership of Self Evaluation	Zoom
Wednesday 23rd June	Bridge between Leadership of Self & Leadership of Others, Systems and Community	Zoom
Saturday 17th – Sunday 18th July	3rd Retreat – Leadership of Others, Systems and Community	Virtual retreat via Zoom
Wednesday 28th July	Leadership of Others, Systems-Community Evaluation	Zoom
Wednesday 25th August	Bridge between Leadership of Others, Systems and Community & Leadership of Community	Zoom
Wednesday 25th August	Virtual Federal Parliament Day	Zoom
Saturday 9th – Sunday 10th October	4th Retreat – Leadership of Community	Woodend
Wednesday 20th October	Leadership of Community Evaluation	Zoom
Saturday 20th & Sunday 21st November	Final Retreat – Graduation Celebration	Newbridge

Team Eagle

Eagles can inspire great leaders with their powerful vision, fearlessness, tenacity, being ‘high flyers’ and nurturing their young.

Other Eagles remind us to “Take it to the limit” or “Take it easy”, both equally important leadership considerations.

In Team Eagle, we have collaborated in the true sense of the word. Early on, we built respectful, supportive and fun relationships and a safe place to test out skills and provide feedback.

We are a diverse and complementary team; one of us will always step up to help another. We trust each other to look beyond our weaknesses and call each other friends.



George Filev

Town: Tarnagulla

Scholarship: North Central Catchment Management Authority

Community Involvements: Captain of the CFA, Tarnagulla Alternate Energy Group, CFA Captains Peer Mentor Program

What aspect of LMCLP 2021 has moved you the most?

One aspect that has moved me the most is the power of vulnerability. Having the courage to be your authentic self in the presence of others gives people opportunities for deep human connection, builds resilience and fosters growth.

Now that you have completed LMCLP, how will you ‘pay it forward’?

I am keen to utilise the lessons I have learned during the LMCLP by helping my community move toward a resilient and sustainable future. I will be encouraging others to lead with respect, nurture connections, reflect on problems while working towards solutions and be active in community initiatives that promote cohesion.



Windsor Main

Town: Maryborough

Scholarship: LEAD Loddon Murray Board-Supported

Community Involvements: Committee for Maryborough, Railway Arts Project, Energy Break Through Management Committee

What aspect of LMCLP 2021 has moved you the most?

Lots of internal learning about self and circle of influences. The session on Community of self has been the highlight of my person growth. This helped me frame the different conversations I have with myself and turn it into healthy meaningful processes that keeps me safe and on point.

Now that you have completed LMCLP, how will you ‘pay it forward’?

My approach in my workplace and the sharing is inspiring others to also look at what they are doing to support their communities. I've been able to use the connections to progress some projects in the town and also build really strong relationships with various levels of government.



Alice Rowbottom

Town: Sailors Gully

Scholarship: Coliban Water

Community Involvements: Eaglehawk Community House Committee of Management, Augmented Reality History Tour – Tarnagulla, Project Management Group, Education Officer Coliban Water

What aspect of LMCLP 2021 has moved you the most?

LMCLP has shaken up how I interact with the world. When I take responsibility for my internal dialogue and setting boundaries, I am braver, more empowered and happier. When I stay curious and present while talking to people with a different perspective, I find deeper levels of connection and better solutions.

Now that you have completed LMCLP, how will you ‘pay it forward’?

I thrive working in diverse, supportive and engaged teams. I look for group projects where I can contribute and grow. I voice my concerns, questions and support to build workplace and team culture. I'm a better listener and give people space to be heard and work through their thoughts.



Mihaela Kovacic

Town: Bendigo

Scholarship: Believe in Bendigo

Community Involvements: School Council Strathfieldsaye Primary School, Augmented Reality History Tour – Tarnagulla

What aspect of LMCLP 2021 has moved you the most?

Learning about different personalities and how and why they see, feel and react in certain situations as they do, helped me to understand other people better and therefore gave me the tools to lead them better. Overall focus on the emotional intelligence was incredible and it made me not just a better leader but also a better person.

Now that you have completed LMCLP, how will you ‘pay it forward’?

Next to the fantastic project we want to deliver with our program group Eagles, I'm encouraged to explore different community groups around the area I live in and include myself as a valuable and influential community member. I have knowledge and acquaintances that can help me be just that. I started LMCLP with one or maybe two focuses but now I see so many more opportunities also for my other interests.

Team Hawk

The symbology of the majestic hawk provides insight into our team interactions during the program.

The hawk signals a time in life when it's important to focus on what's ahead, take a strategic perspective and prepare for a leadership role.

Coming together regularly, our team have been supportive and adaptable, encouraging each other to be confident, believe in ourselves and soar to new heights as we progressed through the program.

Much like the hawk, independence was a strong feature of our team and we have relied on our awareness, intuition, and intelligence to make the most of the learnings gained throughout the year.

The hawk signifies it is our time to take more initiative, to influence and lead others. Our time is now!



Suzi Birthisel

Town: Bridgewater
Scholarship: Community Bank Inglewood & Districts

Community Involvements: St Mary's Primary School, Inglewood, Inglewood Alive Festival Inc., Inglewood Community Neighborhood House

What aspect of LMCLP 2021 has moved you the most?
Many elements of the program have moved me. The Community of Self workshop was transformational. My learnings have allowed me to let go of past fears that have been holding me back. My life has taken a new direction and I feel deeply grateful and appreciative.

Now that you have completed LMCLP, how will you 'pay it forward'?
I'll pay it forward within the community by being honest and open and showing vulnerability. I will focus on listening, encouraging and supporting others to work in partnership, and be their best.



Annette Constable

Town: Bendigo
Scholarship: Fosterville Gold

Community Involvements: Bendigo Foodshare

What aspect of LMCLP 2021 has moved you the most?
The focus on becoming a healthy leader personally and how this can impact on being a leader to others was very helpful. It taught me to look inside to gain a better perspective on what's happening outside. I gained an understanding of the need to create psychological safety and team climate in order to help lead teams more effectively. Seeing the importance of having team members with different strengths based on the I.D.E.A model, has given me skills to help build our teams to aid better outcomes.

Now that you have completed LMCLP, how will you 'pay it forward'? Helping to provide the smaller teams within our organisations some leadership skills, will result in a more united and productive group. Working as part of a larger project team, I can use the tools afforded me throughout the program to provide my skills more effectively. I now have a better understanding of my capabilities and where my strengths lie to be able to spread myself thick to be of best value. The program has also given me the confidence to lead projects, as I better understand my limitations and the importance of having the support of others to work towards the project outcomes.



Libby Semmens

Town: Junortoun
Scholarship: City of Greater Bendigo Samantha Bell Scholarship

Community Involvements: St Francis of the Fields (School), Parkrun, La Trobe Rural Health School - external partnerships

What aspect of LMCLP 2021 has moved you the most?
Participating in the program has really stretched me, it's been wonderful to connect with such a great group of individuals. Understanding circles of influence and understanding personality types around conflict were two great take aways. Learning about indigenous perspectives on leadership was really grounding and learning about community approaches to grassroots leadership.

Now that you have completed LMCLP, how will you 'pay it forward'?
I want to put my energies and efforts into things that I'm truly passionate about so it has the maximum output and positive influence on others. I'm looking for more opportunities to put my learnings into practice.



Nicole Conway

Town: Woodend
Scholarship: Shire of Macedon Ranges

Community Involvements: Country Fire Authority, Romsey Basketball Association, Central Victorian Basketball Academy

What aspect of LMCLP 2021 has moved you the most?
Participating in the program has provided me so much more than words can describe. A major learning which has really resonated with me was, if I want to be an effective leader who contributes in a positive way I need to ensure that I look after myself and ensure that I do not spread myself too thin.

Now that you have completed LMCLP, how will you 'pay it forward'?
I will review and identify what I can influence so I can put my efforts into an area that I can have a positive impact. I will use the learnings around understanding personality types and their preferred method of communication, to ensure that I effectively communicate to all members of community groups.

LMCP 2021 Community Projects



Bridgewater- Inglewood Rail Trail

Suzi Birthisel
and Tarryn Smith



Don't Wipe us Out

Andrew Smyth



Lake Boga Silo Art

Britt Bickford, Jon Haw
and Natalie Eckert



Augmented Reality History Tour – Tarnagulla

George Filev, Alice
Rowbottom, Mihaela
Kovacic, Windsor Main

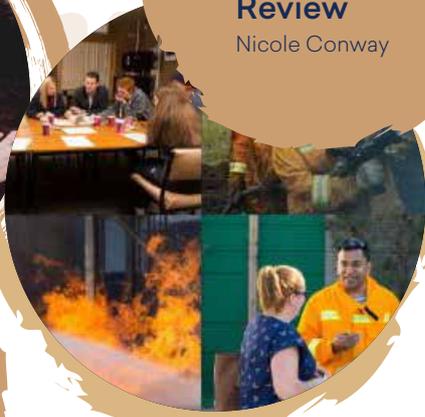


Donald Squash Club

Rebecca
Postlethwaite



Donald Squash Club Reinvigoration Project



Brigade Capacity Review

Nicole Conway

Thoroughbred HEROEs

Jessica Liston



**ARTS
PROGRESS
ASSOCIATION**

Arts Progress Association

Tahli Corin

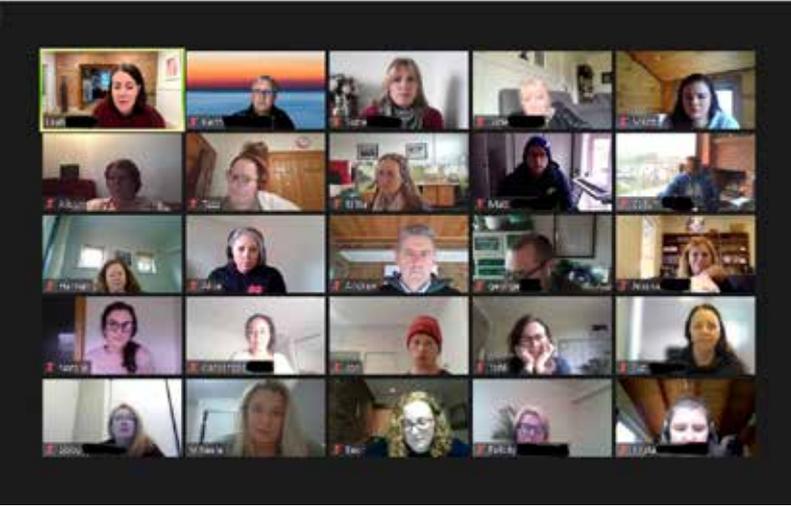
For more details on the 2021 Community Projects, and to follow their progress, follow LEAD Loddon Murray on Facebook and Linked In.

* Photos supplied.



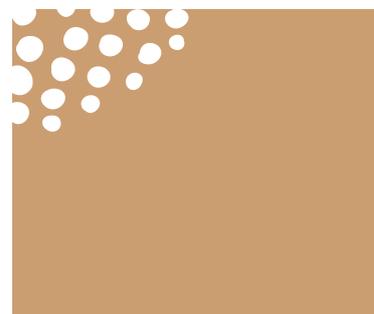
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“It was a thought-provoking way to explore the richness that First Nations people bring to our country and the strength of different perspectives.”



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“There isn’t a part of my life that won’t be influenced by what I am learning as part of the LMCLP program. As a mother, business owner, community member and creative collaborator, these new processes and skills will assist me to build better relationships, and to work more effectively with people in every aspect of my life.”



Black swan

Team Black Swan

The Black Swan signifies a high level of personal power and level of persistence when things get tough.

Coming together as a bevy of swans, the team has shared moments of laughter, tears, growth and triumph.

From cygnets to cobs and aspens Team Black Swan have thrived throughout 2021.

Swans gather and travel in large groups - signifying a strong sense of community, a value of which Team Swan holds very highly.



Tarryn Smith

Town: Inglewood
Scholarship: CFA North West Region

Community Involvements: Inglewood Fire Brigade, CFA Womens Advisory Committee, Inglewood Alive Festival

What aspect of LMCLP 2021 has moved you the most? LMCLP 2021 has taught me so much; not only about my community and the people in it but more about myself as an individual and a team player. The friendships, knowledge and intrinsic rewards I have gained throughout this program are those that I will carry with me through life.

Now that you have completed LMCLP, how will you 'pay it forward'? Using my newfound skills, confidence and knowledge to encourage others to get involved in and be advocates for change in their communities. Allowing others to 'step up and learn' by taking a step back when needed. Working to my strengths and calling on the strengths of others when working as a team to achieve the best possible outcome.



Andrew Smyth

Town: Riddells Creek
Scholarship: Community Bank Gisborne & District

Community Involvements: Scouting, Community Tennis Clubs, Connecting with Multiple community groups

What aspect of LMCLP 2021 has moved you the most? LMCLP has given me a huge understanding at how communities work, the understanding I have gained regarding Regional Plans, how they link to a main strategy and the process to align great visions with them have been the inspiration.

Now that you have completed LMCLP, how will you 'pay it forward'? In 3 ways, continue to look at how I can connect and inspire others in the community to make a difference. Also offer to contribute to the LMCLP program in 2022 in any way that can add value. Use my learning of the fabrics of community to align my approach in community to make a difference.



Brittany Bickford

Town: Swan Hill
Scholarship: Swan Hill Rural City

Community Involvements: Country Fire Authority, Young Country Networks

What aspect of LMCLP 2021 has moved you the most? The people - there is just so much to learn from everyone participating in the program & the presenters we get access to. People are so interesting, inspiring & encouraging. Their energy is infectious and each retreat I always enjoyed the new connections I made.

Now that you have completed LMCLP, how will you 'pay it forward'? I have already been encouraging the next round of participants to apply. Further to this though, I will be using my new skills & learnings in both my community involvements and the workplace, with the aim to share my knowledge and inspire the next community leaders.



Matthew Gromadzki

Town: Bendigo
Scholarship: City of Greater Bendigo

Community Involvements: Royal Flying Doctor Service, Bendigo MTB Club, Touch Football

What aspect of LMCLP 2021 has moved you the most? How we all have a different intrinsic communication style that we preference and that we need to be mindful of this when interacting with people

Now that you have completed LMCLP, how will you 'pay it forward'? Encourage people who are interested to take a look at the program.

Team Brolga

Brolgas – a lesson in Community Leadership

Like Brolgas, the ultimate community leader is:

- Fit for purpose – Brolgas live in wetlands where their long legs help them to access the grass, roots, frogs and small lizards.

- A team player – Brolgas live in large flocks of up to 1000 birds.
- Dedicated to their local area – Brolgas are known to use the same nesting site for up to 20 years.
- Adaptable – when their habitat dries out, Brolgas will fly far to find food.
- Committed – attracted by their graceful mating dance, Brolgas stay with the same partner for life.
- Strive for equality – both parents

share the task of sitting eggs and feeding chicks.

- Under threat* – known to occur in wetlands across the Loddon Mallee regions, we can help Brolgas by restoring wetlands on farms.

*This may not apply to Community Leaders given the high calibre of participants doing the leadership program. Our region seems to be in pretty good hands to us.



Hannah Cook

Town: Campbells Creek
Scholarship: Coliban Water
Community Involvements: Main FM

What aspect of LMCLP 2021 has moved you the most?

For many years in corporate leadership, depending on who I have been working with, I haven't felt that my leadership skills and personality type has been valued. This course has given me the confidence to believe in my skills, understand my personality better and others, to not accept poor leadership, believe I can make a change and knowing the weight of change doesn't need to sit on my shoulders as I can find other champions who want the same change.

Now that you have completed LMCLP, how will you 'pay it forward'?

I am sharing my experience with other community members who also believe in being a change maker. I have also been sharing thoughts and concepts with others I work with.

I am continuing to work in the space of community financial vulnerability.



Rebecca Postlethwaite

Town: Dooboobetic
Scholarship: Buloke Shire
Community Involvements: Donald Squash Club, St Arnaud Squash Club, Charlton Landcare

What aspect of LMCLP 2021 has moved you the most?

I've found a lot of value in being around and learning from likeminded individuals, this has helped shape the way that I plan to engage with the community and given me a whole scope of new ideas to be bringing back into my communities.

Now that you have completed LMCLP, how will you 'pay it forward'?

I'll pay it forward through sharing the tools that LMCLP has taught me, particularly those around project development and planning, but also on some of the more introspective development practices.



Krista Patterson-Majoor

Town: Woodend
Scholarship: North Central Catchment Management Authority

Community Involvements: Woodend Landcare, Macedon Ranges Shire Council, Woodend Tennis Club

What aspect of LMCLP 2021 has moved you the most?

The respectful focus on indigenous cultures and knowledge systems, the considerate focus on self, and the compassionate focus on others.

Now that you have completed LMCLP, how will you 'pay it forward'?

I will continue to act with the conviction that "many small people who in many small places do many small things that can alter the face of the world".

Now that you have completed LMCLP, how will you 'pay it forward'?

I have already been encouraging the next round of participants to apply. Further to this though, I will be using my new skills & learnings in both my community involvements and the workplace, with the aim to share my knowledge and inspire the next community leaders.



Felicity Grosse

Town: Castlemaine **Scholarship:** Mount Alexander Shire

Community Involvements: Mt Alexander Disability Advocacy Group, Castlemaine Allies Decolonising, Community Connections

What aspect of LMCLP 2021 has moved you the most?

Oh, the generosity of the first peoples who met with us and shared. Shared beyond measure. The incredible power of story in our lives and communities, and dadirri, the practice of deep listening. Transformational! And did you know that we can lead from anywhere? I can lead from behind, beside and within. I can lead quietly. As a leader I can listen deeply and be the last to speak. I can influence the now, every day, by working within my sphere of influence. I can lead by being and not doing.

Now that you have completed LMCLP, how will you 'pay it forward'?

I can seek, share and create a shared vision, goal, dream or hope. One that will nurture myself and the collective through difficult times.

I can flex, challenge and grow. I could work in the incredibly demanding space of local government. I could facilitate learnings in a formal setting. Maybe become CEO one day.

Or perhaps I will become a story weaver and connector of beings?

I am deeply committed to offering my self and this year's learnings ongoingly, to my community, in whatever way that I can be of service.

LMCP 2021 Community Projects

Young Farmers Connect

Madelaine Scott



DISABILITY SPEAKS!

How do you know if someone has a disability?

YOU often DONT

Not all disabilities are visible. Not all are the same for each person.

Disability Speaks

Felicity Grosse

Dhelkunya Dja

Cassandra Lewis and Callum Wright



Water Wheel Project

Alison Stewart



FIRST AID FOR THE MIND

First Aid for the Mind

Paul Harrison and Matt Gormadzki



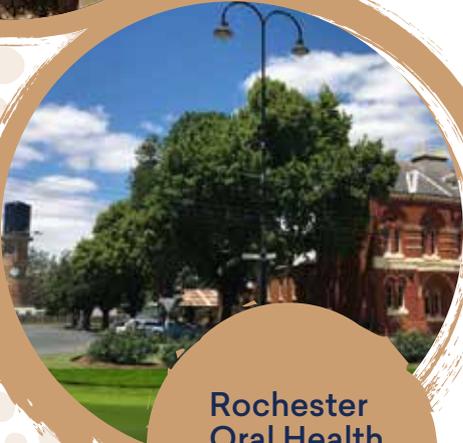
Masterplan for Five Mile Creek Woodend

Krista Patterson-Majoor



Rochester Oral Health Plan

Libby Semmens



Embedding Financial Support and Sustainability in our Communities

Hannah Cook



For more details on the 2021 Community Projects, and to follow their progress, follow LEAD Loddon Murray on Facebook and Linked In.

* Photos supplied.

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“Our group walked away from this weekend having bonded immensely and our journey could be described like a mosaic; a bunch of fragmented pieces, none the same as another, brought together to create something truly spectacular.”



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“Spread yourself thick – focus on things that are truly important to you, and you will achieve great things.”

Team Cockatoo

Cockatoos like socialising and group cooperation and are why they are often seen in flocks and rarely on their own.

Cockatoos are like the messenger with a harsh and booming vocalisation, also allowing to recognise each other. They also are a long living and monogamous bird.

Cockatoos are intelligent, curious, talkative, humorous and community minded. A lone cockatoo does not do well on its own, they do in fact like attention.

The Black Australian Cockatoo has the most power, representing Spirit and a strong soul.

The bird is alert, joyous and enthusiastic. Belief is that when you see a black cockatoo it means great change is coming into their lives.

cockatoo

As cockatoos fly in a flock, its movement encourages you to ask yourself: "With whom do you fly?" Are you hanging with "bad eggs" or "birds of a feather"?

It has also been said that a cockatoo supports you in finding your voice and expressing your emotions. When you need to let it out or get things off your chest, cry out a strong Cockatoo call.



Callum Wright

Town: Golden Square
Scholarship: LEAD Loddon Murray Board-Supported

Community Involvements: Interchange Loddon Mallee, Golden Square Junior Football Club, Golden Square Cricket Club

What aspect of LMCLP 2021 has moved you the most? Learning about myself. It can be challenging to genuinely and deeply self-reflect, but the LMCLP program has been an excellently facilitated, and well supported environment to really explore me and how I can best work with others to achieve great things in the community.

Now that you have completed LMCLP, how will you 'pay it forward'? The LMCLP program has given me confidence to expand my participation in community, and bring others on that journey. With this confidence and the tools provided I look forward to being more active in my local community in the coming years supporting a range of community groups and committees.



Paul Harrison

Town: Kotta
Scholarship: Minerals Council of Australia Victorian Division
Community Involvements: Mental Health, CPTED, LMCLP

What aspect of LMCLP 2021 has moved you the most? Knowledge of delivery teams, key members of LMCLP and compassion and empathy amongst participants

Now that you have completed LMCLP, how will you 'pay it forward'? Recommendation and direct support and involvement



Cassandra Lewis

Town: Bendigo
Scholarship: Bank Australia

Community Involvements: Indigenous Community, Community in Crisis, Single Mothers

What aspect of LMCLP 2021 has moved you the most? The connections

Now that you have completed LMCLP, how will you 'pay it forward'? Encouraging others on their leadership journey to join



Jessica Liston

Town: Eddington
Scholarship: Loddon Shire

Community Involvements: Inner Rhythm Equine Assisted Therapy, Bendigo City Council, Bush Kinder Castlemaine

What aspect of LMCLP 2021 has moved you the most? The hearts and souls of the people involved from the LMCLP leadership team, guest speakers/facilitators and all of the incredible participants that I have been able to share the journey with.

To see others share their deeply moving stories with the 'About Me' talks has by far been my favourite aspect of the program.

Now that you have completed LMCLP, how will you 'pay it forward'? I will step up my game in BEING. We are human beings and I feel that many of us great at the human part but forget about the being part. I am going to stretch myself into BEING more in my everyday. The more I can do this, the more expansive my ability to BE with others is and from that place true magic happens.

Team Maggie

Maggies are considered to be both social and vocal, they are known for their bold personalities and intelligence. Many birds have a song or a few calls, but magpies chatter, whistle, trill and warble.

Throughout the program we challenged ourselves to be more like the magpie...

To show our sometimes-shy social side. To care less of stereotypes and to express ourselves in our own way. To be proud of our individual personalities and let them shine. To use our intelligence

to influence others. And to chatter and share and comfort and encourage each other along the way.

With these magpies, things are certainly not just black and white.



Madelaine Scott

Town: Clarkefield
Scholarship: Agriculture Victoria

Community Involvements: Macedon Ranges Regen Farmers, Kyneton Poultry Club, Young Farmers Connect

What aspect of LMCLP 2021 has moved you the most? One of the most moving parts of the course has been the "about me" section. In just 10 minutes finding out someone's life story, how incredible it is what some people have been through and are still functioning. How they can be so honest with a group of perfect strangers.

Now that you have completed LMCLP, how will you 'pay it forward'? Thanks to LMCLP I am now going to run free Farm Field Days to help strengthen farming communities and inspire more young people to get into agriculture.



Natalie Eckert

Town: Kerang
Scholarship: Gardiner Dairy Foundation

Community Involvements: Secretary - Quambatook Football Club, Swim Teacher/Committee Member - Kerang Amateur Swimming and Lifesaving Club, Youth Committee Member - National Rural Womens Coalition

What aspect of LMCLP 2021 has moved you the most? The people! Knowing our small communities are full to the brim with passionate and capable individuals is reassuring and exciting. I'm eager to see what our cohort go on to achieve in their communities in years to come.

Now that you have completed LMCLP, how will you 'pay it forward'? I want to maintain my involvement in the community with increased confidence in my abilities and utilise some of the leadership concepts we've learnt this year. Most importantly, I want to actively work to ensure my leadership style always empowers those around me.



Jon Haw

Town: Kerang
Scholarship: Gannawarra Shire

Community Involvements: Working closely with community through Gannawarra Shire Council

What aspect of LMCLP 2021 has moved you the most? Identifying not only my own strengths and weaknesses but having the ability to observe others and help them

Now that you have completed LMCLP, how will you 'pay it forward'? I would definitely recommend anyone to do this program. I intend to try and continue giving back to my community and pass onto people some of the skills and knowledge I have learnt throughout this journey.



Tahli Corin

Town: Kyneton
Scholarship: Hugh Williamson Foundation

Community Involvements: Macedon Ranges Arts Progress Association, Women of the Macedon Ranges Network

What aspect of LMCLP 2021 has moved you the most? Understanding how differently I see the world to others, and the challenges and opportunities that brings.

Now that you have completed LMCLP, how will you 'pay it forward'? Community is only built and maintained through people getting involved. I look forward to using the new skills I have learned through LMCLP to help build the inclusive and dynamic community that I want my kids to grow up in.



Alison Stewart

Town: Lockington
Scholarship: Gardiner Dairy Foundation

Community Involvements: Lockington Community News, Lockington District Family Landcare, Lockington Planning Group

What aspect of LMCLP 2021 has moved you the most? The program has encouraged me to step outside of my comfort zone and take the lead more. I've found myself raising the controversial issues and starting discussions, therefore opening the door to some new ideas and concepts. I've also found myself challenging people who are set in their ways and not particularly open to different views.

Now that you have completed LMCLP, how will you 'pay it forward'? In a neutral position with our community newspaper and our planning group, I'm already finding myself encouraging others to think about issues in relation to the whole community rather than just in relation to their particular group. Asking questions like... What do we want to be known for? What are our biggest opportunities? Which of our community assets are under-utilised and how can we use them to better advantage? I'm now highlighting that so-called problems are actually opportunities that should be embraced.

Loddon Murray Community Leadership Program

Graduates 1998-2021

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	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	Kurt Major Scott Matthews Kerrie McDonald Kirsty Morieson Kelly Mulligan Belinda Pritchard Sandra Steward Owen Wilson	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	James Maxwell Lucy Mayes Hilary McIntosh Brad McQueen Donna Petrusma Kirsty Quick Gillian Ryan Mary-Ann Scull Anthony Sheean
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	2001 Hodi Beauliv Richard Chirnside Kelly Dal Broi Michael Davidson John Fickenlan 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	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	2006 Peter Bassett Susi Baumgartner Marigold Blackwood Steve Curry Kristen Dennis Tracey Farrell Tyson Fehring James Goldsmith Garry Holmes Marlene Jeffrey Anthony Judd Doug Lobleby Bronwen Machin Sue Mahon Pam McCavour Rita Revell Annmarie Rosengren Sarah Sammon Mary Sdraulig Robyn Vanrenen	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 Sincock Sheri Streilein Mark Synot Michael Toman Briana Trimble Anne Wiseman
	2002 John Barber Paul Cale Ted Carmody Karinda Cattlin Donna Collier Peter Daley Zoe Davies Mary Evans Alison Farrar Jamie Kendrick Roger Laubsch	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 Milikins Malcolm Perris Chris Pollock Lindsay Rogers Cherie Stacey Kelly Stringer Jeannie Wagner	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	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 Fullex
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 Kreuzer
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 Wigglesworth

2014

Chloe Armstrong
Emma Bridger
Glenys Broad
Kristi Coller
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 Kortenhuis
Daniel Kreuzer
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 Fearne
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

2019

Christine Barker
Sarah Broad
Patrick Fagan
Simon Furness
Jordi Gradon
Kyle Hayes
Suzanne Hughes
Eddie Lob
Jess Kelly
Jodie Lyons
Rebecca Maskell
Caleb Maxwell
Shonelle McEvoy
Adrian McMahan
Andrea Otto
Jan Pagliaro

Robyn Parker
Daniel Rees
Leon Stackpole
Meghan Stewart
Jenny Stillman
Lauren Swann
Sei Sei Mu Thein
Brett Thompson

2020

Sonya Browne
Pam Dawkins
Chris Dent
Harrison Godfrey
Sarah Haney
Nicky Haslinghouse
Joseph Holloway
Suzie Jacobs
Alison Jones
Hayden McKinnon
Jesse Munzel
Carly Noble
Helen O'Donoghue
Vanessa Parke
rNathan Rogers
Annie Tu
Helen Watkins
Rory White
Kerryn Wildenburg
Wade Williams
Jane Worthington

2021

Alice Rowbottom
Alison Stewart
Andrew Smyth
Annette Constable
Brittany Bickford
Callum Wright
Cassandra Lewis
Libby Semmens
Felicity Grosse
George Filev
Hannah Cook
Jess Liston
Jon Haw
Krista Patterson - Majoor
Madelaine Scott
Matt Gromadzki
Mihaela Kovacic
Natalie Eckert
Nicole Conway
Paul Harrison
Rebecca Postlethwaite
Suzi Birthisel
Tahli Corin
Tarryn Smith
Windsor Main



“My journey has helped me find my leadership tribe. These people have helped inspire, grow and develop me and my understanding of the world we live in.”

Lead Loddon Murray Inc.

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