

2020 YEARBOOK



Leadership
Wimmera

wda

Wimmera Development Association

MAKING A DIFFERENCE SINCE 2002

Leadership Wimmera has provided opportunities for the development of almost 600 emerging and existing community leaders since the program began in 2002. These graduates continue to utilise the important life and leadership skills they have learned in their roles as business owners, managers, employees, volunteers, parents, friends and community members.

Employers who have sponsored their staff to participate in Leadership Wimmera programs have observed improvements in the individuals' confidence, performance and willingness to take on greater responsibilities.

Many graduates have stepped up to more senior positions in their workplace, taken on roles of responsibility in the community and seek ways to contribute to the future of the Wimmera Southern Mallee.

Leadership Wimmera aims to provide cost-effective programs to ensure people who want to participate and learn new skills have the opportunity to do so.

OUR AIMS

- Provide inspiring leadership learning opportunities to nurture emerging leaders and motivate existing leaders in the Wimmera Southern Mallee
- Enhance, develop and promote leadership in the region
- Contribute to regional development by providing opportunities to grow the skills of people keen to make a difference
- Help to sustain and grow businesses and communities by developing the leadership skills of people in the region
- Provide mentoring and networking opportunities
- Be a resource for other groups

OUR MISSION

To stimulate, facilitate and sustain leadership in the region.

A MESSAGE FROM LEADERSHIP WIMMERA

Out of life's challenges come life's opportunities

2020 has been a year like no other. With a worldwide pandemic declared weeks after February's retreats at Roses Gap, Leadership Wimmera programs moved entirely online. The 28 participants went on to meet monthly via Zoom while, for many, also navigating working and learning from home in an uncertain and ever-changing environment.

2020 also presented opportunities. It gave participants a chance to build the resilience they needed to support themselves, and others, to navigate the pandemic; to share experiences and provide a support network of like-minded individuals; and to learn new ways of working – all additional to the learnings they likely signed up for.

Leadership Wimmera congratulates the class of 2020, and Leading Teams facilitators, on the way they have been flexible and adaptive to the changes and challenges the year has brought. Your experiences mean you are well equipped to make a strong impact in your workplaces, and your community and personal lives. Leadership is critical for our

region's wellbeing and prosperity, and the Wimmera is in great hands.

To the class of 2020 – thank you for your participation and commitment to the course; for the work you are already doing in our communities and the work you will continue to do.

Make the most of every opportunity that comes your way, lead with authenticity, integrity and courage – and never forget that leadership is not just about results; it's about the people.

Leadership Wimmera wishes you every success for the future.

LEADERSHIP WIMMERA ADVISORY COMMITTEE:

TIM SHAW (CHAIR)
LUKE AUSTIN
JO BOURKE
DONALD CARTER
AMELIA CRAFTER

COLIN KEMP, REGIONAL DEVELOPMENT VICTORIA REPRESENTATIVE
JOSH KOENIG, WIMMERA DEVELOPMENT ASSOCIATION REPRESENTATIVE

LEADERSHIP WIMMERA TEAM:

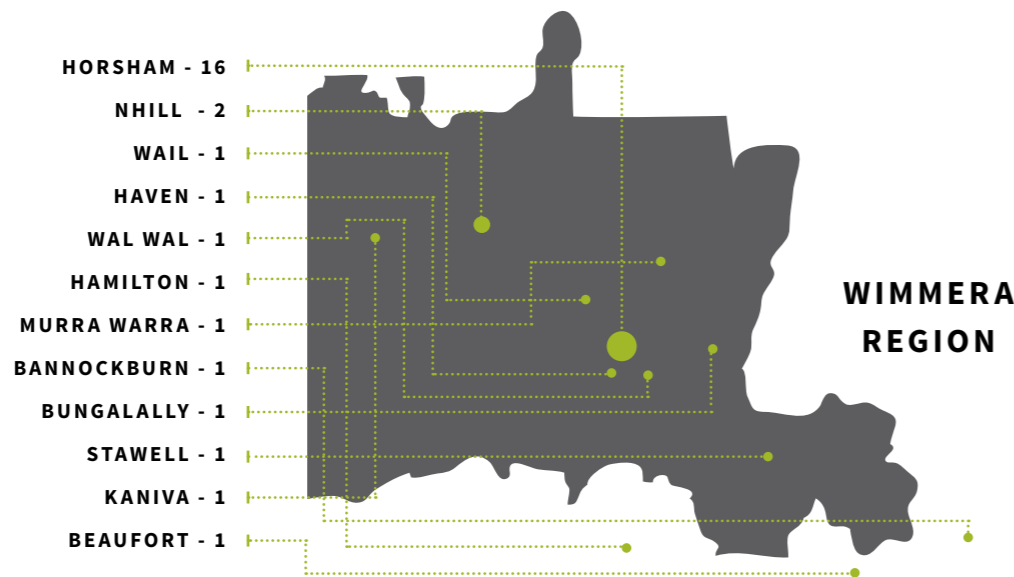
JESSICA GRIMBLE, PROGRAM MANAGER
CHRIS SOUNNESS, WIMMERA DEVELOPMENT ASSOCIATION EXECUTIVE DIRECTOR

WE ALSO RECOGNISE THE FOLLOWING MEMBERS WHO RETIRED FROM SERVICE THIS YEAR:

MARY DALGLEISH, CATHY TISCHLER, ROB MOIR, EMILIA JOHNS

2020 COHORT

9 men
19 women



FAST FACTS



Regional Leadership is the peak body for the community leadership sector. Its founding members represent nine leadership organisations that provide leadership programs for regional Victorians.

Our leadership alumni now number more than 4000 across regional Victoria. These leaders have become the lifeblood of our regional communities, representing small business, agribusiness, not-for-profit, government, arts and heritage, education, health, sport and recreation. They live, work, invest, create and collaborate in our communities. As a collective we are ensuring regional Victoria has the leaders it needs for the future, by developing leadership qualities in our participants and alumni to:

- Be capable
- Be connected
- Be empowered
- Be confident

A MESSAGE FROM LEADING TEAMS

Daniel Healy

FACILITATOR, BUSINESS LEADERS GROUP

The Business Leaders course is always an extremely rewarding experience for us as facilitators at Leading Teams.

This year was no exception. Except of course there was one big exception - COVID-19.

What started out as business as usual at Roses Gap in February soon became a logistical nightmare for Jess and the team at WDA.

Contingency plans were created, amended, aborted and then recreated - over and over again.

We were hell bent on ensuring that this year's participants were able to have just as valuable an experience as those have gone before them.

Upon hearing the wonderfully powerful and compelling stories from the group at their presentations, it would seem that Jess and the crew have managed to achieve this. And for that we are extremely grateful.

Of course, for the participants, we always say they'll only ever get out what they put in. Despite the inconvenience, interruptions and serious lack of face-to-face interaction, this year's cohort have shown unbelievable resilience and commitment to creating lasting connections, learnings and memories.

Month after month, I sat in admiration as I watched them all juggle the complexities that came with Covid life and working from home - young children, sick children, pets, partners, crisis meetings, house moving, yet still maintain a steadfast focus on self-reflection and growth.

I very much look forward to being able to celebrate the year in person sometime soon, and more importantly, continuing the connection with this class of 2020 in the years to come.



Jake Bridges

FACILITATOR, REGIONAL LEADERSHIP SKILLS

The RLS Program for 2020 will be remembered in more ways than one.

February 21 we all meet at Roses Gap.

As always, in the line of work we do, some participants were more ready than others.

One of my first observations of this group was how open and willing you were.

The experiential activity (traffic jam) on the Friday night allowed for self-reflection and observations of others' behaviours.

I loved watching the natural behavioural styles emerge.

Saturday's quality time spent out in nature abseiling allowed for the relationships process to really begin. This was further solidified with the sharing of our significant items. During this, and post, I noticed the group really connect, show empathy and display a genuine curiosity for the dynamics.

I left this experience really looking forward to meeting again on March 25 to continue the learning process. As we now look back and acknowledge this wasn't to eventuate and we all 'met' via Zoom to continue our commitment to improving and learning.

I want to let everyone know how proud I am to be your facilitator for this program and I have genuinely noticed a significant shift across the group, which is a testament to prioritising this course and your committing to each other.

Many times have I witnessed conversations where, despite not knowing what might happen next, the focus was on "what we can do"; rather than what we can't. This is, in essence, the power of possibility thinking.

The real-life leadership learnings during this pandemic have been profound. I've witnessed you fall over, regroup, challenge each other, grow, question and embrace not only me but importantly each other and the work.

The support and understanding you showed me when I chose for us not to meet in July - when we were allowed - in case my wife, Kylie, went into labour meant a lot.

Thank you for making this year so memorable and I wish you all the very best in your future leadership journeys.



LEADERSHIP WIMMERA 2020

Regional Leadership Skills



*Back, from left, Tom Rowe, Colleen McCann and Damien Crouch.
Middle, Hayley Thomas, Julie Braisby, Jo Gellatly, Katherine Whitehouse and Dianne Stewart.
Front, Mariah Cody, Jessica Kuhne, K'Lu Say Say and Anuba Jalla.*

ANUBHA JALLA

I was born and brought up in a small town in India. Doing things for others was always inspiring.

Since moving to Horsham, I have been involved in community work.

I found it challenging to establish myself in a different country as it was a new exposé for me. But I also realised community work is also rewarding to help, support and assist people through our own personal experiences which I faced when I first came to Horsham.

I also had a golden opportunity to lead the non-profit organisation called Oasis Wimmera and have been president since 2019.

I ran a playschool and got a chance to co-ordinate it with activities which we planned for newborns to under five year-olds. I believe that is my passion for what I am doing and building. Nurturing the kids at such a young age plays an important role in the community.

I have been working with Wimmera Settlement Services and I came to know about this leadership course through them as I was leading a few programs. I always had a passion to learn and develop my leadership skills and so this seemed to be appropriate and complements the work I am doing.

This pandemic has affected many families. I got the chance, through Oasis Wimmera, to distribute some relief packs to the families who are in need, with necessities for an individual household.

It was great experience in Roses Gap to meet amazing people and it was a blessing to do online sessions effectively in this pandemic.

I, personally, am an outgoing person and meeting new people is always fun, but it was affected during this pandemic. I am also happy to get through this finally and finish the course with a good experience.

The John Glover Memorial Scholarship gave me the opportunity to take part in the Leadership Wimmera program which helps me to grow and believe that I will be positive influence on the community.



COLLEEN McCANN

GWMWater offered me the opportunity to be part of this year's Leadership Wimmera program. I was elated to have been nominated and have management invest in me and my leadership journey.

Interested to hear how past members made inroads into their lives - either personally or professionally - I was intrigued to see what learnings and personal growth I could develop. What ground-breaking revelations would be exposed...and conquered?

Through the program and facilitator Jake's nurturing, we, the participants, bonded at a weekend retreat. Walls came down as we confided and trusted in each other. This was fantastic grounding for the challenges that laid ahead.

Little did we know that that would be the last time we would meet in person as a group. Enter the virtual world.

Using a variety of learned techniques, tools, personal profiling and analysis helped me understand my behaviours and navigate through the first and second wave of the coronavirus pandemic. Self-discovery was afoot.

Listening to regional and national leaders through Zoom allowed me to explore other's growth and journeys; and adapting these learnings to my leadership style.

Pushing boundaries and going out of my comfort zone, I learnt not be a harsh self-critic, to believe in myself, to be able

to put myself first, and to self-analyse to reflect and correct.

This program and my sub-group's community project, the 'Wimmera Eco Living' Facebook page, has been a wonderful experience. Being part of a group where self-development was focal, where networks and friendships were made, is something that I value and will continue to learn from in a personal and professional perspective.



DAMIEN CROUCH

I am Damien Crouch and a team leader for GWMWater.

I was enrolled into the RLS program instead of the business program and initially attempted to change.

At the Roses Gap retreat we quickly bonded and I was overwhelmed at the level of openness being displayed. This only eventuates with trust and was an incredible experience.

The abseiling component signified various things for participants, but ultimately completed by all. The level of commitment and support from everyone - especially those scared of heights - was inspirational.

Through discussions, I signified my pathway for progression however, felt unsure of my abilities. It's amazing how quickly others form opinions, with several participants providing positive feedback, readjusting my perspective.

Thomas Rowe, Hayley Thomas and myself spawned a project to raise funds for dual line marking of the courts at Natimuk Showgrounds, incorporating both tennis and netball in a single multi-use facility. This would also include running a combined 50 kilometres.

Professionally, our leadership course suffered a worldwide pandemic (COVID-19), adapting via Zoom. Personally, the resilience that my wife and children displayed through home schooling was truly inspirational.

I received advice for a staff member's language barrier, resulting in obtaining English lessons to aid in their progression. The role of acting area manager eventuated. With the skills learnt, I have removed the 'blinkers', looking at all pathways and finding appropriate solutions.

This leadership journey has been truly amazing. I've had the privilege to watch individuals step out from behind their camouflage and into the light. Each member of the group

has shown growth beyond expectations, exuding new-found confidence and self-belief.

It has been absolutely inspirational and I thank each and every participant.



DIANNE STEWART

Throughout my career and personal life I have always looked for opportunities to improve.

I saw the Leadership Wimmera program as another way to build my project delivery and people skills.

It also offered me a way to expand my understanding of the Wimmera and to make connections, through knowing the other participants, to more communities and organisations outside of my own work and town.

I got a lot more than I anticipated from the program.

Even though interaction throughout the COVID-19 restrictions period limited much of our interactions to online video meetings, I have definitely made valuable connections and friendships.

One of the oldest in the group, I have worked hard throughout my career to become a competent professional who is able to deliver on set outcomes.

The leadership program supported me to reflect and receive feedback around the way I work and interact with people.

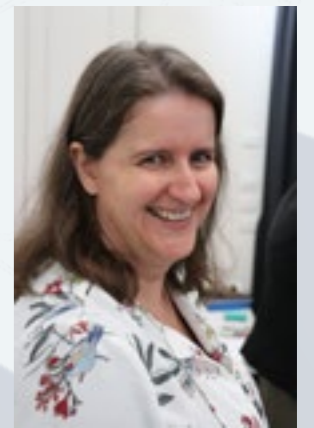
It reminded me that the dynamics (the way we work together) is just as important as the mechanics (how we work and what the product goals are).

And this is my most important take away.

I have worked in education, community development and now community health and wellbeing because I care about the community I live in and about the people.

But I also need to care about the people I work with - the team - and they need to care about me.

The leadership program has provided me with ways to balance my drive for results with my care and connections to the people around me.



HAYLEY THOMAS

MY WIMMERA LEADERSHIP JOURNEY

Yeeha, saddle up, orientation weekend here we come
Jo's got the gig of steering four of us, not knowing anyone
An exciting time yet anxious, emotions running high
A girl with negative self-talk, public speaking made her cry

The first team activity I couldn't recall; so patience was desired
I draw on my usual coaching style, offering positivity as required
Wow what an exhilarating opening session, a late finish of 10 o'clock
Normally PJ's on and all tucked up, but a sneaky nightcap needed at knock

My mind still actively wired, after finally climbing into bed
Positive thoughts of new learning, continue for hours within my head
A fresh early start on minimum sleep; perhaps not quite ideal
By lunch today overwhelmed and all emotions I begin to feel

My absolute fave activity, coloured cards all laid out on the floor
A turning point I notice, a heartfelt vibe we begin to explore
Next an outdoor team activity and my heart again is filled
An exceptional bonding experience, team trust again we build

Anxious vibes set in for some, perhaps fight or flight mode
Others buzzing and in their element, keen to get this show on the road!
Yet again positive reinforcement and group dynamics are tightened
Worrying thoughts of tonight's sharing, perhaps I'm slightly frightened

Personal styles touched on and now reflected as a bird
Contrary to my inner dialogue, a 'flashy peacock' how absurd?!
Significance session was so crucial, invaluable connections were truly formed
On reflection now was this; our calm before the storm?

Project ideas are flowing, forming an ideal group of three
Tom and Damo copped brutally honest and good old passionate me!
A rocky project start perhaps, but a changed vision was now clear
Time consuming, challenging - many a kilometres ran here

Running proved great for self-talk, improving each and every week
A strong focus to project timelines, ensuring group success we meet
The storm is a'coming and we are all blissfully unaware
Our course will become virtual and Zoom meetings we will share

So many different emotions, all valid in their own
Jake pulls out his bag of tricks and brilliant strategies we are shown
I honestly crave our every session, continually leaving wanting more
Thoughts and excitement each month, of what Jake potentially has in store



To give you valuable insight, of our courageous and inspiring team
Tom; a loyal gentle greyhound, an absolute running machine
In his trucker cap and mask there's Damo, a busy, busy man
Then a lovely softness in Jules, with an attitude of 'I can'

Colleen, my wise thoughtful roomy, with a calming and sincere soul
Mariah, a simply gorgeous smile, not necessarily always ready to roll
A natural leader in Dianne, music her delightful passion
Anuhba, so zealous and strong, showing detail for bright fashion

Then there's Kath, our intelligent owl, who draws me in just talking
My crowd badge for Eco Living page, hints at slightly stalking!
A soft and beautiful mother in Jess, a daughter's obsession with her hair
Quiet-as-can-be K'lu Say, amazing perspective and artistry flair

A humorous go-with-the-flow Jo, who prefers a morning walk to a ride
Our efficient team manager in Jess, always supporting, a professional infectious vibe
Jake, our very engaging coach, who I absolutely rate
A refreshing and inspiring leader, genuine commitment we cannot debate

To my project group - thank you for your continual patience and support
We cleaned up in every way, in shaping up the Natimuk court
I acknowledge Horsham Rural City Council, as in me you did invest
To my delightful manager Carolynne, please be certain I bought my best

To Blair who has witnessed the continual buzzing, and sometimes lack of sleep
Thank you for encouraging a better version of me and to take the initial leap
What a hell of a ride it's been to date, with an absolute fantastic crew
My wish - health, happiness and success always, for each and every one of you!

JESSICA KUHNE

Leading up to the weekend retreat, I was really nervous and apprehensive about going. But driving to the weekend away with Jo, Kath and Hayley was really comforting. I was pumped and ready for the year by the time we left.



Abseiling was a huge challenge for me. I was so nervous and scared. When it was my turn, my fear got to me. But once I was over the edge and going down, it was exhilarating and I loved it. Lesson - take the first step.

The first session I didn't have anyone to help look after the kids so I could concentrate on the program. This made it very challenging to give either 100 per cent. I didn't think I'd finish the year. But I showed up. Going online didn't stop us having a laugh and supporting each other. This affirmation helped me when I was redeployed in my new job to an area I knew absolutely nothing about and felt overwhelmed.

Colleen, Kath and I work so well as a team, sharing support, encouragement and enthusiasm. It was also really valuable to have our weekly check-ins. I think having someone to talk to outside our normal groups helped. I'm so grateful for having them on my side through the year.

My biggest challenge was sleep deprivation and finding the drive to complete the program. I have enjoyed learning new ways to engage with people through interesting conversation starters and working on our team project.

JO GELLATLY

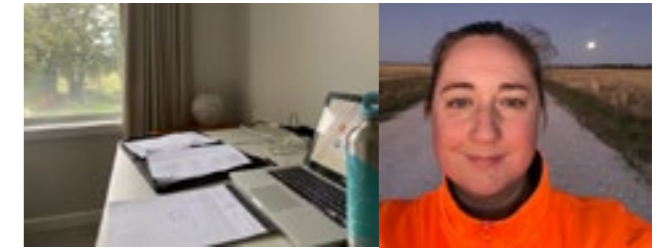
To me, the journey you take forms the ultimate destination. This leadership year has certainly been a journey of discovery maybe more than ever.

All over the world, people have expanded their learnings around online learning. As someone that likes the personal contact with people this has been a challenge to adapt to, but something that has been an interesting journey of discovery and will undoubtedly continue.

I joined the program primarily to expand my connections and networks with others in my local area. This has been difficult to achieve via the online platform, unfortunately. So, my challenge to myself now is to reach out when the time is right.

I think the learnings obtained via these sessions will not become apparent until I can return to my workplace and team in a face-to-face manner. Some things can't be done or achieved online.

My original goals for this program were connection, awareness and confidence. These goals have been challenged by circumstances this year but it's been a great experience nonetheless.



I would like to thank Wimmera CMA for sponsoring me to complete this program.

This drawing is by my daughter who had to draw a hero. In Goldie's words: "My mum is my hero. Were in the forest in Noosa and I fall over and cut my knee and she has a bandaid for me."

Being a leader to my kids and for my community is my future.



The roads are long for all journeys but there is always a nice view along the way



Start each day ready for anything



Enjoy the moment - sunsets and special dinners are a must!

JULIE BRAISBY

Being quite involved in the community, I have often found myself pushed into leadership roles. Although I have made it through these experiences, I had often felt out of my depth and wished that I was more confident and articulate.

Leadership Wimmera's Regional Leadership Skills program offered a fantastic opportunity to develop in this area. And so, I found myself with 11 others at Roses Gap, embarking on our leadership journey.

I was humbled by the friendship and support given by my fellow participants and facilitators throughout this experience and quickly learnt that we would most definitely be challenged.

It seemed that no matter how busy life was around me, I looked forward to each leadership session.

The honesty and openness of our group inspired shared learning. Self-evaluation and empathetic listening became new tools to me.

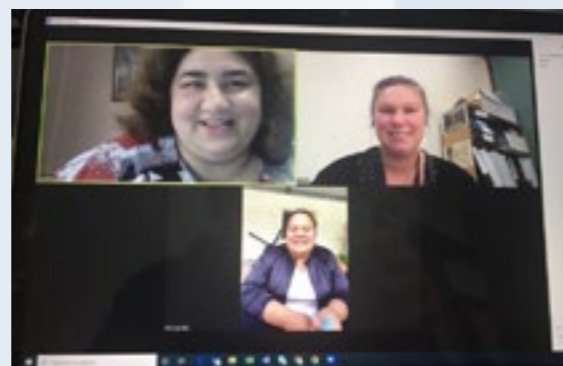
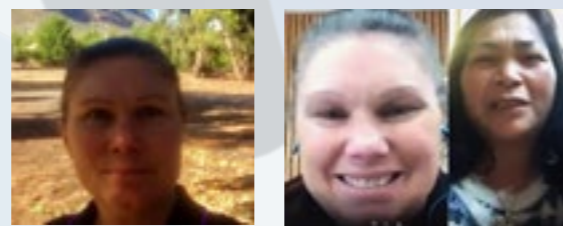
But my biggest challenge in all of this was the project group. Deciding how to tackle the virtual world with our chosen theme proved difficult. This situation, however, has been prominent to my learning and awareness of the many aspects of being a leader and engaging with different personalities to bring forward productive outcomes.

I believe that by taking part in the leadership program, I have obtained a better understanding of myself and those around me.

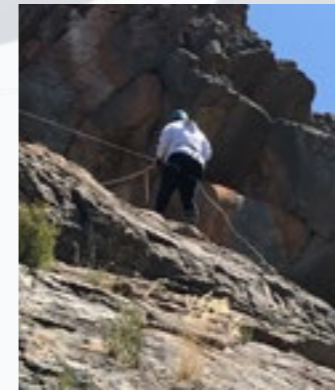
I am aware that I will need to evaluate the desired outcomes and different personas within any working group to be able to encourage reachable goals.

It is these understandings that I hope will continue to further my leadership learning.

I am greatly thankful to West Wimmera Shire Council for encouraging and sponsoring me.



K'LU SAY SAY



My Name is K'lu Say Say. I am a participant in the 2020 Wimmera Leadership Program.

I am actively involved in the Nhill Karen Community. Before starting the leadership program, I felt I was just an ordinary person with no confidence and always doubted myself. I want to work in the local community and give value

to myself and others.

I was not sure what the program was going to be like but I was happy and excited when joining the other participants in the program and hoped that it would give me the opportunity to develop skills to help in the community. I wanted to build my confidence and feel more empowered.

I felt very challenged but extremely supported by the other participants when meeting at Roses Gap.

As part of the program, I have learned to develop my leading style in different ways and have been encouraging to others. I have developed my growth greatly through these experiences.

My biggest challenge has been working within the

project group. Learning in the group inspired honesty and being open. Having a go to try and work out the right way forward. Empathy and self-esteem have become some of my learning tools.

Taking part in the leadership program has helped me to obtain a greater understanding in myself and working with others in different situations to encourage reaching goals. I hope to use these values to work and help more in my community.

I am very grateful to the Minerals Council of Australia and thank them for sponsoring me to take part in the leadership program.



KATHERINE WHITEHOUSE



My leadership journey has had its fair ups and downs. Prior to the course, I was very apprehensive – and almost fearful – especially in regards to the retreat as I knew I would be thrown out of my comfort zone, and I was concerned about whether I would be able to make connections with the others.

However, everyone was really nice and it made

me feel more positive. I realised that, although at face value the group was very diverse, we all had similarities.

Lockdown happened, and I was really struggling, mentally, with my routine being disrupted. Following our first Zoom meeting, I felt quite low – I didn't really enjoy it, and I felt quite disengaged. Moving forward, I felt I was struggling to make connections and, overall, I felt my learning was hindered online. I tried to let the wall down and adapt as best I could, and, upon reflection, I was making small steps in progress. I

put all my effort into the community project, which has been the highlight of the year. It's a topic I am immensely passionate about and have made two great friendships!

I have enjoyed learning about the different behavioural styles and understanding what drives people, to reactions. I have learnt that vulnerability is not a weakness and openness is key! The year has helped me realise that I may not necessarily have lacked certain leadership tools and/or qualities, but more that I needed

to learn how to unlock them. I have gained a deeper understanding of the power of positivity and self-talk; which is something I will continue to work on. Overall, the leadership program has been an experience and I would like to thank my sponsor, Agriculture Victoria, for this opportunity.



MARIAH CODY



When starting this program with Leadership Wimmera, I wanted to find new ways to engage with my local community. But I found so much more.

I have picked up an abundance of new phrases – for example, Knowing is not doing; learn, commit, do, review.

Volunteer receives leadership scholarship

about 23 hours ago | CFA News Views: 198

Volunteer Mariah Cody from Beaufort Fire Brigade has received a leadership scholarship under the 2020 Leadership Wimmera Program.



I have rediscovered old passions.

I have even walked backwards down a cliff face.

But the most valuable find out of all of this, is the supportive team that went through the program with me.

I am the classic 'C' style leader: Analytical, reserved, precise, private and systematic.

These qualities have many advantages, but adapting to our COVID-19 world isn't one of them.

This team has provided a place for me to be vulnerable and honest, and leave each season feeling more positive.

It was okay to not have all the answers just yet.

The adaptability shown by our team leader Jake is a trait I admire in him, and he found ways to challenge us to find new growth. He also added quite a few books to my reading list.



I have been supported within the CFA to share my growth and ideas and I look forward to strengthening relationships first within my brigade, and then within our community.

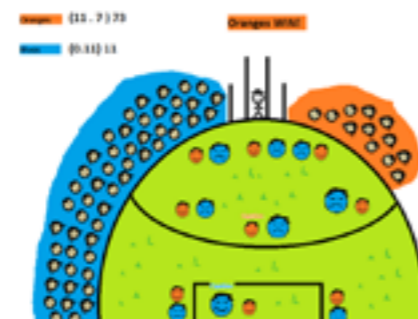
2020 has been a challenging year, but with the right team beside me and the motivation to see it through, I am emerging from this program with the confidence to effectively lead change.

THOMAS ROWE

I decided to join the 2020 leadership program whilst working in agriculture during the 2019 hay/harvest season after hearing about the program on the local radio station MIXX FM. Working in agriculture was part of having a career break from engineering. I felt that leadership in engineering plays an important part in having an impact on engineering solutions. I was lucky to have the support of the Minerals Council of Australia to sponsor me through the program.

Beginning the program and not knowing any of the people in the RLS program, we outlined behaviors and expectations of our group. I found this an important aspect of the program as it gave an understanding of what we expect of each other. Working in a new team, setting goals and uniformity are important to gain progress in a group. This has made me understand that good leaders can use the particular set group behaviors to ensure accountability and discipline within teams.

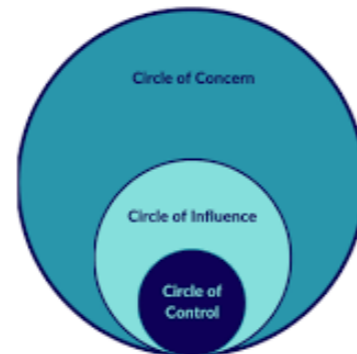
Our team community sporting project was a great method



to practice and implement our fresh skills. The team had difficult situations at times of the project, but we were able to draw on our set team values to align and readjust. The core values structure helped ease frustration

at times and bring us all back together. I had plenty of experiences of learning how to influence team members both in our team and at work.

Though I didn't jump straight to the forefront of influencing situations instantly rather analysing and listening. I find it is not always easy to influence everything and everyone – it comes back to the circle of concern, control and influence.



COMMUNITY PROJECTS

WIMMERA MULTICULTURAL TRAIL

MEMBERS:

ANUBHA JALLA, K'LU SAY SAY, JULIE BRAISBY

Our group goal was to showcase our multicultural communities within the Wimmera region - to help promote unity, acceptance and to embrace the different cultures.

We wanted to have an open day where we could display and share our different cultures. Some ideas included dance, food, garden, costume, craft and language.

Sometimes we found it hard to make decisions and work together. Distance was a contributing factor to this.

As the seriousness of COVID-19 took hold, we came to a place of greater uncertainty with regards to how we were going to deliver our project. Moving forward, we agreed to create a Facebook page where we could continue to present the idea of multicultural awareness and the many positive cultural aspects of the Wimmera. Through this social media page, we believe that we are able to capture a larger

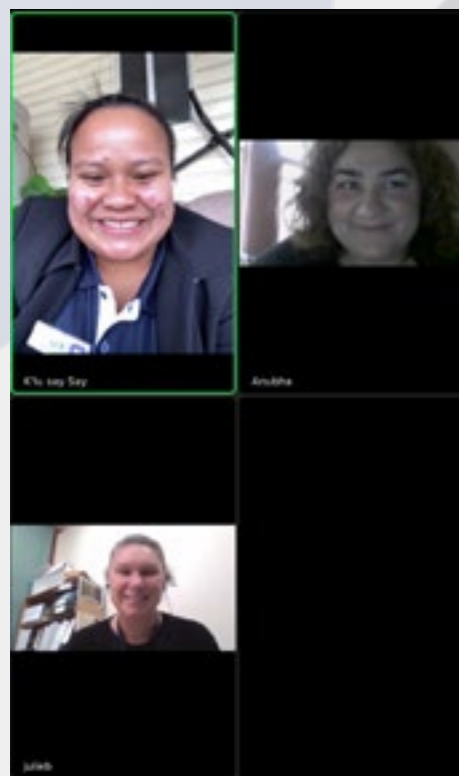


audience and give others a platform to interact and tell their stories.

We decided that, as a start to our page, we would gather some interviews from migrant families and share their experiences and culture with the broader communities. The production of the interviews was difficult due to interviewing over social media. Technology proved challenging and made the engagement between all parties trying.

Through this experience, we have learnt strategies of how to work together within a diverse group, finding friendship and great support for each other.

It is our wish to continue to promote a multicultural awareness our within communities and as such our project will be ongoing.



WIMMERA ECO LIVING



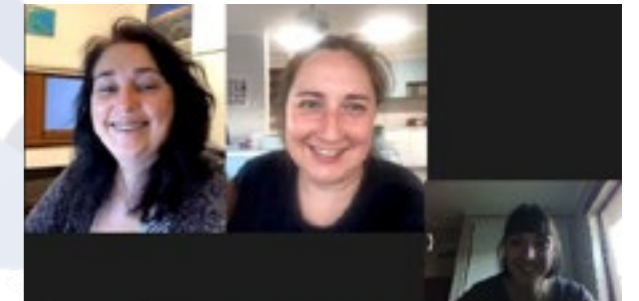
MEMBERS:

JESSICA KUHNE, COLLEEN McCANN, KATHERINE WHITEHOUSE

TARGET AUDIENCE:

Individuals, families, schools, businesses/organisations within the Wimmera region who are and interested in:

- Reducing food and household waste
- Contributing to global plastic waste reduction
- Living a more sustainable and eco-friendlier lifestyle



OUR GOAL:

Our goal was originally to establish a Horsham-based Co-op centre, whereby customers could make bulk purchases - preferably using their own containers - with the aim of reducing food and plastic waste, as well as consumer cost. However, due to the implications surrounding COVID-19, we were forced to change our original project strategy and decided to create a community-based Facebook page, Wimmera Eco Living, which would encourage the online community to adopt more sustainable and economical practices, leading towards a reduced-waste lifestyle. This also enabled us to support local businesses in the Wimmera.

THE PROJECT OUTCOMES:

Our Facebook page went live, as planned, on July 12 and, remarkably, we hit our monthly target of 50 followers within one hour, with a total of 204 followers by July 13. The Facebook page was active each day through created content, sharing of links, and/or general information to inform the community, not only on how to become more "waste savvy", but also to promote local environmental awareness programs and initiatives as well as local markets

and suppliers. Followers on our Facebook page have been spasmodic but we have noted that we engage different followers on different topics which we believe shows the diversity of the page.

As the leadership program draws to a close, we are very happy with the achievements we have made so far and, with 327 followers as at September 25, we have far exceeded our target of 150 by December 2020. Our engagement on posts have come up short on some posts but exceeded on others, but we are trending in the right direction.

THE FUTURE:

We are eager for our Wimmera Eco Living Facebook page to be ongoing for the foreseeable future. Our project brief identifies areas we have not explored to date with our Facebook page and we are continuously enhancing our strategy to build up our followers, create diverse posts and encourage engagement with current and future followers.

The three of us have enjoyed working together and built a strong foundation throughout this program and project. We look forward to where this Facebook page may take us, and you never know - it may be expanded into something bigger.

50KM COMBINED FOR NATIMUK COURTS LINED

MEMBERS:

THOMAS ROWE, HAYLEY THOMAS, DAMIEN CROUCH

Our leadership development journey began at the Roses Gap weekend retreat. Through some unique activities, we bonded as a group.

We decided upon assisting a small community with their ailing sporting infrastructure via a GoFundMe page.

Consciously, we decided to assist a club independent of our individual affiliations, resulting in Natimuk tennis and netball clubs being chosen. With the current hard court surface of the tennis courts unsafe for use, our project was to incorporate dual line marking once resurfaced, accommodating both tennis and netball within a multi-use facility.

To entice donations, we decided upon giving away a trailer load of firewood and running 50 kilometres combined. With our target goal of \$4000 determined, we were off and running - quite literally.

We received promotion success via The Weekly Advertiser, MIXX FM, Tennis Victoria, Nhill Free Press and Kaniva Times to name a few.

We added photos and progress reports, incorporated catchy slogans, new engagement campaigns, gratitude for support and cross promotion of businesses. A Facebook event page was created and we utilised an app for recording weekly running distances and times as evidence of our dedication and commitment. We kept in contact via weekly Zoom meetings to strengthen communication - something that was pivotal for success.

We accomplished our 50 kilometres run on September 12, exceeding our target.

This journey has been the ultimate experience.

When faced with adversity, we had the ability to be flexible, adapt and find alternative strategies to work in an effective and united approach.

We are proud to have finalised our project to this level, raising \$4575.39 and being able to hand over these funds for the desired outcome.

What an ultimate team achievement.



FROM 'WALKING THE WIMMERA' TO 'GETTING ACTIVE, TO CONNECT PLACE TO INFORMATION'

MEMBERS:

DIANNE STEWART, JO GELLATLY, MARIAH CODY

Our initial project idea centered around bringing the community together to be active and interact with places and information. It was decided to deliver an event focusing on the walking tracks along the Wimmera River in Horsham, incorporating possible improvements to maps, signage and information points.

Restrictions from COVID-19 and a changed process at council in regards to the Wimmera River had us change our game plan, quite a few times.

Our COVID-19 world had highlighted digital connections and so we embarked on a QR code journey of discovery.

The project went through many stages, with the team engaging with not only Horsham Rural City Council, but also the Horsham Historical Society, the Wimmera Southern Mallee LLEN and St Brigid's College.

But the COVID impact just kept coming. As fast as we could reconfigure our project to meet the changed restrictions, new ones came along.

In a year of ups and downs that presented plenty of challenges to overcome, we have learned a lot:

- Leading change in your community takes longer than a few months to achieve, so we have instead provided foundations for more projects to develop;
- The importance of thinking outside the box, beyond the standard ideas. We weren't facing standard challenges, we needed new solutions;

- It is possible to reshape an idea while remaining true to an initial thought or goal;
- That a leadership project can be simply to influence others to expand on their existing thinking and consider adjusting their style guide to include our ideas;
- We learnt how to make connections into our community, expanding how other organisations can work together and being the bridge or the connector in that process.

We finish the program with some work still ahead of us.

We were able to deliver a remote learning QR code-based project through Beaufort Primary School which demonstrated the use of codes to connect to information. Mariah will continue to build on this through future activities on behalf of the Beaufort CFA.

We will continue to liaise with Horsham Rural City Council as we draft a proposal in support of using QR codes as a part of any future signage along the Wimmera River and there is still the possibility of supporting a connection between the Horsham Historical Society and St Brigid's College students to assist the Historical Society to digitise the historical signage information in place along the river.



BUSINESS LEADERS GROUP



*Back, from left, Cait Brennan, Michaela Del Castillo, Brendan McIntosh, Shannyn McGrice, Matthew Op de Coul, Nicole Sawyer, Justin Beugelaar, Vanessa Lantzakis, Luke Spasic, Cheree Johnson, Greg Munn and Mark Sulic.
Front, Anna Greene, Bonnie Kelly, Steph Purcell, Daniel Fischer and Gemma Beavis.*

BONNIE KELLY

Being relatively new to the region, I was seeking a professionals network similar to what I had been exposed to in Melbourne throughout my career previously.

A colleague, who is a past Leadership Wimmera Business Leaders graduate, recommended this course to me based on her experience and the value she held on it through participating.

The leadership journey through Leadership Wimmera has allowed me to focus on self-reflection and identifying my weaknesses and strengths.

Previously I have always strived to better my leadership but this has typically been through putting my head down and working harder.

Allocating time to reflect and assess what are my key drivers and goals is not something I've naturally done.

This period of reflection has allowed

me to sharpen my leadership skills and allow me to sit back and think of particular challenges or scenarios I've faced day to day and provide insight on different approaches on how to manage the situation better.

I see leadership in my organisation, and the wider community, not by those who have titles; but those who are inclusive, willing to pick up tasks that aren't part of the job description in order to create a one team, one dream, common goal approach.

This is the style I respond well to by being led myself and is what I aspire to create and refine throughout my existing team and future networks.

Our particular 2020 Business Leaders Group I've found to be diversified, a safe place and one where I was successfully challenged to be better version of myself.



An example of expanding my community leadership involvement this year

BRENDAN McINTOSH

2020, what a year! What a challenge!

A few at ACE Radio had done the Leadership Wimmiera course and spoke highly of it, so I knew it would be valuable to undertake, and wow - what a journey!

Heading to Roses Gap for the weekend, I didn't know what to expect; then again, I don't think most of us did...

When we arrived, it was refreshing to see so many like-minded people, all at different stages of their leadership journeys and over a lot of chats we had to find that we are all going through similar stuff. We all have amazing staff, we all have some that require a bit more attention than others, and we were all passionate.

The weekend was a lot of fun, and very challenging.

Then things changed... and my desk and studio were all crammed into the corner of the lounge room!

What was supposed to be my big first year in charge of the department, soon flipped around and rather than leading my team face-to-face. Zoom was the reality...

You're on mute, that awkward silence...

All things that became synonymous with 2020 and the way business is done.

Thankfully our monthly catch-ups kept me

grounded, and it was so amazing to hear from like-minded people, and to know they were going through the same thoughts and feelings that I was.

It made me feel prepared to lead the team through it all and just to have a go!

Congrats to everyone who was involved in putting on the course, and all those who took part! Here's to 2021!



CAIT BRENNAN



THE START:

My first promotional and networking event at the Wimmera Field Days in March 2018. Full of ambition and hope but terrified I didn't have what it took to manage a team with the skills I had.

February 2020, our Leadership Wimmera retreat at Roses Gap. What an excellent opportunity to meet our group, learn about the journey we would take over the course of the next nine months, and get settled into the flow of being open, vulnerable, and really reflecting on ourselves. I want to thank my sponsors ACE Radio and Horsham Rotary Club for financially supporting me to do this course.

THE MIDDLE:

This has been an interesting year! My organisation moved to providing telehealth to our clients, and meetings became virtual. It was important that I facilitated meetings differently to foster team

connectedness and create opportunities to be together virtually. Using examples and models learned from the course, I became creative with how to create a safe, fun and productive environment for my teams.

The course has taught me about the importance of being flexible and tending to the needs of myself, and my team. It all starts with relationships – so that's what I've tried to do!

THE END:

Over the months our Leadership Wimmera group has developed strong bonds, friendships have blossomed, and our leadership skills have been challenged, workshopped and developed. I have loved exploring my own personal trademark and the reasons why this is an important thing to have. I have been supported to reflect on who I am, and who I want to be. This photo is about my journey of self-discovery throughout the year, and how this course has helped me become a more confident leader and person.



CHEREE JOHNSON



January 2020 I was lucky enough to be on a work trip having this as my view each morning. Two weeks after returning from this trip I was due to go on our Leadership retreat. Sitting on the beach, I had plenty of time to think about what I thought might happen on the retreat and throughout the program. Looking back now, I laugh. I had no idea how much this program would help me grow and develop not only professionally but also personally.

Two weeks later, on the retreat, I again thought about what to expect but abseiling never entered my mind. For a girl who is afraid of heights, I was shaking standing at the top of the mountain. I stopped and just listened



for a moment and what I heard was not birds chirping or trees blowing in the wind, but my new friends at the bottom of the mountain letting me know that I could do this. There was nothing but encouragement in the air. That was when I knew I was in the right place.

Going back into the workplace after each session, I knew I had some changes that could be made, but implementing them was hard with a good work culture already. But I was going to try. I had been given so many skills, that my confidence was the highest it has ever been, allowing me to live by my values and continue to make change within my team. I was able to take away skills around relationship building and identifying strengths within the team.



Completing the Business Leadership program in 2020 was the step forward I needed to make lasting change for myself and those I surround myself with.

DANIEL FISCHER

Personal development is like a constant, cyclical metamorphosis.

Initially we are the unaware and underdeveloped caterpillar.

Taking in knowledge and guidance requires a lot of energy and contemplation within a cocoon to effectively absorb the lessons and make them part of us.

Once the learnings are absorbed, we can emerge from the cocoon as the magnificent butterfly.

What we perceive as a simple flutter of our wings may be influential enough to create a mighty storm elsewhere.

Being part of the Business Leaders Group has been a great privilege and something I have wanted to do for a few years.

I was initially sceptical of what value doing this course via Zoom would deliver during COVID-19 isolation. However, our Zoom meetings quickly became the highlight of my months, a welcome distraction and opportunity to connect.

My managers have already noticed growth from the program, with my initiative for mentoring young engineers at GWMWater



and a better understanding of self, interpersonal relationships and leading business culture.

This opportunity for me and my growth would not be possible without the support and input of many people.

I would like to thank GWMWater for sponsoring me and the decision-makers within for supporting my involvement.

I would like to thank Daniel Healy from Leading Teams for his excellent facilitation, Jessica Grimble from Wimmera Development Association for her dedication to making this program the best it can be and my fellow participants for being great role models and for being so open and generous with contributions.

GEMMA BEAVIS

Throughout such a tumultuous year with the new work from home environment and changes to how we would normally deliver services, I found that my journey with Leadership Wimmera has been the light in the dark, and truly a blessing both personally and professionally.

I commenced the course with quite an apprehensive approach. I found myself feeling reserved with a few doubts.

I was unsure of how impactful the course would be in helping me to deal with the challenges I'd been facing at that time.

However, it was during the retreat weekend, filled with meaningful connections created with like-minded individuals, that I realised I was about to commence the most reflective and educational eight months I'd ever experienced.

Each workshop with Daniel, I was impressed by the content I received and the simplicity in which I could incorporate such knowledge into my everyday work practices.

Utilising my DISC profile, relationship pyramid, situational leadership and the willing and able model are now a normal part of my daily work and have supported me to develop a structure for leadership.

I often found myself expressing gratitude for my involvement in the course and for the relationships I formed with the most amazing bunch of people.

Reflecting on what I am grateful for is a daily process for me, something I shared on the retreat weekend.

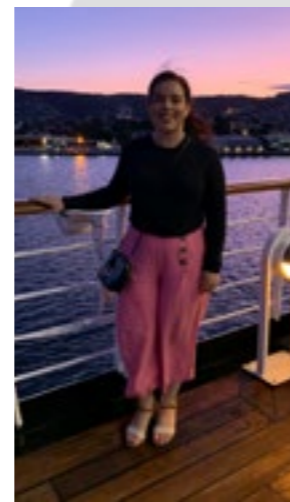
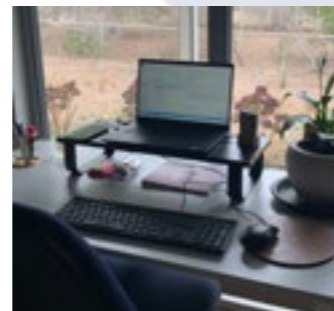
This course renewed and reinvigorated my job fulfillment and passion, gave me new groundwork and a platform for my professional future to grow and develop without restriction.

I am so grateful to have met such wonderful peers who have been so supportive, and to have received such professional

guidance from Daniel and the Leadership Wimmera crew as a whole.

I am now so much more confident in my leadership style and the ability I have to much a powerful impact on my team and those around me.

Thank you to those who have contributed in helping me become the leader I want to be.



JUSTIN BEUGELAAR

THE BEGINNING:

I thought I knew what being a leader meant and involved. Being part of and leading successful sporting teams had given me a false sense of what leadership was. I believed



that leaders were measured solely on their outcomes and as such I focused heavily on this prior to commencing this program. I went into the retreat very naive in thinking I

already knew all that was involved being a 'leader' and was hesitant in what benefit, if any, I would gain.

The first senior team I captained to a win over an arch enemy in a foundations Cup game. I was exhilarated and proud of the team's achievements but unsure if I was the right person to be leading, being so young.

Coaching my first senior football team. The excitement of passing on my knowledge to youth and leading an underperforming club to finals. I was very unsure if I had the ability and experience to coach at 29.

2015 NT Thunder NEAFL Premiers. My greatest achievement in a leadership role and sporting role. Vice-captain of a team that included ex-AFL stars and coached by a future Richmond Tigers assistant coach. The greatest feeling of euphoria and happiness is present in this photo.



THE MIDDLE:

Zoom was the key word for 2020. Although we were unable to meet in person, technology kept us engaged. The excitement of the retreat weekend flowed into each session and everyone continued to feel more at ease with every individual. I started to really enjoy everyone's different points of views and matching this up with each person's individual personality traits whether they were eagles, doves, owls or



the ultimate peacock. Key takeaways to this point was everyone's willingness to let go and be as transparent and open as we

could. The most challenging part for me to this point was maintaining engagement outside of our Zoom catch-ups. Finally the positive effect this program was having on my team was starting to bear fruit with staff members coming to me openly with genuine conversations.

Another great Zoom session. This picture was chosen as it shows laughter and fun that was had within each session. It also paints the picture of the great relationships we have built and are continuing to build.

Zoom session discussing our pictorial journey so far. I chose this as it showed us being pushed out of comfort zone and the benefits that came with it even though some found it difficult to begin with.



THE END - BUT YET IT'S ONLY THE BEGINNING

Then we come to the end of this challenging but wonderful program and engaging Zoom sessions. The challenges I faced were due largely to the impact of the COVID-19 situation and the ability to not engage with everyone face-to-face. This is also impacted heavily on my own well-being. On the flip side these sessions gave me the ability to interact honestly and opening with others, when otherwise I may not have had the opportunity.

For me the tools and guidance learnt along this incredible journey has changed my perception on what I thought leadership was. I have grown as a person in a way that shows me that leadership is built on strong relationship foundations. It has also given me the ability to work with and guide people from different personality traits/types with open genuine conversations to whom otherwise I would have struggled with prior to the program.



Lastly this is only the beginning! The tools, networks and confidence I have now gained thanks to the people in this program and the course itself will guide me with all future endeavors - whether that be in day-to-day work life or my personal life. I will continue to learn and: 'To be the best I can be with empathy, drive and meaning'.

Thanks again to ACE Radio for their sponsorship.

GREG MUNN



My journey commenced on January 28 when I was interviewed for acceptance into the program.

I was nominated by my employer to undertake the course. The interview went extremely well and I was accepted into the Business Leaders group.

Then came my first session – a briefing

meeting where I was introduced to the organisers and other course participants for the first time.

It felt awkward at first - a room full of strangers and not knowing what lay ahead.

The program was presented for the next nine months, beginning with a weekend retreat at Roses Gap Recreational Centre. This weekend was an amazing experience where we were immediately set to task of problem solving by working together to achieve a common goal.

Much fun and laughter, settling in and getting to know one another. This was followed by various tasks and workshops where we were issued our individual profiles and began discovering so much about ourselves. This is a fascinating document describing who we are and how we behave, and excellent reference material.

Then came COVID-19. For the remainder of the program all

sessions would be Zoomed and this was frustrating and disappointing – that one-on-one tutorship and being with such an amazing group that bonded so well was a little lost.

Throughout the year there were numerous highlights. Learning and taking in the concepts of each session, taking away key elements to put into practice (too numerous to mention) and generally applying these new skills to enable me to make sensible choices in work/life matters.



We even had a get-together mid-course for an evening meal and catch up, which was fantastic.

The program is nearing its end now and it is difficult to describe my journey. So much fun, insights and bonding with an amazing group of people whom I have so much respect and admiration.

I have learnt a great deal and acquired the tools to assist me in developing and building a dynamic team.

I wish to thank my fellow participants for their honesty, integrity and assistance throughout my journey.

Thanks to WDA, Jess Grimble, Leading Teams and a special thanks to Daniel Healy for his professionalism and general program delivery.

unit, my approach was purely pushing to improving the things I thought should change. This course has given me a broader view and the tools necessary to become a successful leader.

Along comes COVID-19 this would see us complete our course via Zoom and limit us to only two face-to-face group meetings.

I feel our group adapted well and rolled with the punches throughout the year.

There was always something to take away from a session and use what I have learnt to improve my workplace and create a better environment.



LUKE SPASIC

My journey commenced in late January after my depot manager Rob Moir nominated me for the leadership course. I was both excited and nervous for the opportunity to participate.

First job was a briefing - meeting new faces and catching up with some old ones.

We had a great get-away weekend at Rose Gap Recreational Centre, which included making new friends, starting the leadership journey by setting agreed values, team problem solving and receiving our DiSC profile.

The most important part of this weekend was learning about everyone's three significant items.

There was also some horrendous parts to this weekend. They call it "TRAFFIC JAM". This was not a highlight but I feel gave us the kick-start into learning how to becoming better leaders.

I still remember reading my DiSC profile and being amazed at how accurate it was and thinking: What do I like and what I need to change? This would continue to happen throughout the course.

When becoming a leading hand for the tree



MARK SULIC

At the start of the Business Leadership Group program I had been in management for around six years and held leadership roles with sporting groups as a coach, captain and committee member.

I have been competitive from a young age.

My leadership style has been an assertive one prior to this program.

I wasn't that excited about the program in the beginning and I was unsure how it would help me in my day-to-day leadership.

It didn't take long to figure out, I had nothing to worry about. The program had plenty to offer for my own personal development as well as how I went about my team's leadership.

The two key learnings I will take from this program, both personally and professionally, is the genuine conversations and the frameworks around building a performing team into a high-performing team.

The genuine conversation has been a real revelation for me, professionally, with some of what I previously considered tough, hard or difficult conversations and the hesitations and presumptions that came with this mindset. Genuine conversations are now part of the sales team's agreed behaviours.

I've learnt what is involved in taking a performing team to a high-performing team and how critical the frameworks are in

executing this as a group.

Management can feel lonely at times. So bringing myself closer to the group with a platform approach has been very productive and has also brought me closer to the sales team.

We are a large group of participants in this year's program, who were predominantly strangers to start. It's bizarre that I've seen more happen amongst this group than I've seen with my best friends. Vulnerability, tears, laughter, a wedding, others quitting jobs and everyone speaking openly about their personal and professional challenges from one of the most challenging years to date.

I have learnt leadership comes in many forms and styles and certainly one approach doesn't work for a diverse team.

I'd like to thank Daniel for facilitating the program from a distance for most of the year. He did a great job to enable the group to grow and kept us engaged during the Zoom calls.

Many thanks to Jess Grimble for managing the program and overcoming all the technical challenges thrown her way.



MATTHEW OP DE COUL



My Leadership Wimmera journey kicked off walking in blind, with slight apprehension to an opportunity to build new relationships with a great range of people from an array of industries.

They all have offered up valuable experiences - both lived previously and made together, going through what has been a very strange and difficult time.

Touching base with this crew every month to learn something new and share in everyone's journey, providing a recharge to press on in what has felt like an uphill and winding journey leading a team through COVID-19.

Undoubtedly, my main area of leadership growth has been building the relationships and tool kit to more confidently

MICHAELA DEL CASTILLO

Going back at the very beginning of this course, I was a bit curious as to how it will be of application to my being and my life in general. My driving force in making me decide to give it a go was to examine myself if this could be a factor that will help me realise my "calling". I remembered on the last day of our retreat when I shared to the group the gospel reading that Sunday and the topic was about being the salt and light for other people. The leadership seminar had helped me open my mind about my life purpose and at the same time had equipped me with the knowledge and tools to influence others. Moreover, it had introduced me to wonderful people that serves as reliable connections to strengthen my serving and leading responsibilities.

We are all called to lead in our own special way - either by living as an example, or showing our care, and more. Achieving the right equilibrium in handling important life responsibilities such as relationships, family, work, faith, profession, and others will result to gaining confidence in reaching the desired outcome and indeed a more satisfying living.

Knowing myself through the DISC profile report is a powerful

have what I would have called a "difficult conversation" in the past. Instead, I now seize it as an opportunity to build the connections of a high-performing team.

My personal trademark has been a challenge I relish.

Benefitting greatly from our learnings of personality types giving me the clarity to understand why my "owl" brain loves the idea of it so much, yet struggles so much to nail it down.

I continue to work on this as I do myself and my team.

Nothing is clearer to me after this experience than this journey is one without a destination or a finish line.



tool that lead me to appreciate more how I was wonderfully made. I am a genuinely caring person, trying to see positive things in every situation, deeply trusting to God that He had lead me to this location,

position and circumstances to use me as His channel of blessing to people around me. I will continuously grow in beauty and will be the best person I can be: loving, humble, and a good influence.

NICOLE SAWYER



In 2019 my manager asked me to participate in the 2020 Business Leadership Group course.

I said I would prefer to do it the following year. I understood the benefits but was concerned about more of my time being taken away from me.

I already felt I didn't have enough hours in the day. My responsibilities at work had increased and I was completely renovating my house. With reluctance, I agreed to do the course.

This first smoky image reflects how I felt at the start of this year. I was finding it difficult to breathe, I was overwhelmed by my workload and frustrated by our work systems. I lacked clarity of thought.

The second image represents my long journey throughout the year. There have been storms of anger and frustration along

the way. I have felt isolated at times but there is blue sky off in the distance. Despite the dark clouds, the sun is shining to remind me to focus on the positive things in my life.

The final image is the reward for completing the leadership course and my house renovations. The rainbow represents the people I have met in this course. They are all very encouraging, supportive and inspirational leaders.

This course has given me greater clarity on the things at work I need to focus on improving.

I will help build better relationships with and between team members. I will improve procedure efficiencies and focus more on solutions rather than dwelling on problems.

I now have a better understanding on how to approach a variety of workplace situations, our role as leaders and the impact we have on our team.

SHANNYN McGRICE



2020 has been an extraordinary year, and to be doing the course during a pandemic has had its challenges.

However, it has presented some opportunities as well.

COVID-19 was a perfect chance to practice focusing on what we could control and influence, rather than worrying about outside concerns.

I had more time to slow down, self-reflect and implement the lessons from the course.

My team set a list of values and our common purpose and I started asking staff to write down two things that frustrated them about work and two things they were grateful for, to share in staff meetings.

This has increased engagement and feedback, fostering a more positive culture.



I learned that positive self-talk first will bring about the desired behaviours and high standards that I have always strived to achieve.

I realised I needed to spend more time with some employees and less with others as a coach and mentor and I could be more effective and efficient if I tailored my approach to the individual.

Setting a trademark that reflects what I genuinely believe to be my purpose on earth has helped me navigate challenging situations and provide motivation when I need it most.

The Business Leaders Group course has changed the way I work, lead and live and I will be forever grateful to Leadership Wimmera, Leading Teams and the 2020 Business Leaders Group for all that I have learnt.

I also want to thank Robyn and Des Lardner for sponsoring me to participate and for believing in the program.



STEPH PURCELL

I came into this leadership course with a few ideas from conversations I'd had with people who'd previously completed it.

I thought I had a rough idea of what was to come and imagined it would be a pretty straight forward road to the end goal of knowing what type of leader I wanted to be and what were my strengths and areas for improvement.

Fast forward to a few months later and my journey was very different than I had expected.

It was more of a windy road, with confusing signs and directions that took me off course and made me doubt myself, my skills and my knowledge - which is foreign ground for the "eagle" in me.

There were intersections and there was no end like I had predicted. The road just kept going.

I had previously assumed the end of the course was the end goal, however, along the way I quickly realised it's just another stepping stone on the road to being a great leader.

I feel a great sense of trust and support from the wonderful group I had the pleasure of riding alongside me.

Thanks to these people, we were able to invest in each other's growth and learn from our situations. We supported each other through tough times and great achievements.

I have a true respect for and have become highly invested in each person's journey, both professional and personal.

I am inspired by the qualities my fellow leaders have and feel excited for what lies ahead and the great effects they will have on others.

I have learnt that you will always grow as a leader and continue to evolve wherever it takes you.

It's not a short trip, it's a lifelong journey with challenges along the way, learning by all your experiences, both productive or not.



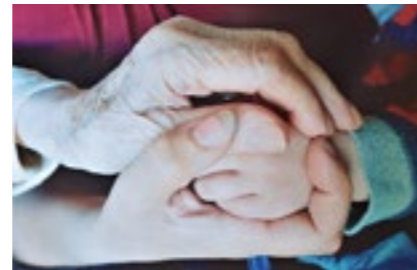
VANESSA LANTZAKIS

THE BEGINNING - WHAT WAS IN MY HEAD?



This photo is during a game we played during the retreat. It encapsulates how I felt starting the Business Leaders Program. Confusion processing what I was against, I needed new information and to adapt to varying personalities. In a team I didn't really know, I was feeling bossy but wanted to embrace the leader. This game showed me that teams can only achieve by working together.

This is me with my son and Yiayia, I believe this photo shows how vulnerability can help you embrace the support of others.



THE END - WHERE TO FROM HERE?

"Learn from the past, live for today, look for tomorrow, take a nap this afternoon." A fortune cookie message I received over 20 years ago contained this message that really hit home recently. I realised it encompasses my ideal of leadership, learning, and applying your knowledge to enable a better future. The phoenix dying and by rising from its ashes embarks on a new adventure symbolises this fortune cookie message. My learnings from this program have given me my phoenix.

THE MIDDLE - WHAT I'VE LEARNED SO FAR?



This is my DiSC profile. This enabled me to better understand who I have become so far. This tool helped me establish some goals to improve areas that are less 'C' or owl like. My profile shows an owl of many colours. But I needed to focus on listening and vulnerability - two key areas that help develop

personal connections with people. Although I have found this quite challenging previously, the tools that are provided through the program have helped me immensely.



LEADERSHIP WIMMERA GRADUATE NETWORK

The Leadership Wimmera Graduate Network offers community leadership program graduates, and interested residents, the opportunity to build their leadership capability and capacity locally.

2020 EVENTS AT A GLANCE

JANUARY

Leadership workshop with Horsham Youth Council

- Leading Teams' Daniel Healy presented a one-day intensive for youth councillors aged 12 to 18 – introducing them to DISC, effective teamwork strategies, goal setting and other leadership fundamentals.

JUNE

Community leadership series with Christine Kotur

- Christine Kotur provides expert professional services in the fields of strategy, governance, leadership development, complex inquiries, reviews and facilitation. She is a highly regarded independent chair, company director and strategic advisor to CEOs, senior executives, board chairs and directors, councillors and committees.
- A series of lunchtime forums during June targeted community leaders seeking insight into the role of a community leader, effective collaboration, and change management.
- Wimmera speakers also shared their experiences in these areas.

OCTOBER

Leadership Master Class with Leading Teams facilitator Daniel Healy

- A two-day course including models such as high-performing teams, self talk, situational leadership, the relationship pyramid and personal trademarks. Participants included community leadership program graduates and those wanting to experience the modules within the program.

LEADERSHIP WIMMERA ALSO RECOGNISES THE FOLLOWING PRESENTERS FOR SHARING THEIR LEADERSHIP JOURNEY AND ADVICE WITH 2020 PARTICIPANTS:

- Chris Sounness: Wimmera Development Association executive director
- David Jochinke: Victorian Farmers Federation president and Murra Warra farmer
- Melissa Morris: Women's Health Grampians regional consultant – Wimmera

APRIL

Weathering the Storm: Using personal power to steer yourself and your community through uncertain times with Kate Burke

- Leadership Wimmera hosted this webinar as the world as we knew it rapidly responded to the Coronavirus pandemic. The webinar aimed to give people tools to navigate the changing environment and uncertainty of the time – and, indeed, the many months ahead.

SEPTEMBER

Communicating with Confidence

- A public speaking workshop with communications and engagement professional Amelia Crafter.

Victorian community leadership network combined

Virtual Federal Parliament Day

- Regional Victoria's nine community leadership programs combined to offer participants a virtual education opportunity, focusing on Federal Parliament. The schedule included the Public Education Office, Senator for Victoria Scott Ryan, former Member for Indi Cathy McGowan, Member for New England Barnaby Joyce, former Member for Eden-Monaro Mike Kelly, Senator for Victoria Janet Rice and Member for Bendigo Lisa Chesters, and Independents Dr Helen Haines and Zali Steggall. Deputy Prime Minister Michael McCormack was originally due to appear but later deferred his presentation to a separate session.

NOVEMBER

Australian Institute of Company Directors presents its five-day Company Directors Course

- Designed to strengthen the governance skills and knowledge of directors and senior executives, this interactive course provided an in-depth look at the critical elements of corporate governance and directorship. Brought to the Wimmera by Leadership Wimmera with support from Wimmera Business Centre.

WEATHERING THE STORM



Using personal power to steer yourself and your community through uncertain times

PRESENTER: KATE BURKE, THINK AGRI

Community leaders are leant on heavily in uncertain times – and it doesn't get any more uncertain than the COVID-19 pandemic.

Inevitably in difficult and uncertain times, stress spreads among the community as quickly as the virus itself. How do community leaders help themselves and others navigate through uncertain times while maintaining their own wellbeing?

Enter Kate Burke of Think Agri – mentor, coach, speaker, facilitator, author and trainer.

Leadership Wimmera hosted a webinar on April 8 – as the world as we knew it rapidly responded to the Coronavirus pandemic. The webinar aimed to give people tools to navigate the changing environment and uncertainty of the time – and, indeed, the many months ahead.

Kate's advice:

1. MANAGE THOUGHTS

You wouldn't be human if the thoughts weren't buzzing during this crisis.

"Thought drafting" is a useful trick for choosing which thoughts to focus on when faced with an all-you-can-think buffet. Thought drafting is Kate's adaptation of Stephen R. Covey's Circle of Concern and Influence. By drafting off the concerns we cannot influence, we can use the time and energy freed up to get important stuff done; focusing on what really matters improves productivity and reduces stress.

2. BE AWARE OF YOURSELF AND OTHERS

Management of self and others impacts on success by helping us focus on what we can control, manage uncertainty and make constructive decisions under pressure, get the best out of a team, be organised, seek advice from others and take ownership of decisions, judge ourselves and others less and know when to give ourselves and others support.

3. MAINTAIN RESILIENCE

Being able to adapt to changing circumstances, and maintain the effort, is a key trait of highly effective leaders and it essentially boils down to resilience. It helps us stay well and be productive at work over the long term. It starts with mastering stress, allows us to make better decisions, adapt to change and be more proactive. Ignore it at your peril.

4. SHIFT UNCERTAINTY TO POSSIBILITIES

Planning for several possible futures won't make bad things happen – they are going to happen anyway.

Use what you know to plan for the unknown. Assess the situation:

- What do we know?
- What are three situations that could occur? Bad, OK, Good.
- What do we know about the odds of it being Bad, OK or Good?
- What outcomes could arise from those situations?
- What do we need to plan for if it is Bad, OK, Good?
- At regular intervals, repeat the process.

5. OWN LESS STRESS

Be mindful of taking on the stress of others for too long.

Practical tips to manage your personal stress include staying healthy by getting adequate sleep, eating well, exercising and scheduling fun and relaxation.

6. DITCH THE JUDGEMENT

Despite your normally diligent, well informed and rational approach, there will inevitably be times when decisions may be contrary to rational judgement. That's OK.

When trying to lead others, remember: At the end of the day, it's their life, not yours - and you cannot control their decision making or their actions.

Key factors that can increase the odds of buy-in when needing to influence others include involving the key people in the decision-making process so they understand and take ownership of the advice; listen and consider their values, goals and motivations so the suggested course of action is tailored to their circumstances; consider the emotional, social and financial risks involved.

7. BE CLEAR IN YOUR ROLE AT ANY ONE TIME

Are you being leant upon as a friend, a family member, in a professional capacity or as a volunteer in the community - or all of the above? We only have a certain amount of fuel to spend and in times of stress, we need to be judicious about where that energy is spent and make decision based on priorities.

8. SET BOUNDARIES TO ALLOW RECOVERY TIME

To serve our community well, we must find time to relax and recover by doing enjoyable things without the pressure of being in "leader mode" 24-7. Decent people are generally respectful of boundaries, so don't be afraid to set them. Simple strategies such as turning your phone off, or saying "no" to some demands, will give you time and space to reset.

- View a recording of the webinar via the Wimmera Development Association's YouTube page; learn more about Kate's work at www.thinkagri.com.au

COMMUNITY LEADERSHIP SERIES

Leadership Wimmera's Community Leadership Series, during June, aimed to support people as they navigated the challenges of, and the evolving response to, the COVID-19 pandemic.

Christine Kotur provides expert professional services in the fields of strategy, governance, leadership development, complex inquiries, reviews and facilitation. She is a highly regarded independent chair, company director and strategic advisor to CEOs, senior executives, board chairs and directors, councillors and committees. She lead the discussions, alongside local guests.

Her insights are shared below.



WHAT IS COMMUNITY LEADERSHIP?

We are feeling the effects of a health and economic crisis that we didn't ask for, we didn't invite and that we were not particularly well-prepared for. We don't know how long it will last.

During an emergency, resources arrive. In recent months, the Commonwealth Government has been the largest employer in the country. But when those supports are no longer in place, its people at a local level who are still with you; who will stick through the changes and refresh people's enthusiasm for leadership. They sit at the heart of resilience.

In some communities, community leaders can be quite hard to spot. They are not necessarily inside organisations nor do they have a big office; they don't necessarily have a title; sometimes they don't necessarily find themselves employed. They are people of any age, circumstance or gender. Often they bring with them a series of roles and interests and experiences. Community leaders can come from anywhere, at any time and make a contribution. They aren't about self-promotion or ego and they don't do it for the money.

Community leaders are usually known by the local community and carry respect. They are trusted. They conduct acts of service and displays of kindness. They gather people around a good idea – and make it happen, without insistence, without punishment or mandate. It happens because people believe in them and they are worth following.

"Normal" is not available. There's something deeply important about recognising the conceited romanticism of longing for things to go back to the way they were; as if they were not disturbed and never will be again. Community leaders seek out ambition over pity and aspire to better tomorrows; imaging a life we haven't yet had, what better would look like and what would it take to achieve. They understand that change takes an emotional toll. With it comes the incidental recognition – a passing genuine expression of thanks in the supermarket, for example – because you made a difference to people's lives.

Two of the biggest gifts that a community leader can offer their communities is passion and time. They will be authentic, from within the community and use language that talks up to people. They listen deeply and carefully to others; recognising they can't always make everyone happy, but that they are aspiring to make the best decisions they can make with the information they have.

Their value is simple: How can I be useful to you? Then they go about doing that.

GUESTS: NORTHERN GRAMPIANS SHIRE CHIEF EXECUTIVE LIANA THOMPSON AND UNITING WIMMERA EXECUTIVE OFFICER JOSH KOENIG, ALSO A HORSHAM RURAL CITY COUNCILLOR

COLLABORATION IN LEADERSHIP

Gaining successful collaboration is one of those high points in leadership. It's an aspect we are not necessarily trained in, but one that make an extraordinary difference in people's lives.

The COVID-19 crisis is a great example of the need for collaboration. There isn't one person, group or department that has all the answers; and we are not going to get to the other side of this well without co-operation between many organisations. We are living the collaboration experiment right now.

Successful collaboration is based on three things:

- People need to want the change; they need to see the worth of an idea themselves.
- People need to be able to deliver on the collaboration – that it's within their capabilities.
- It needs people to prompt the idea and keep people going; to offer incentives, to keep replenishing enthusiasm. Collaboration can fall over because people are fatigued.

Successful collaboration is trying to combine the best of people's skills, understanding, commitment and motivation – and not meaning you're going to add a huge amount of time or work. It doesn't rest on the shoulders of a single individual.

The entry point to the first part of the experience really makes a difference. The first impressions of any interaction can create a legacy. Then, consistency is key.

Give people the opportunity of a safe place to explore their differences. Understand before you judge. This will also help you understand what change management and what circumstances you will work with on the way to success. But to that end, if you wait for everyone to be happy and comfortable with your idea, there might never be a time where it emerges.

GUEST: AMELIA CRAFTER OF THE WIMMERA HEALTH CARE GROUP, DISCUSSING THE COLLABORATION AND ENGAGEMENT PROCESS OF THE WIMMERA CANCER CENTRE FUNDRAISING EFFORT AND BUILD

EMBRACING A NEW NORMAL IN CHANGING ENVIRONMENTS

There are some really interesting elements of creating a new normal. They're often made up of small pieces that don't line up in a straight line or elegant curve; they can take place over a longer period of time and feel messy in the middle. You are working with something that is very abstract and trying to make it more concrete. A lot of the change relating to COVID-19 is abstract; and you'll more traction at a local level if you can make it real for people's lives.

Wimmera people are known for their resilience through the hardships that can come with challenges such as drought. The region has always been in the flow of change and creating a new normal.

During difficult times, there is an accelerant for change.

It's about what we can control. What we've got is us. There's a significant moment of choice – either we can let the future take care

of us, whatever that might look like; or we take charge and take control. Focusing on what we can't control takes us back into a mindset of what's not possible; the sentimentality of what we've lost and that we're filled with regret about.

Change needs to be developed from the ground up. What does your community think are the most valuable and pressing issues? What's really worth preserving and what will you regret if it changes? Is there an opportunity to find better days?

The leaders who make the biggest change or difference in creating a new normal are generally curious people, they turn up, they have drive and they always believe that any plan is really only based on best guesses. If you believe that, you're also open to learning from everybody.

GUEST: JO BOURKE, DISCUSSING THE BUILDING OF THE WIMMERA-MALLEE PIPELINE

VIEW A RECORDING OF THIS SERIES VIA THE WIMMERA DEVELOPMENT ASSOCIATION'S YOUTUBE PAGE.

OUR GRADUATES

2019

Ben Muir Jonathan Starks Clair McDonald Wendy McInnes Annie Hobby Tracy Dart	Zack Currie Venetia Kardogeros Hserwah Pokyaut Sara Barron Tim Winfield Kaw Doh Htoo	Kaycee Bould Holly King Rhianon Plush Jessie Koschitzke Michelle Rabone Kate Waterworth	Matt Charles Luisa Schellens Emma Hynes Belinda Penny Trent King Amanda Carracher	Chris Folkes Llewelyn Clark Kelly Schilling
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2018

Verana Hunter-Raye Aimee O'Callaghan Emily Thoday-Kennedy Emma Herschell Lara Rogers Bonnie Severin	Brad Brotherton Emma Forrester Katelyn Tepper Lyndall Cherry Margaret Barbetti Rachel Thomson	Tim Hobbs Lauren Dempsey Patrick White Sarah Summers Tim Nuske Vanessa O'Loughlin	Amelia Crafter Hayley Janetzki Ty Ballinger Brett Ellis Patrick McDonald Daniel Palmer	Shane Podolski Rachel Hateley Emma Elsom Dave Turra Jodie Potter
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2017

Ryan Schirmer Brody Short Sameer Joshi Tim McDonald Erin Smith	Dalton Cross Dannae Woolman Allan McDonald Malinda Watson Brooke MacInnes	Elle Adamson Mary Bysouth Leah Davies Garry Rosewarne Brooke Reardon	Krista Fischer Louise Gabbe Zac Gorman Jeff Woodward Rowena Wasley	Natasha Pietsch Giri Santhanam Tess Healy
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2016

Melinda Bottoms Anna Brown Kylie Camilleri Mary Dalglish Sammy Das Julie Flaherty Meg Hall	Jason Kannar Brittany Lawson Vincent Liao Lancelot Maphosa Alaine McFarlane Melissa Powell Sarah Scully	Jessica Sluggett Rae Stone Htoo Kaw Dianne Thomson Tina Baker Rita Bikins Tracey Bone	Ben Cordes Jossy Dan David Johns Josh Koenig Nicole Netherway Sally Norton Adele Rhode	Corey Tucker Jo Wheaton Surya Kant
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2015

Naomi Taylor Rebekah Rabone Haobing Li Bruce Holding Nilma Sarup Mars Drum Brodie Mines	Tha Blay Sher Leanne McIntyre-Yew Nathan Henry Marty Carbone Amanda White Lisa Oliver Suzy McDonald	Emily Boddi Andy Van Stacy Whitehorse Bea Skyes Dan Glover Leanne Bell Todd Krahe	Maree McAllister Yvonne Jones Greg Mathews Rhiannon Abernethy Cobie McQueen Brett Wheaton Ray Baker	Emilia Johns Tim Nurse Kim Salmi
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2014

Chloe Chenoweth Heather Drendal Jamie Duffy Keith Emmerson Kate Finnerty Megan Gardner	Hayley Jende Pragya Kant Simon Langrigan Gerald Matthews Alyshia Okley Maddison Peters	James Rowe Katherine Colbert Tammy Smith Sarah Schnaars Ashley Roberts Grant Preece	Kerri Nichols Matthew Meek James Henwood Sue Hayman-Fox Janelle Apostolopoulos Kendra Clegg	Alisha Cameron Zane Bell Luke Austin Andrea Cross
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2013

Jennifer Briggs Stephanie Cox Amanda Douglas Leanda Elliot Tina Fitzgerald Brandi Galpin Karen Hyslop	Melinda Keel Jennifer McInerney Dimitry O'Bryan Cameron Spackman Angela Stewart Jessica Tyshing Lauren Wiggins	Priyan Wijeyeratne Laetita Livingstone Jaye Macumber Cameron Mibus Wendy Mitchell Natalie Okley Danielle Olver	Rebekah Ruwoldt Adrian Tyler Adrian Wade Craig Abernethy Jeff Allan Joel Boyd Helen Farnsworth	Gabi Freijah Karen Fuller Narelle Hanrahan Joanne Hornsby
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2012

Sallie Millington Cecilia Caris Steven Carter Tracey Klemm Jason McErvale Gaby Mitchell Terry Quirk Nigel Rogers Daniel Shoppee	Stephen Talbot Lisa Warrick Rhonda Winter Justin Amor Ashley Bennett Kathleen Brown Kevin Gebert Tami Lane Paul Latimer	Penelope Manserra Aaron Matheson Eddy Nagorcka Caylie Price Bernardine Schilling Brett Symes Robyn Tucker Michael Versluis Brian Watts	Julie Andrew Susan Robson Tracey Rigney Helen Richardson Gail Harradine Nola Illin Suzanne Harrison Rachel Ferrier Prudence Cook	Denise Barbulescu Olivia Borden Sue Boddi Tammy McDonald Suzie Skurrie
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2011

Jennifer Ackland Kym Bateson Lynette Beer Marceena Cameron Shane Evans Simone Gibbs	Matthew Lockhart Wendy Mackley Tahlia McGrath Kane McKinnon Mark Radford Jeremy Ricketts	Luke Schuyler Stephanie St John Mark Deckert Belinda Elliot Mark Fletcher Vanessa Grieger	Vikram Jaggi Robert Moir Wade Morrow Richard Nagorcka Wendy Robins Helen Symes	Terry Tyler Chris Waack Dean Winfield
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2010

Adam Gust Kylee Williams Penelope Penfold James Murphy Tanya Fulton Nicole Daniell Robert Moloney Georgia Hallam	Jodie Rimmer Kara Oakley Stephen Graetz Wendy Davies Debra Shipway Matthew Robinson Terry Robins Jason Schilling	Richard Bales Allan Slocombe Josephine Jackson Stuart Hall Annie Murray Kelvin Tyler Simon Dandy Gavin Morrow	Simon Coutts Tim Shaw Wayne Filcock Shane Bryan Leanna Jackman Tracey Arbuckle Gabrielle La Forgia Naomi O'Callaghan	Brendan O'Loughlin Fiona Werner Marianne Ferguson Brendan Broadbent Cheryl Woods Dean Lawson Katrina Doolen Anne Richards
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2009

Edward Tepper Diane Bradshaw Krystal Cox Jessica Cass Christine Gunn Leanne Leith Sharon Mackley Amy Rhodes Liz Robinson Deb Watson	Debbie Simpson Andrea Hearn Sandy Clutterbuck Anthony Dunn Brad McLean Robert Drummond Craig Hurley Charles Wheeler Kim Moyle Leon Forrest	Colin Kemp Craig Klemm Dino Macchia Chris Taylor Greg Wickes Alison Butler Jackie Healy Robynne Bryan Julianne Phelan Tammy Brown	Chelsea Filcock Julie Atkins Gloria Clarke Penny Flynn Melissa Mair Joanne McDonald Dale Roberts Felicity Shangwa Karen Lienert Leanne Parker	Wayne Anderson John Barber Chris Baker Doug Ritchie Damien Ferrari David Stewart
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2008

David Bowe Andrew Cormack Helen Hannan Sarah-Jayne Holland Anne King Sarah Koschitzke Prue McCredden	Linda Loft Stephen McQueen Janine Sallman Cathy Tischler Colleen Trehwella Jean Wise Robert McInnes	Tim Patterson Jason Schilling Amy Taylor Kelly Jenkins Melissa Colbert Jenna Warrick Graham Hill	Kelly Grose Sharee Schuller Anne King Matthew Tulloch Leanne Stewart Quinn McLean Kristen Kean	Patricia Lever Glenn Rudolph Kelli Harris Jenny Rissman
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2006

Louise Brennan Christine Picone Shannon Winfield Amanda Harrison Jennifer Reid Susan Afford Brooke Turner William Lovell Michael Stevens	Margaret O'Loughlin Andrew Doorman Gavin Watson Alison Bainbridge Trisha-Anne Heinrich Catherine Noone Paul Clyne Bryce Simpson Martin Reither	Patrick Barrett Timothy Hopper Sandra Moon Barry Ray Graeme Scott Melissa Pouliott Michael McGough Casey Lowe Anne McLaren	Annie Osborn Ian Spence Jackie Pfeiffer Peter McCann Lauren Butterfield Sally Foord Fiona O'Brien Kylie Pickering Brad Martin	Donna Winsall Shane Gillespie Jackie Exell Vikki Schumann Robyn Dunn
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2005

Angela Penny Andrew Dodson Mary-Ann Bumpstead Natasha Gardner Susan Findlay-Tickner Anita Masiero Mathew Piper	Janet Donnell Marcus Lowerson Jim Delahunty Nathan McDonald Kirrilee Clayton Pauline Thomson Rebecca Newton	Michael Bailey Angela Carter Stuart Harradine Prue Daley Joy Warren Martin Bride Glenn Okely	Paula Rathgeber Jessica Gardner Merle Hathaway Bill Lovel Katie Hurnall Lee Schumann Paul Murphy	Tricia-Anne Heinrich Margaret O'Loughlin Naomi Brick
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2004

Andrew Saunders Justine Watt Ebony Sloan Stacey Simpson Craig Powell Wayne Lentsment Judy Gardner	Liz Mulraney Susan Martin Stacey Holland Kerrie Duxson Linda Domaschensch Rebecca Conlan Greg O'Connor	Rhian Jones-Davidson Rod Spinks Michael McMurtrie David Jones John Price Jen Elliot Anne Champness	Jenny McGennisken Jane Auchetti Melissa Douglas Steve Wood Justin Stevens Cameron Patrick Libby Joyce	Bruce Bayly Sharon McLean Mary Raynes Carolyn Russell
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2003

Karen Thomas Lee Cooper Anne Bothe Graeme Harrison Gavan Inkster Susan Winfield Darren Webster Campbell Trewin David Robertson	Kathy McEwan Kylie White David Bowe Wayne Borgelt Kate Farnham Darlene Foster Michael Hassall Dennis Hateley Jonathon Holden	Susie Kelm Justin Lane Sharon Mclean Geoff Pohlner Stephen Purchase Mel Roberts Rebecca Smith Stacey Taig Angela Ward	Genevieve Wardleworth Marion Werner Kerrie Bell Sue Frankham John Glover Alastair Griffiths Tony Huebner David Mckenzie Robyn Murphy	Julianne Phelan Olinda Poulton Faye Smith Gillian Vanderwaal Murray Wilson
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2002

Christine Bull Rohan Brown Bruce Petering Julie Flaherty Graeme Ussing Julieann Phelan Des White Michael Versluis	Paul Shoppee Troy Berry Maree Kennedy Suzanne Bysouth Amanda Walsh Jackie Bailey Tony Dark Theresa Pahl	Brent Davis Darren Maddem Rebecca Hunt Shirley Fraser Shirley Ashfield Pauline Barnes Bronwen Brown Judith Bysouth	Paula Clark Simon Coutts Simon Dalton Dorothy Henty Bernadette Hetherington Helen Hobbs Sue Kealy	Terry Lewis Dianne Marchment Ange Newton Melissa Pouliot Elyse Reithmuller Christine May Jo Ussing Jo Yarwood
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- Gain confidence to take on new challenges in life, work and the community.

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