
LEAD Loddon Murray

Annual Report

2018



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CHAIR'S REPORT

I am delighted to present LEAD Loddon Murray's Annual Report for the year ended December 31, 2018.

This year marked our 21st Birthday. 21 Years of continuous investment in developing leaders was and is continually worth celebrating. We secured a grant from the Australian Government's Building Better Region's Fund and delivered a one-day Regional Leaders Convention and 21st Birthday Gala Dinner, in place of our long-standing Vision of the Region Dinner. We were thrilled to be able to extend the Vision of the Region into a day long conversation, taking a deep dive into our region's future economy, global relationships, technology infrastructure and services and environmental management and to ask- what's the lens for leaders here? We plan to build on the success of this format in 2019.

Change like last year has been a major theme for us all in community leadership, irrespective of which sector or role we serve in, change is continual and constant for us all as humans, not just as leaders. LEAD Loddon Murray proudly took residence in our own office space last year which has provided a strong base for our team and board to work from.

In 2018, the Board of Management and Team wished Jo Cahill a happy farewell as she went on leave in preparation to have her first baby Isabelle and we welcomed in Jude Hannah as incoming LMCLP Program Manager. Lisa Renato joined the team as Office Manager, Leah Sertori our Executive Officer and Mel Mann Events Director continued to contribute to our ongoing success as always.

Our partners and supporters are instrumental in making the Loddon Murray Community Leadership Program a success each year. Their support is valued by each participant and staff member. 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; Rob Stephenson, Sandra Hamilton, Adam Place, Anette Kortenhaus, Mostafa Al-Rawi, Brenton Johnson, Jay Smith, Scott McLarty and Rosanne Kava. My fellow Directors made my second and final year as Chair an extremely enjoyable one and another great learning experience.

Looking ahead, we expect big things from LEAD Loddon Murray in 2019 as we review and renew our 5-year strategic plan. I look forward to supporting the organisation from the sidelines in 2019 and beyond and to the next chair sharing our achievements with you again in a years' time.

Anita Dickons, Chair



TREASURER'S REPORT

LEAD Loddon Murray's Board of Management has diligently monitored the organisation's financial position and responsibilities in 2018. The organisation's accounts have been independently audited by AFS and a full financial report is included.

Key points to note in relation to our financial performance in 2018.

Our total revenue for 2018 was \$518,814 with total expenditure of \$545,029, resulting in a deficit of \$26,215. The deficit was the result of lower than expected revenue from our consulting services, in particular one offer Regional Leaders Orientation which was unsuccessful in 2018.

Our bank balances at December 31 came to a total of \$196,393 including a term deposit of \$121,556. The organisation's financial position is strong relative to its size and turnover. We are able to meet our obligations when they fall due.

Our Equity has reduced from \$80,417 as at December 31 2017 to \$54,202 in December 2018, the result of the loss sustained this year.

The LEAD Loddon Murray Board invested in new business systems, brand, premises and staff in 2018, to provide capacity for the organisation to grow and deliver an operating surplus in 2019.

We have reviewed our financial policies in the last month and introduced a new accounting policy for the treatment of consulting revenue.

The board is proud of the work of our team at LEAD Loddon Murray in 2018.

Rob Stephenson, Treasurer



EXECUTIVE OFFICER'S REPORT

2018 marked twenty one years of the Loddon Murray Community Leadership Program. This tremendous milestone offered the team an opportunity to reflect on the legacy of the LMCLP. Our 21st Birthday was also a coming of age. As an organisation we explored our responsibility to leverage the vast network of Graduates, their expertise and connections in building community capacity. We explored opportunities to strengthen our offer within the region and to better connect our Graduates with opportunities across the State.

We began by growing the number of leadership development opportunities the organisation offers. We engaged with broader and more diverse groups of participants. We launched Leading Excellence Maryborough, Women of Community, LOUD Amplifying the Voices of LGBTI People and a one day Regional Leaders Summit to connect our graduates with emerging leaders. In 2018, LEAD Loddon Murray provided formal leadership development opportunities for 143 people and a further 700 people attended one of our events.

We changed our name from Community Leadership Loddon Murray to LEAD Loddon Murray, to amplify our purpose and profile in the broader community. A new website featuring video case studies of Graduates legacy in community was introduced in May. The case studies profile Graduates from each year of the LMCLP and captured the spirit of the program and network.

In 2018 LEAD Loddon Murray delivered two projects under the Building Better Regions Fund: Women of Community Retreats to inspire, support and connect women from small rural communities and the Inaugural Regional Leaders Summit. LEAD Loddon Murray secured investment to run the Summit again in 2019, informed by the success of the 2018 event, which aimed to facilitate new connections between Graduates and current participants and to share stories of having successfully influenced change.

LEAD Loddon Murray joined with nine other Community Leadership Programs in 2018 to advocate for ongoing financial support from the Victorian Government. Our work in the VRCLP's Advocacy Campaign included highlighting the tremendous return on investment the Loddon Murray Community Leadership Program has been able to deliver in the current four year term and sharing our strategy for the future. We also looked for ways to facilitate stronger connections between LMCLP Graduates and Alumni of other Community Leadership Programs across the State through our work to reinvigorate VRCLP.

In 2018 LEAD Loddon Murray's annual turnover increased by \$116,672. We delivered a loss, however the loss of \$26,215 in 2018 was down from a loss of \$42,915 in the previous year. The team have built a strong organisational base which will help us grow again in 2019 and return an operating surplus for the 2019 Financial Year.

I enjoyed my first year with LEAD Loddon Murray immensely and look forward to developing leaders for vibrant and sustainable communities with our strong, capable team and board in 2019 and beyond.

Leah Sertori, Executive Officer.

LEAD Loddon Murray Inc.

ABN: 16 936 106 551

Financial Statements

For the year ended 31 December 2018

LEAD Loddon Murray Inc.

31 December 2018

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LEAD Loddon Murray Inc. Committee's Report

Your committee present their report on the association for the year ended 31 December 2018.

Committee Members

The names of each person who has been a committee member during the year and to the date of this report are:

Anita Dickons (Chair)	Scott McLarty
Robert Stephenson (Treasurer)	Adam Place (Appointed: November 2018)
Moustafa Al-Rawi	Linda Beilharz (Resigned: April 2018)
Sandra Hamilton (Appointed: July 2018)	Hayley Cail (Resigned: March 2018)
Brenton Johnson	Jay Smith (Resigned: October 2018)
Rosanne Kava	Luke Spielvogel (Resigned: March 2018)
Annette Kortenhaus	Yvonne Wrigglesworth (Resigned: March 2018)

Committee members have been in office since the start of the year to the date of this report unless otherwise stated.

Principal Activities

The principle activities of the association during the course of the year were to develop leaders for vibrant and sustainable communities across central and north-west Victoria by engaging, encouraging, and empowering members of the community in leadership roles. The associations financial statements encompass the Loddon Murray Community Leadership Program, Graduate Program and various Community Programs.

Operating Result

The deficit of the association for the year ended 31 December 2018 after provision for income tax was \$26,215.

Significant Changes in the State of Affairs

During the year ended 31 December 2018 the association changed its legal entity name from Community Leadership Loddon Murray Inc. to LEAD Loddon Murray Inc. The legal entity name change was accepted following changes to the association's constitution in November 2018.

In the opinion of the committee there were no other significant changes in the state of affairs of the association that occurred during the year under review not otherwise disclosed in this report or the financial report.

Events Subsequent to the End of the Reporting Period

There are no matters or circumstances that have arisen since the end of the year that have significantly affected or may significantly affect the operations of the association, the results of those operations or the state of affairs of the association, in future years.

Chair



Anita Dickons

Treasurer



Robert Stephenson

Dated this 8th day of March 2019.

LEAD Loddon Murray Inc.

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 31 December 2018

	Note	2018 \$	2017 \$
Revenue	2	518,814	402,142
Salaries and employee benefits expense		(287,174)	(261,276)
Depreciation expense	3	(1,211)	(1,831)
Project costs	3	(163,266)	(97,333)
Advertising and promotional costs		(27,714)	(17,943)
Administration and occupancy costs		(65,664)	(66,674)
Deficit before income tax expense		(26,215)	(42,915)
Income tax expense	1c	-	-
Deficit after income tax expense		(26,215)	(42,915)
Other comprehensive income		-	-
Total comprehensive income attributable to members of the entity		(26,215)	(42,915)

LEAD Loddon Murray Inc.

Statement of Financial Position

As at 31 December 2018

	Note	2018 \$	2017 \$
Current assets			
Cash and cash equivalents	4	196,393	123,148
Accounts receivable and other debtors	5	4,778	1,538
Other assets	6	4,127	3,590
Total current assets		205,298	128,276
Non-current assets			
Property, plant and equipment	7	1,201	943
Total non-current assets		1,201	943
Total assets		206,499	129,219
Current liabilities			
Accounts payable and other payables	8	29,629	39,734
Other liabilities	9	97,325	-
Provisions	10	23,016	8,541
Total current liabilities		149,970	48,275
Non-current liabilities			
Provisions	10	2,327	527
Total non-current liabilities		2,327	527
Total liabilities		152,297	48,802
Net assets		54,202	80,417
Equity			
Retained surplus		54,202	80,417
Total equity		54,202	80,417

LEAD Loddon Murray Inc.

Statement of Changes in Equity

For the Year Ended 31 December 2018

	Retained Surplus \$	Total Equity \$
Balance at 1 January 2017	123,332	123,332
Deficit attributable to the entity	(42,915)	(42,915)
Total other comprehensive income for the year	-	-
Balance at 31 December 2017	80,417	80,417
Deficit attributable to the entity	(26,215)	(26,215)
Total other comprehensive income for the year	-	-
Balance at 31 December 2018	54,202	54,202

LEAD Loddon Murray Inc.

Statement of Cash Flows

For the Year Ended 31 December 2018

	Note	2018 \$	2017 \$
Cash flows from operating activities			
Receipts from donations, grants, philanthropy and sponsorship		625,143	441,876
Payments to suppliers and employees		(551,985)	(487,512)
Interest received		1,556	3,248
Net cash provided by / (used in) operating activities	12	74,714	(42,388)
Cash flows from investing activities			
Purchase of property, plant and equipment		(1,469)	-
Net cash provided by investing activities		(1,469)	-
Net increase / (decrease) in cash held		73,245	(42,388)
Cash and cash equivalents at the beginning of the year		123,148	165,536
Cash and cash equivalents at the end of the year	4(a)	196,393	123,148

LEAD Loddon Murray Inc.

Notes to the Financial Statements

For the Year Ended 31 December 2018

Note 1. Summary of Significant Accounting Policies

The financial statements were authorised for issue on 8 March 2019 by the committee.

Basis of preparation

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Australian Accounting Standards Board, the *Associations Incorporation Reform Act 2012* and the *Australian Charities and Not-for-profits Commission Act 2012* (including the *Australian Charities and Not-for-profits Commission Regulation 2013*). The committee members have determined that the association is a non-reporting entity as there are no users who are dependent on its general purpose financial statements.

The financial statements have been prepared on an accruals basis and are based on historic costs and do not take into account changing money values or, except where stated specifically, current valuations of non-current assets.

The following significant accounting policies have been adopted in the preparation of these financial statements.

Accounting Policies

(a) Revenue

Non-reciprocal grant revenue is recognised in profit or loss when the association obtains control of the grant, it is probable that the economic benefits gained from the grant will flow to the association and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

When grant revenue is received whereby the association incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

All revenue is stated net of the amount of goods and services tax (GST).

(b) Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from donations, grants, philanthropy and sponsorship, or payments to suppliers.

(c) Income tax

The association is exempt from paying income tax under section 50-45 of the *Income Tax Assessment Act 1997* and subsequently has not been charged any income tax expense.

LEAD Loddon Murray Inc.

Notes to the Financial Statements

For the Year Ended 31 December 2018

Note 1. Summary of Significant Accounting Policies (continued)

(d) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, and other short-term highly liquid investments with original maturities of three months or less.

(e) Accounts receivable and other debtors

Accounts receivable and other debtors include amounts due from members as well as amounts receivable from donors. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

(f) Property, plant and equipment

Each class of property, plant and equipment is carried at cost, less, where applicable, accumulated depreciation and impairment losses.

Plant and equipment

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than its estimated recoverable amount, the carrying amount is written down immediately to its estimated recoverable amount and impairment losses are recognised either in profit or loss or as a revaluation decrease if the impairment losses relate to a revalued asset. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1 (i) for details of impairment).

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefit associated with the item will flow to the association and the cost of the item can be measured reliably. All other repairs and maintenance are recognised as expenses in the profit or loss during the period which they occur.

Depreciation

The depreciable amount of all property, plant and equipment is depreciated on a straight-line basis over the asset's useful life to the association commencing from the time the asset is held ready for use.

The depreciation rates used for each class of depreciable assets are:

Class of Fixed Asset	Depreciation Rate
Furniture and equipment	25% to 50%
Computer equipment	50%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised in profit or loss in the period in which they occur. When revalued assets are sold, amounts included in the revaluation relating to that asset are transferred to retained surplus.

(g) Leases

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses on a straight-line basis over the lease term.

LEAD Loddon Murray Inc.

Notes to the Financial Statements

For the Year Ended 31 December 2018

Note 1. Summary of Significant Accounting Policies (continued)

(h) Financial instruments

The association's financial instruments consist mainly of deposits with banks, receivables and payables.

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is the date that the entity commits itself to either the purchase or sale of the asset (ie trade date accounting is adopted).

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs, except where the instrument is classified "at fair value through profit or loss", in which case transaction costs are expensed to profit or loss immediately. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Trade receivables are initially measured at the transaction price if the trade receivables do not contain a significant financing component or if the practical expedient was applied as specified in AASB 15.63.

Classification and subsequent measurement

(i) Financial liabilities

Financial liabilities are subsequently measured at amortised cost using the effective interest method.

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest expense in profit or loss over the relevant period.

The effective interest rate is the internal rate of return of the financial asset or liability, that is, it is the rate that exactly discounts the estimated future cash flows through the expected life of the instrument to the net carrying amount at initial recognition.

A financial liability cannot be reclassified.

(ii) Financial assets

Financial assets are subsequently measured at amortised cost on the basis of the two primary criteria:

- the contractual cash flow characteristics of the financial asset; and
- the business model for managing the financial assets.

(i) Impairment of assets

At the end of each reporting period, the committee reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised in the income and expenditure statement.

(j) Accounts payable and other payables

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

LEAD Loddon Murray Inc.

Notes to the Financial Statements

For the Year Ended 31 December 2018

Note 1. Summary of Significant Accounting Policies (continued)

(k) Provisions

Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions are measured using the best estimate of the amounts required to settle the obligation at the end of the reporting period.

(l) Employee Provisions

Provision is made for the association's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries and sick leave. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

The association's obligations for short-term employee benefits such as wages, salaries and sick leave are recognised as a part of current trade and other payables in the statement of financial position.

Other Long-term employee benefits

Provision is made for employees' annual leave entitlements not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Other long-term employee benefits are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures and are discounted at rates determined by reference to market yields at the end of the reporting period on government bonds that have maturity dates that approximate the terms of the obligations. Any remeasurements of obligations for other long-term employee benefits for changes in assumptions are recognised in profit or loss in the periods in which the changes occur.

The association's obligations for long-term employee benefits are presented as non-current provisions in its statement of financial position, except where the association does not have an unconditional right to defer settlement for at least 12 months after the reporting date, in which case the obligations are presented as current provisions.

(m) Comparative Figures

Where required by Accounting Standards, comparative figures have been adjusted to conform with changes in presentation for the current financial year.

(n) Economic Dependence

The association is dependent upon the ongoing receipt of State Government grants to ensure the ongoing continuance of its programs. This funding, which has been provided since 2012, has been granted with a contract term of four years, with the current funding agreement expiring in February 2020. The committee has no reason to believe that this financial support will not continue.

(o) Key Estimates

Impairment

The association assesses impairment at each reporting period by evaluating the conditions and events specific to the association that may be indicative of impairment triggers. Recoverable amount of the relevant assets are reassessed using the value-in-use calculation which incorporates various key assumptions.

LEAD Loddon Murray Inc.

Notes to the Financial Statements

For the Year Ended 31 December 2018

Note 1. Summary of Significant Accounting Policies (continued)

(p) Key Judgments

Provision for impairment of receivables

Current trade receivables are generally on 30 to 90 day terms. The collectability of debts is assessed during the year and at year end a provision is made for any specific doubtful accounts. As at 31 December 2018 trade and other receivables of \$1,496 (2017: \$988) were past due, for which the committee believe a provision for doubtful debts of \$200 (2017: \$200) is required.

Employee benefits

For the purpose of measurement, AASB 119: Employee Benefits (September 2011) defines obligations for short-term employee benefits as obligations expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related services.

As the association expects that all of its employees would use all of their annual leave entitlements earned during a reporting period before 12 months after the end of the reporting period, the association believes that obligations for annual leave entitlements satisfy the definition of short-term employee benefits and, therefore, can be measured at the (undiscounted) amounts expected to be paid to employees when the obligations are settled.

(q) New and amended accounting policies adopted during the reporting period

The association has adopted AASB 9: *Financial Instruments* with a date of initial application of 1 January 2018. As a result the association has changed its financial instruments accounting policies as detailed in the significant accounting policies note. It has been determined by management that the above changes in the accounting policy do not have any material effect on the financial statements either in the current or prior periods presented.

(r) New accounting standards for application in future periods

An assessment of Accounting Standards issued by the AASB that are not yet mandatorily applicable and their potential impact on the fund when adopted in future periods is discussed below:

- AASB 16: *Leases* (applicable to annual reporting periods beginning on or after 1 January 2019).

When effective, this Standard will replace the current accounting requirements applicable to leases in AASB 117: *Leases* and related Interpretations. AASB 16 introduces a single lessee accounting model that eliminates the requirement for leases to be classified as operating or finance leases.

The main changes introduced by the new Standard are as follows:

- recognition of a right-of-use asset and liability for all leases (excluding short-term leases with less than 12 months of tenure and leases relating to low-value assets);
- depreciation of right-of-use assets in line with AASB 116: *Property, Plant and Equipment* in profit or loss and unwinding of the liability in principal and interest components;
- inclusion of variable lease payments that depend on an index or a rate in the initial measurement of the lease liability using the index or rate at the commencement date;
- application of a practical expedient to permit a lessee to elect not to separate non-lease components and instead account for all components as a lease; and
- inclusion of additional disclosure requirements.

The transitional provisions of AASB 16 allow a lessee to either retrospectively apply the Standard to comparatives in line with AASB 108: *Accounting Policies, Changes in Accounting Estimates and Errors* or recognise the cumulative effect of retrospective application as an adjustment to opening equity on the date of initial application.

LEAD Loddon Murray Inc.

Notes to the Financial Statements

For the Year Ended 31 December 2018

Note 1. Summary of Significant Accounting Policies (continued)

(r) New accounting standards for application in future periods (continued)

The committee members have performed an initial assessment and do not anticipate that the adoption of AASB 16 will materially impact the association's right-of-use assets and lease liabilities.

- AASB 1058: *Income of Not-for-Profit Entities* (applicable to annual reporting periods beginning on or after 1 January 2019).

This Standard is applicable to transactions that do not arise from enforceable contracts with customers involving performance obligations. The significant accounting requirements of AASB 1058 are as follows:

- Income arising from an excess of the initial carrying amount of an asset over the related contributions by owners, increases in liabilities, decreases in assets and revenue should be immediately recognised in profit or loss. For this purpose, the assets, liabilities and revenue are to be measured in accordance with other applicable Standards.
- Liabilities should be recognised for the excess of the initial carrying amount of a financial asset (received in a transfer to enable the entity to acquire or construct a recognisable non-financial asset that is to be controlled by the entity) over any related amounts recognised in accordance with the applicable Standards. The liabilities must be amortised to profit or loss as income when the entity satisfies its obligations under the transfer.

An entity may elect to recognise volunteer services or a class of volunteer services as an accounting policy choice if the fair value of those services can be measured reliably, whether or not the services would have been purchased if they had not been donated. Recognised volunteer services should be measured at fair value and any excess over the related amounts (such as contributions by owners or revenue) immediately recognised as income in profit or loss.

The transitional provisions of this Standard permit an entity to either: restate the contracts that existed in each prior period presented in accordance with AASB 108 (subject to certain practical expedients); or recognise the cumulative effect of retrospective application to incomplete contracts on the date of initial application. For this purpose, a completed contract is a contract or transaction for which the entity has recognised all of the income in accordance with AASB 1004 *Contributions*.

The committee members have performed an initial assessment and do not anticipate that the adoption of AASB 1058 will have a material impact on the association's financial statements.

- AASB 2016-7: *Amendments to Australian Accounting Standards – Deferral of AASB 15* (for not-for-profit entities)

This Standard amends the mandatory effective date (application date) of AASB 15: *Revenue from Contracts with Customers* for not-for-profit entities so that AASB 15 is required to be applied by such entities for annual reporting periods beginning on or after 1 January 2019 instead of 1 January 2018.

When effective, this Standard will replace the current accounting requirements applicable to revenue with a single, principles-based model. Apart from a limited number of exceptions, including leases, the new revenue model in AASB 15 will apply to all contracts with customers as well as non-monetary exchanges between entities in the same line of business to facilitate sales to customers and potential customers.

The core principle of the Standard is that an entity will recognise revenue to depict the transfer of promised goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for the goods or services. To achieve this objective, AASB 15 provides the following five-step process:

LEAD Loddon Murray Inc.

Notes to the Financial Statements

For the Year Ended 31 December 2018

Note 1. Summary of Significant Accounting Policies (continued)

(r) New accounting standards for application in future periods (continued)

- identify the contract(s) with a customer;
- identify the performance obligations in the contract(s);
- determine the transaction price;
- allocate the transaction price to the performance obligations in the contracts; and
- recognise revenue when (or as) the performance obligations are satisfied.

The transitional provisions of this Standard permit an entity to either restate the contracts that existed in each prior period presented per AASB 108: *Accounting Policies, Changes in Accounting Estimates and Errors* (subject to certain practical expedients in AASB 15), or recognise the cumulative effect of retrospective application to incomplete contracts on the date of initial application. There are also enhanced disclosure requirements regarding revenue.

The committee members have performed an initial assessment and anticipate that the adoption of AASB 15 will have a material impact on the association's financial statements.

Note 2. Revenue	2018 \$	2017 \$
Operating activities:		
- Grant revenue	305,030	200,000
- Graduate program	-	7,506
- Community Leadership program	148,760	132,131
- Consulting revenue	26,401	-
- Other community projects	36,897	57,165
- Other grants and donations	170	2,092
Total revenue from operating activities	517,258	398,894
Non-operating activities:		
- Interest received	1,556	3,248
Total revenue	518,814	402,142
Note 3. Expenditure		
Depreciation expense:		
- Furniture and equipment	-	61
- Computer equipment	1,211	1,770
	1,211	1,831
Project costs:		
- Graduate program	-	11,079
- Community Leadership program	102,792	74,989
- LGBTI Leadership program	7,788	-
- Leading Excellence Maryborough program	33,023	-
- Women of Community program	18,351	-
- Other community projects and events	1,312	11,265
	163,266	97,333

LEAD Loddon Murray Inc.

Notes to the Financial Statements

For the Year Ended 31 December 2018

	2018	2017
	\$	\$
Note 4. Cash and Cash Equivalents		
<i>CURRENT</i>		
Cash at bank	74,837	20,638
Short-term investments - bank deposits	121,556	102,510
	<u>196,393</u>	<u>123,148</u>
(a) Reconciliation of Cash and Cash Equivalents		
Cash and cash equivalents at the end of the year as shown in the statement of cash flows are reconciled to items in the statement of financial position as follows:		
Cash and cash equivalents	<u>196,393</u>	<u>123,148</u>
Note 5. Accounts Receivable and Other Debtors		
<i>CURRENT</i>		
Accounts receivable	4,978	1,738
Provision for doubtful debts	(200)	(200)
	<u>4,778</u>	<u>1,538</u>
Note 6. Other Assets		
<i>CURRENT</i>		
Prepaid expenses and other assets	<u>4,127</u>	<u>3,590</u>
Note 7. Property, Plant and Equipment		
<i>NON-CURRENT</i>		
<i>Furniture and equipment</i>		
At cost	3,200	4,254
Accumulated depreciation	(3,200)	(4,254)
	<u>-</u>	<u>-</u>
<i>Computer equipment</i>		
At cost	7,172	7,478
Accumulated depreciation	(5,971)	(6,535)
	<u>1,201</u>	<u>943</u>
Total property, plant and equipment	<u>1,201</u>	<u>943</u>
Note 8. Accounts Payable and Other Payables		
<i>CURRENT</i>		
Accounts payable and other payables	17,148	27,490
Accrued expenses	12,481	12,244
	<u>29,629</u>	<u>39,734</u>

LEAD Loddon Murray Inc.

Notes to the Financial Statements

For the Year Ended 31 December 2018

	2018	2017
	\$	\$
Note 9. Other liabilities		
<i>CURRENT</i>		
Grants and scholarships received in advance	97,325	-
Note 10. Provisions		
<i>CURRENT</i>		
Employee benefits - annual leave	21,049	6,574
Scholarships	1,967	1,967
	<u>23,016</u>	<u>8,541</u>
<i>NON-CURRENT</i>		
Employee benefits - long service leave	<u>2,327</u>	<u>527</u>
<i>Provision for Long Service Leave</i>		
A provision has been recognised for employee entitlements relating to long service leave. In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based on historical data. The measurement and recognition criteria relating to employee benefits has been included in Note 1 (l) to this report.		
Note 11. Capital and Leasing Commitments		
(a) Finance lease commitments		
No finance lease commitments were contracted for at year end.		
(b) Operating lease commitments		
Non-cancellable operating leases contracted for but not capitalised in the financial statements:		
- not later than 12 months	8,475	-
- between 12 months and 5 years	12,000	-
	<u>20,475</u>	<u>-</u>

The property lease, which commenced in March 2018, is a non-cancellable lease with a one-year term with rent payable monthly in advance. The association is yet to enter into a new lease agreement and as such there is only three months left of this lease. The photocopier lease, which commenced in April 2018 is a non-cancellable lease with a 60 month term.

(c) Capital expenditure commitments

No capital expenditure commitments were contracted for at year end.

LEAD Loddon Murray Inc.

Notes to the Financial Statements

For the Year Ended 31 December 2018

	2018	2017
Note 12. Cash Flow Information	\$	\$
Reconciliation of cash flow from operations with deficit after income tax:		
Deficit after income tax expense	(26,215)	(42,915)
Non-cash flows in deficit:		
- depreciation expense	1,211	1,831
Changes in assets and liabilities:		
- (increase)/decrease in accounts receivable and other debtors	(3,240)	21,392
- (increase)/decrease in other assets	(537)	767
- increase/(decrease) in accounts payable and other payables	(10,105)	15,416
- increase/(decrease) in other liabilities	97,325	(15,000)
- increase/(decrease) in provisions	16,275	(23,879)
Cash flows from operations	<u>74,714</u>	<u>(42,388)</u>

Note 13. Related Party Disclosures

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

No committee members have entered into any material contract with the association since the end of the previous financial year and there were no material contracts involving committee members interests subsisting at year end. There were no loans to committee members.

Note 14. Contingent Liabilities and Assets

The association's committee are not aware of any contingent liabilities or assets as at the date of signing this financial report.

Note 15. Events after the Reporting Period

There have been no events subsequent to the balance sheet date that have an impact that would require disclosure in the financial statements or notes there of.

Note 16. Associations Details

The registered office and principal place of business is:

LEAD Loddon Murray Inc.
470 Hargreaves Street
Bendigo 3550

LEAD Loddon Murray Inc. Annual Statements Give True and Fair View of Financial Position of Incorporated Association

We, Anita Dickons and Robert Stephenson, being members of the committee of LEAD Loddon Murray Inc., certify that:

The statements attached to this certificate give a true and fair view of the financial position and performance of LEAD Loddon Murray Inc. during and at the end of the financial year of the association ending on 31 December 2018.

Chair



Anita Dickons

Treasurer



Robert Stephenson

Dated this 8th day of March 2019.

Independent Auditor's Report to the Members of LEAD Loddon Murray Inc.

Report on the audit of the financial statements

Our opinion

In our opinion:

The accompanying financial report of LEAD Loddon Murray Inc, being a special purpose financial report, is in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- i. giving a true and fair view of the association's financial position as at 31 December 2018 and of its performance for the year ended on that date; and
- ii. complying with the accounting policies described in Note 1 of the financial report.

What we have audited

LEAD Loddon Murray Inc (the association) financial report comprises the:

- ✓ statement of financial position as at 31 December 2018
- ✓ statement of profit or loss and other comprehensive income for the year then ended
- ✓ statement of changes in equity for the year then ended
- ✓ statement of cash flows for the year then ended
- ✓ notes comprising a summary of significant accounting policies and other explanatory notes, and
- ✓ the certification by members of the committee that the annual statements give a true and fair view of the financial position of the association.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Basis of accounting and restriction on distribution

Without modifying our opinion, we draw attention to Note 1 to the financial statements, which describes the basis of accounting. The financial report has been prepared to assist LEAD Loddon Murray Inc to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose.

Other information

The association may prepare an annual report that may include the financial statements, committee's report and declaration and our audit report (the financial report). The annual report may also include "other information" on the entity's operations and financial results and financial position as set out in the financial report, typically in a Chairman's report and reports covering governance and other matters.

The committee members are responsible for the other information. An annual report has not been made available to us as of the date of this auditor's report.

Our opinion on the financial report does not cover the other information and accordingly we will not express any form of assurance conclusion thereon.

Our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If we identify that a material inconsistency appears to exist when we read the annual report (or become aware that the other information appears to be materially misstated), we will discuss the matter with the committee members and where we believe that a material misstatement of the other information exists, we will request management to correct the other information.

Independence

We are independent of the association in accordance with the auditor independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

Committee's responsibility for the financial report

The committee of the association is responsible for the preparation of the financial report that gives a true and fair view in accordance with the accounting policies described in Note 1 of the financial report and the *Australian Charities and Not-for-profits Commission Act 2012* and for such controls as the committee determines is necessary to enable preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the committee is responsible for assessing the association's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the committee either intend to liquidate the association or cease operations, or have no realistic alternative but to do so.

Auditor's responsibility for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatement can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/home.aspx>. This description forms part of our auditor's report.



Andrew Frewin Stewart
61 Bull Street, Bendigo, 3550
Dated this 8th day of March 2019



Adrian Downing
Lead Auditor

LODDON MURRAY COMMUNITY LEADERSHIP PROGRAM

2018 YEARBOOK



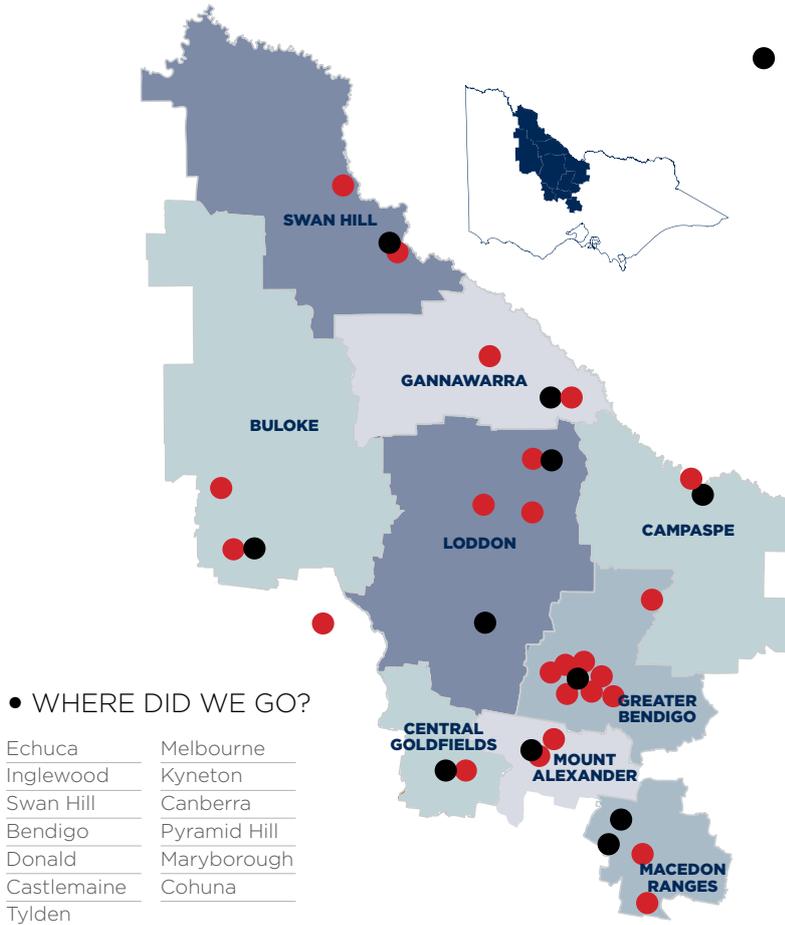
LEAD Loddon Murray



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
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 Garchitorea, 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 Sincock
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
 Jady 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

LEAD Loddon Murray

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Proudly supported by the major funding partner Regional Development Victoria



LEAD Loddon Murray Leading Excellence Maryborough

“I started Leading Excellence Maryborough feeling lost but with a desire to positively shape the community I’m raising my children in. With my values defined, trust restored in my instincts and a joyful heart I’m prepared for the next adventure.”

Vanessa Parker, Graduate 2018



Graduates of Leading Excellence Maryborough in 2018 found new opportunities to contribute to the community, advance their careers, influence decision makers and confidently lead change. It's your turn.

APPLY NOW

Applications close on 29 January 2019.
To apply, visit <https://www.leadlm.org.au/>
or email lisa@leadlm.org.au

Why participate in Leading Excellence Maryborough?

- 30 participants.
- 13 dynamic program days.
- Learn from speakers who work across the world and in our local community.
- Make a difference by delivering a community project.
- Learn how to influence change.
- Make new friends and connections in Maryborough.
- Develop new skills in public speaking, advocacy, influencing others, project management and leading teams.



Outcomes you can expect

- Be informed, inspired and connected with other emerging leaders in the Central Goldfields Shire.
- Build on existing personal and community leadership skills.
- Develop your understanding of civic leadership and the role of local government.
- Increase your awareness and understanding of issues influencing communities within the Central Goldfields Shire.
- Make new connections within Central Goldfields Shire and the Committee for Maryborough.
- Develop your communication and influencing skills, to help build an empowered and positive narrative about belonging in the Central Goldfields Shire.

Benefits for employers:

Leading Excellence is an outstanding professional development opportunity for local employers. The program forges valuable networks between participants, connecting your organisation with others through opportunities to give back to the community. Participants collaborate on community projects with the Committee for Maryborough, sharing their skills and energy to advance the Committee for Maryborough's vision: to become a centre for rural economic transformation.

“Leading Excellence Maryborough connected me with ‘lots of members of this community who are already and are keen to do more to change the narrative of the community - both new and long- term residents have the same goals!’

Giselle Port, Graduate 2018

“The Leading Excellence Maryborough program taught me ‘that I have more power than I thought. That small teams of people can create huge change and that passion is a key motivator. Be the change I want to see and set the wheels of influence into motion to a new compass point. Destination positive, fun and lovable town’

Kerry Dowling, Graduate 2018

“The design thinking model explored at the Bendigo Innovation and Invention Festival brought great value to both my work and community contributions”

Gillian Tattersall, Graduate 2018



“A big learning for me from Leading Excellence Maryborough was ‘the improvement in my skills in the workplace in both teamwork and leadership and personally as well’

Sarah Broad, Graduate 2018

Cost of participating:

Participants are asked to make a contribution of \$150 each. The true cost of participating is \$1200 each, and is supported by the Victorian Government. Some fully funded places are available, please talk with our team if you face barriers to participating in Leading Excellence.

Contacts:

Lisa Renato, Office Manager,
LEAD Loddon Murray
lisa@leadlm.org.au
0439 631 231.

HOW TO APPLY

Applications close on 29th January 2019.
To apply visit <https://www.leadlm.org.au/>

Overall Objectives

- To raise participants' awareness of regional and community-based issues and opportunities and their impact/potential impact on those issues as individuals, group members and community members;
- To raise participants' understanding of themselves and others in a leadership context;
- Participants will be challenged, engaged, inspired, connected and upskilled to make a contribution to their community, industry or cause;
- Community projects delivered with impact
- To collectively take responsibility for visioning and co-creating an exciting new socio-cultural-economic story / future for the Central Goldfields



Our Approach

The program includes a balance between dynamic activities to challenge participants critical thinking and leadership in action, and skill development workshops. The program features a diverse mix of guest speakers and presenters from within Central Goldfields Shire and from rural towns with a shared vision or common interest with the group. In 2019 participants will join up with the Loddon Murray Community Leadership Program twice, to build connections and explore synergies across community projects, issues and agendas for change.



Guiding Principles

- Understanding ourselves in the context of groups and community;
- Understanding leadership as service and civic responsibility;
- Skills based leadership learning – workshops;
- Story based leadership learning – guest speakers and site visits to assist participants in gaining a real time insight into leadership skills and theory in practice, in their own context;
- Bringing the learning into action - community projects & civic leadership opportunities;
- Bringing the learning into awareness – self-reflection & mentoring.



“I discovered the importance of understanding myself, in order to better understand others. To be an effective team member & leader you need an awareness of self, an awareness of others and a willingness to adjust.”

Leading Excellence Maryborough

Giselle Port

Program

**Friday
22 February:**
Welcome
Participants

Drinks Reception
Golf Club

Participants will be formally welcomed into Leading Excellence Maryborough for 2019 and provided with an energetic overview of the program and what to expect from Graduates. The welcome drinks are an opportunity for Participants to meet each other and to enlist the support of their family and friends in their program year by bringing them along to the reception.

**Friday
1 March:**
Setting
the scene
- Opening
Weekend
Retreat

From 3.00pm
Overnight stay

“Where there is vision, the people flourish.”

The opening weekend retreat is a new feature of Leading Excellence Maryborough. The weekend incorporates an afternoon of sharing Central Goldfields identity and story, from the perspective of established leaders and Graduates of the 2018 Program.

The group set shared values for how they will work together and participate in a goal setting exercise, to articulate what they would like to get out of the program personally, professionally and to support their work in the community.

The opening weekend retreat will introduce participants to LEAD Loddon Murray's approach, including the About Me presentations and community projects.

Learning Outcomes:

- To introduce participants to each other and begin building the team learning environment
- To welcoming participants and build on participants' understanding of the purpose, plan, intended outcomes of the program
- To introduce participants to, and build an understanding of the underlying principles and key delivery methods of the program (including community projects, mentors, self-reflection, self-responsibility, asking questions, giving & receiving feedback)
- To introduce participants to, and build their understanding of community leadership
- To the develop participants' passion to serve their communities through leadership roles.
- To introduce participants to the Vision of the Committee for Maryborough and invite them to become active participants in responding to it.

**Saturday
2 March:**
Understand-
ing yourself,
others and
building
teams

9.00am-5.00pm

Bob and Heather McNaught's session was a highlight of the 2018 Leading Excellence Program. Bob and Heather take participants through a dynamic and engaging session on personality types and how they play out in the workplace, families and community groups.

Learning Outcomes:

- To develop a greater understanding of themselves and others, to be more effective leaders.
- To develop participants' appreciation of teamwork and group dynamics.
- To raise participants' awareness of the need to reflect and the need to give and receive effective feedback and emotional support.
- Lucy to develop and facilitate team building challenge and provide materials and slides to debrief and link back to leadership skills.
- The art of asking great questions.

“Leading Excellence Maryborough taught me ‘a lot about myself and how I can implement this in my leadership journey.”

Tony Dunlop

**Tuesday
19 March:**
Planning and
delivering a
community
project

3.00-8.00pm
with dinner

Designing and delivering a community project is a key element in participants experience of Leading Excellence Maryborough. This session develops participants understanding of PRINCE II (Projects in controlled environments) and gives them the tools, processes and confidence needed to plan and deliver a project that will benefit the local community.

Aims:

- To reflect on personal growth and leadership challenges participants have faced since the previous session.
- To further develop participants' understanding of effective leadership and to reflect on their own leadership strengths & weaknesses their leadership skills and qualities.
- To further develop participants' understanding of project planning and implementation

**Tuesday
9 April:**
Lessons from
Inspiring Local
Leaders

9.00am-5.00pm

“If it is to be, it is up to me.”

Leading Excellence Participants will split into small groups and join a vibrant walking tour of Maryborough. Participants will interview locals through a series of short meetings in businesses, community groups, council and service organisations. Leaders will present to each small group on their views on community leadership, their perception of the Central Goldfields Community, its strengths, weaknesses and opportunities for change. Participants gather for lunch to reflect on central themes from inspiring locals. The afternoon session includes a tour of three large employers, to learn more about their approach to developing leaders in the business.

Aims:

- To visit businesses and other community assets to explore leadership in action
- To hear from community leaders to share stories and lessons of transformation
- To reflect on personal growth and leadership challenges participants have faced since the previous session.
- To have participants examine the contributing factors towards making vibrant communities with particular focus on community & economic development.
- To develop participants' leadership skills through their exposure to leaders in industry and the community.
- To look at opportunities and challenges of the Regional communities

“My main learning form the Leading Excellence Maryborough program was ‘Influence the influencer and empower the team.’”

Gabriel DeHavilland

Leading Excellence Maryborough



**Thursday
2 May:**
Civic
Leadership
Masterclass

5.30-9.30pm
with dinner

How to build and run a successful campaign to get on Council with Ruth McGowan

Ruth McGowan is an experienced senior leader with significant expertise in local government, state and federal elections. Ruth worked alongside her sister Cathy McGowan (Independent Member for Indi in the Australian Parliament) during Cathy’s campaign. Ruth provides coaching and facilitation services to help emerging community leaders understand what’s involved in running for Council and how they can structure a campaign to increase the likelihood of being elected. This session will be promoted to Leading Excellence Maryborough Graduates and may potentially be offered to members of the broader community.

Learning outcomes:

- How to structure a campaign.
- Why its important to have a plan for your election campaign and early days if successful.
- How to deal with challenging stakeholders throughout the campaign process.

**Friday
3 May:**
The Joys and
Challenges
of Serving on
Council

9.00am-3.00pm

This session provides participants with an understanding of how Council works, the legislative environment and the lived experiences of Councillors from Greater Bendigo, Loddon, Hepburn, Mount Alexander and Macedon. Participants will meet Lucy Roffey, CEO of Central Goldfields Shire and Administrators Noel Harvey OAM (Chair), Hugh Delahunty and Karen Douglas and receive a presentation from the Central Goldfields Shire on their perception of the strengths, weaknesses, opportunities and threats for the Shire’s region and for Maryborough.

Learning outcomes:

- Understanding the legislative environment in which local government operates.
- Meet the CEO and Administrators of Central Goldfields Shire, understand their roles and how their roles relate to each other.
- Gain lived experience perspective from other Councillors from neighbouring shires.

**Friday
31 May:**
Regional
Leaders
Forum

9.00am-10.00pm

Regional Leaders Forum

Participants will be transported to Bendigo for a big day of inspiring, challenging and thought-provoking presentations and activities about leading change. LEM participants will join their peers in the Loddon Murray Community Leadership, LEAD’s Regional Graduate Network and guests for the one-day conference.

Vision of the Region Dinner.

An annual event to bring inspiring community leaders across the Loddon Murray together, the Vision of the Region showcases four speakers from different walks of life, on their vision for our region. This is followed by passionate debate, great questions and challenges from LEM and LMCLP participants. The evening is an outstanding networking opportunity for emerging leaders from Central Goldfields.



**Saturday
22 June:**
Immersive
Leadership
Challenge

9.00am-5.00pm

Mount Tarrengower Immersive Leadership Experience

Mirawa Outdoor Experiences will lead participants through a one day challenge to gain insights into their leadership style under pressure, in a team environment.

The team at Mirawa provide a contextual understanding of the history of Mount Tarrengower and its neighbouring communities from an Indigenous perspective.

Learning outcomes:

- Reflect on your strengths and weaknesses when under pressure.
- Get out of your comfort zone and practice communication when the stakes are high and others are relying on you.
- Build camaraderie in the team, foster deeper understanding of participants personalities and leadership styles.

**Tuesday
16 July:**
Advocacy

3.00-8.00pm
with dinner

Be a powerful advocate for your community

This session

Aims:

- To enhance participants' understanding of, and skill in advocacy
- To encourage participants to find their voice
- To assist participants in getting their message across with community, media and social media.
- To explore powerful advocacy through values based communication

**Saturday
17 July:**
Leading for
social Justice
and Equality

9.00am-5.00pm

This session will bring participants back to their initial work around core values to examine values at a community wide level. Participants will learn about strength based community development models, receiving presentations from Go Goldfields and Rotary.

Participants capture a reflection on the nature of leadership required to move toward communities which are socially just and inclusive.

Learning outcomes:

- Identify the characteristics of a strength based community development model.
- Evaluate aspects of a living strength based community development approach.
- Develop a personal definition for social justice.
- Reflect on individual leadership approach to inclusiveness and fairness.

“Leading Excellence Maryborough is a ‘good grounding of information into taking on Leadership roles. I’m getting on with my project and see how this translates into supplementary activities and joining other local groups to multiple my efforts.”

Lisbeth Long

**Friday 20
September:**
A new story

A New Story -Shifting the Narrative

Local Acts of Love- Newstead Tour : A highlight of the 2018 Program, Gilbert Rouchestour will come back to lead our group through the work of the village well, developing people and place.

Gilbert’s session is high energy, high impact and focusses on coming up with ideas to influence a whole community’s story about itself. As was the case in 2018 this workshop will be opened up to members of the community in Maryborough and will include LCMLP Participants.

The afternoon session includes a walking tour of Newstead with community leaders, explaining initiatives they have got up and running in their town.

**Tuesday
18 October:**
Communicat-
ing with
impact

3.00-8.00pm
with dinner

Final Program Day- Preparation for Graduation

Community Project Updates within the group.

Walking tour of Maryborough and small revolutionary acts of love- implementing learnings from Gilbert’s session.

Preparing for Graduation.

Communicating with impact (in the lead up to Graduation).

**Thursday
24 October:**
Graduation
Evening

Graduation

To acknowledge & congratulate the graduating members of the 2018 Leading Excellence program

To share stories and learnings of the 2019 participants

To recruit participants for 2020.

LEAD Loddon Murray

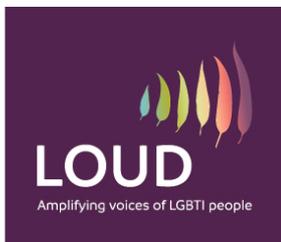
Contacts:

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LEAD Loddon Murray lisa@
leadlm.org.au 0439 631 231.

HOW TO APPLY:

Applications close on 29th January 2019.
To apply visit <https://www.leadlm.org.au/>





CHAIR'S REPORT

I am proud to present a report on the activities of LOUD - Amplifying the voices of the LGBTI community for the year ended 31 December 2018.

LOUD was established in August 2018, using grant funding from the Department of Premier & Cabinet with the aim of advocating for the LGBTI community and capacity building leadership skills within the community. The initial funding is for a two-year period, LEAD Loddon Murray are the auspice body for the grant and have been instrumental in assisting with the establishment of the Board and working through the strategic planning process.

The Board was appointed following a public call for membership and a skilled group of Board members with diverse experience were appointed: Jasmine Bartlett, Tom Korecki, Mark Kearney, Harry McAnulty and Suellen Pepperell.

In 2018, the Board determined its vision and mission, agreed on the driving principles for LOUD, and set the timeframe for the two leadership retreats for 2019. The process for developing this provided great clarity for the Board and led to the name of the Board and its mission.

Our Vision

For all LGBTI people to feel respected, connected, valued, included and safe. For all members of our community to proudly be themselves.

Our Strategic Priorities

- We build acceptance within and of our diverse community.

We work with communities to develop action/capacity.

We come to the table with an expectation your views are equal.

- We advocate on behalf of our LGBTI community.

We advocate on behalf of communities when legislative and policy settings call for action.

We listen to our community and work with them to document priorities and take action.

- We develop leaders.

We deliver LOUD Leadership to strengthen the capacity of emerging LGBTI leaders across the region.

The Board is looking forward in 2019 to launch our strategic plan, deliver two leadership retreats, investigate establishment as a legal entity and securing ongoing funding. The Board is focussed on working with regional and state LGBTI organisations and local and state government to raise awareness of our communities and to give them visibility and a voice.

We are bold, we are confident, we unapologetically take our place at the table, we work to make our community more visible and safer.

We are LOUD for those who can't be.

Suellen Pepperell, Chair.



21st BIRTHDAY, REGIONAL LEADERS CONVENTION & VISION OF THE REGION.

The year 2018 marked the 21st year of the Loddon Murray Community Leadership Program, our flagship program, that develops leaders for vibrant and sustainable communities across central and north-western Victoria by building participant skills, knowledge, confidence and networks to make a difference within their communities, industries and the wider region.

To commemorate this milestone a two-day community leadership event was developed and implemented. Over the two days, 130 people participated in the range of leadership activities on offer, including the leadership convention to increase people's understanding, skills, ability to advocate, influence, and build networks, a gala dinner to inspire and celebrate community leaders and another full day leadership program to enable people to be more effective leaders. In addition to the events, all the resources and follow up information was available to participants and the public on our website, including the publication promoting 21 years of leadership, through graduate stories.

The leadership convention enabled people to participate in the range of activities to build skills, knowledge, confidence and networks to enable them to make a difference within their communities, industries, and with issues that are important to them and the region. The sessions saw participants challenged by new ways of thinking, given insight into regional, state and national issues and had the opportunity to discuss future prospects.

The interactive sessions with time for discussion and reflection meant that participants could develop a self-awareness about their own leadership and how to develop and increase their ability to advocate and influence our political leaders, policy creators, and decision makers for the benefit of their communities.

With a theme of "Growth through giving, 21 years of leaders in action", a gala dinner was held on Friday 20th April in the iconic Bendigo Town Hall. The aim of the event was to bring stakeholders, graduates, program participants and the public together to recognise and celebrate community leadership and inspire participants 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. The evening also featured a short presentation from Maree Edwards MP, Member for Bendigo West, who shared her insights into community leadership and regional investment. 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. Attendance included 2018 Loddon Murray Community Leadership Program Participants, graduates, past and present board members and many other supporting organisations.

The overarching benefits derived from this project were the increased skills, knowledge, confidence, and networks of participants to enable them to contribute to the social fabric of our communities through a diverse range of community leadership roles that will ensure vibrant and sustainable communities into the future.

Feedback from participants:

“As a leader you have a vision of what you would like to see put in place, but do not always know the steps to make that vision a reality. This program has assisted me in not only knowing the steps to take but, how to quickly take them through contacts, knowledge & a clear business practice.”

“I will be able to take away many key notes from the program day, which I will be able to start applying straight away in my daily life/community.”

“Greater networks established and continued leadership development. Great to hear some of the challenges faced by established community leaders and how they cope with these.”

“I feel more informed about the future and how leaders will need to think, act and lead to keep our regional communities moving forward.”

“The program has provided me with the quiet confidence & understanding of what processes I need to put in place for a project to be successful, how to monitor the project & be flexible to change should the need arise. I have gained an understanding of funding bodies & their requirements. How to put a great working team in place & trust their abilities. Each person has contributed to my knowledge base & I am very great full.”

“Deepened my understanding of people, and myself. Great to hear how others struggle and overcome adversity. Also good to hear other perspectives on issues and topics.”

Melinda Mann, Events Director.