ENGAGING Young Leaders ON Aged Care & Community Boards

ANNUAL REPORT 2015-2016

Achievements T0 DATE

37 Community Partners are sponsoring the Engaging Young Leaders on Aged Care and Community Board (EYLACCB) Program

80 ELGP scholarships offered since the EYLB program's inception in 2013

75 Young professionals have graduated from the Emerging Leaders in Governance Program (ELGP) since 2013

67% of ELGP Graduates have secured Board Director Positions in aged care, health, mental health, disability, drug and alcohol, education, training and peak body groups.

23 % of ELGP Graduates have secured Board Traineeship positions

321 eMembers on the program website

Achievements THIS YEAR

20 Emerging Leaders in Governance Program (ELGP) Graduates (100% of young professionals this year graduated from the program!)

Establishment of the ELGP Alumni Network

4 new Community Partners

96 eMembers on the program website

New updated EYLB website with an online resource toolkit

5 eBooks produced by the ELGP 2016 Graduates on the following topics:

"Driving Diversity: An Inspirational Guide to Board Participation and Creating Change"

"Aged Care in Australia: Employment Diversity"

"Learning Effective and Diverse Boards: Lessons from Not for Profit Board Chairs in Western Australia"

"Governance Resource List-Marketing Guide"

"Board Members as Brand Ambassadors"

VISION

To create a world class aged care and community sector underpinned by strong Board governance and leadership.

MISSION

To facilitate age diversity on community Boards to improve Board performance

GOALS

A successive recruitment stream of Board-ready young professionals to strengthen community Board governance

A strong coalition of community partner organisations committed to cultural change and the inclusion of young professionals in Board governance and leadership

An evidence body of research, information and resources to engage and promote age diversity on community Boards.

Program Director's Report

Embracing Diversity and Inclusion on Boards

Each year our nation celebrates the achievement and contribution of eminent Australians through the Australian of the Year Awards by profiling leading citizens who are role models for us all. They inspire us through their achievements and challenge us to make our own contribution to creating a better Australia. The Awards honour an exceptional group of highly-respected Australians who ignite discussion and change on issues of national importance.

It seemed for me that Australia opened up a little more this year when former Lieutenant-General David Morrison was awarded Australian of the Year 2016 due to his work as an Equality advocate. As Chair of the Diversity Council of Australia he governs an independent, not-for-profit organisation with a mission of providing workplace diversity advice to businesses in Australia.

Interestingly we see similar parallels with the work that our program is doing in terms of leading, championing, supporting and demonstrating why diversity matters on Boards. We recognise and say thank you to the Community Partners who are shining examples of leaders making a difference.

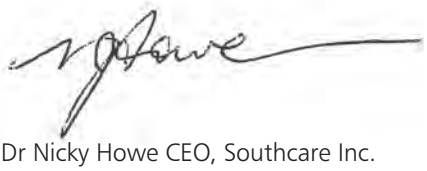
How do we know we are making a difference? Over the four years we have undertaken applied research to determine our impact – we use Results Based Accountability to demonstrate our performance. In addition, this year we wrote "Difference Makers: A Leader's Guide to Championing Diversity on Boards." This book provides the latest research on how diversity on boards positively impacts an organisation's mission and financial performance.

We have just completed our fourth year of the program. All along the way, we have been helping each other to improve our governance and leadership. We are continually building on the tangible accomplishments we have achieved together and we are bringing in new talent to help us create new approaches to governance and leadership.

Without a doubt Engaging Young Leaders on Aged Care and Community Boards is a clear demonstration of diverse leadership. Each Community Partner is unique and each has made this program a success. You have given your money, your time, your knowledge and your experiences; and you have been courageous in opening yourself and your Board rooms to young professionals so they can develop into exceptional Directors for our nation.

Speaking of exceptional young leaders, I continue to admire and appreciate the vitality Alicia Curtis brings to the program. She has a clear vision and purpose and is always looking at ways we can improve. I would like to extend my thanks to Alicia for all her hard work.

As we continue this EYLB Program, more and more diverse leaders will emerge. I invite those leaders who are yet to engage with us, to do so, so you too may be part of this exciting program that is helping to build a world class aged care and community sector.



Dr Nicky Howe CEO, Southcare Inc.
Program Director
nicky.h@southcare.org.au

Program Facilitator's Report

When it comes down to it, many board appointments and more broadly much of our career success is based on the quality of our relationships. What I've observed over the past four years of the program is the participants who invest time and energy in developing authentic, meaningful relationships are the ones who easily find themselves on boards.

As we mention in our book "Difference Makers: A Leader's Guide to Championing Diversity on Boards", relationships are at the core of inclusive leadership and inclusive leadership is one of the drivers of diversity on Boards. Strong relationships are built on trust, intentional conversations and rituals, a desire to support each other to succeed and by showing gratitude.

When we explore the role of mentoring relationships in helping young professionals find Board appointments and how to be the best Board Directors they can be, we focus heavily on how to be an outstanding mentee. How do we honour and acknowledge the people who are helping us along the way? In reality, many of us have succeeded due to the support, sponsorship and encouragement of mentors.

As program organisers, we sincerely appreciate the hours that our Community Partner CEO's, Board Directors and senior managers contribute to building relationships with program participants. You attend our events, you get to know the participants, you mentor them, you help them identify and clarify their strengths, you arrange opportunities, recommend them and you keep in touch. If you talk with many of our most accomplished Community Partners, they humbly speak of the joy these relationships bring to them without a hint of what's in it for them. A great leader will use any opportunity to keep learning and challenging themselves. I want to take this opportunity to again thank our Community Partners for the authentic relationships you foster through this program.

My reflection on relationships brings me to ask you 'how we can more deeply foster the relationships through the Engaging Young Leaders on Aged Care and Community Boards program? (The relationships between us as organisers and Community Partners, between Community Partners and program participants and between program participants themselves.) If you would love to explore the possibilities with me, give me a call!

Alicia Curtis
Program Facilitator
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THE TEAM

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ALUMNI

Laura Koh

Brett Osler

Sean Thorpe

Brooke Jones

Maarten van der Wall

2015-2016 Senior Advisory Committee (SAC)

The SAC assists the Engaging Young Leaders on Aged Care and Community Boards Program to carry out its vision for a world class aged care and community sector underpinned by strong Board governance and leadership. The SAC help to raise the profile and build the brand and reputation of the program. In addition to Nicky and Alicia the SAC comprises of the following members:

Professor David Gilchrist

David is a chartered accountant and an economic historian. He holds a PhD in economics from the University of Notre Dame Australia and is currently Director of Curtin's School of Accounting not-for-profit Initiative. Over a career spanning 25 years, David has held a number of senior roles in the not-for-profit, commercial and public sectors. He currently holds a number of industry roles including as chairman of Nulsen Disability Services and chairman of the Kimberley Individual and Family Support Association.

Frank Kellett

Frank has a distinguished career in the Manufacturing, Retail and Health and Community Care services sectors. He has held international appointments as Managing Director, Chief Executive Officer and Board Director in public, private and not-for-profit companies in the Australasian region over the past 25 years, including more recently as CEO of Mosaic Community Care.

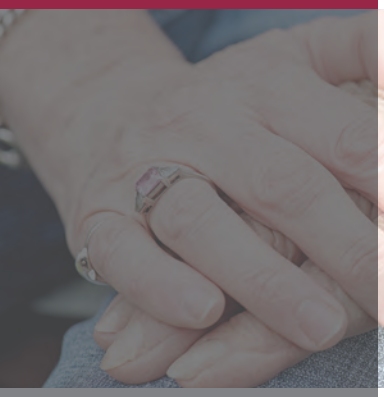
Paula Rogers

Paula has over 20 years of management, sales, marketing and business development expertise in roles such as General Manager, Professional Services BD, Communications and Marketing Manager, Advertising Director, GM Sales and Marketing, Publisher and CEO. Paula is a Director on the Boards of Heritage Perth and the EON Foundation and is an innovative, collaborative and values driven leader. She was recently appointed as the CEDA WA State Director.

Joe Calleja

Joe Calleja has 40 years of experience in working with the community sector. He has been a member of the Senior Executive Service in state government, on the Executive of Anglicare WA and recently retired as CEO of Richmond Wellbeing after ten years of service. He has held positions on the WA Association for Mental Health (WAAMH) including President, Community Employers WA (CEWA), the Australian Association of Social Workers (AASW), Western Australian Council of Social Services (WACOSS), National Marriage and Family Council, Family Services Australia, the Arts Faculty (UWA) and the Mental Health Advisory Council of WA. He is currently a member of the Centre for Social Impact Advisory Committee.

Would you like to contribute to the Senior Advisory Committee? The Committee meets four times a year and each member contributes their skill set and experience to promote the EYLACCB program forward.



Investing In Leadership

Community Partners

Looking back to 2013 when Southcare launched this program with MercyCare and Baptistcare, it is inspiring, encouraging and a remarkable success that we now have 37 aged care and community organisations supporting the Engaging Young Leaders on Aged Care and Community Program as Community Partners. Four organisations joined our coalition this year and we are currently having conversations with others who are keen to support the program.

What started off as an initiative for the aged care sector has now extended into the community, sector, state and local government and the business sector. Our Community Partners are in disability, health, youth, education, training, drug and alcohol rehabilitation, advocacy, housing, recruitment and a wide variety of community, social and neighbourhood services. In our diversity, we are committed to the mission of attracting talented young people with a broad range of skills and experiences onto our Boards and Senior Committees. This will enable them to undertake governance roles, help ignite innovation through new ideas and perspectives, to be part of board succession planning and contribute to a leadership foundation that connects effectively with our diverse community of customers and stakeholders.

Not only do Community Partners sponsor the program financially (scholarships and events) but they provide in-kind support by sharing their knowledge and experience as speakers at our Unconventions, networking events and as intergenerational mentors. They invite our Emerging Leaders in Governance Program (ELGP) participants into their organisations for site visits, they offer Board observations and traineeship opportunities to ELGP participants and graduates and several have welcomed outstanding graduates as Directors on their Boards of Governance.

Community Partners are also instrumental in securing new supporters. MercyCare supported us in developing a professional marketing prospectus titled "The New face of Governance". The State of Nation event held in June 2016 saw our Community Partners bring with them a potential new partner. This resulted in over 30 new people hearing about the program. This has increased the professionalism of our marketing efforts and helped us to welcome new Community Partners - Brightwater, Foundation Housing, Wanslea and Volunteering WA.

Through our relationship with the Centre for Social Impact UWA we have been involved in the Social Impact Festival – this provided us with opportunity to showcase the program and connect with many potential partners. We spoke of leadership at the 'Learning for Purpose' Project - an applied research program that addresses capacity building and workforce development in the not-for-profit sector.

We thank all our Community Partners for their courage, time, resources and money to facilitate opportunities for a new generation of Board Directors.

Community Partners 2016

1. Southcare
2. The WA Home and Community Care (HACC) Program – Department of Health
3. CommunityWest
4. Silverchain
5. Hall & Prior
6. Holyoake
7. MercyCare
8. Baptistcare
9. Linkwest
10. Bethanie
11. Rise
12. Ruah
13. Hope Community Services
14. Community Vision
15. Mosaic
16. WACOSS
17. LASA
18. Melville Cares
19. Rotary of Como
20. Anson
21. ACSWA
22. GRAI
23. Swancare
24. Advocare
25. Being There
26. Volunteer Task Force
27. City of South Perth
28. Nulsen Disability Services
29. YMCA
30. Anglicare
31. Intework
32. Uniting Care West
33. Brightwater
34. Department of Local Government and Communities
35. Foundation Housing
36. Volunteering WA
37. Wanslea

> This program attracts and retains the cream of the crop into our sector-smart, values-driven young people from every field of business who have the ability and drive to make a difference.
>
> Justine Colyer, CEO Rise Network

A Governance Mission

The Engaging Young Leaders on Aged Care and Community Boards Project is committed to strengthening Board governance and facilitating age diversity on community Boards.

We support these objectives through conversations, sharing Board knowledge and experience, delivering customised governance training, developing Board resources and offering Board observation experiences and traineeships provided through Community Partners, ELGP Graduates and our leadership networks.

To achieve our vision of creating a world class aged care and community sector underpinned by strong Board governance and leadership, we have three components of the program. They are represented in the following diagram:

Component 1
Emerging Leaders in Governance Program

This Emerging Leaders in Governance Program (ELGP) is designed to inspire and support emerging leaders to actively volunteer in a governance and leadership capacity, as well as advocate for the not-for-profit aged care and community sector.

This innovative four-month program has three main learning outcomes:

- Enhanced knowledge and awareness about the aged care and community sector.
- Improved knowledge, confidence, skills and experience about Board governance and leadership.
- Improved contacts and networks with senior managers and Board Directors of a range of aged care and community organisations.

The ELGP Syllabus includes:

- Self-awareness: values, mindsets, goals, strengths and reflection;
- Communication: public speaking, networking, listening and social media;
- Project management and team work;
- Becoming a Board Director of a community organisation: Governance, roles and responsibilities of a not-for-profit organisation, importance of vision, mission and values;
- Insights into the diverse opportunities for leadership in the not-for-profit sector;
- Group projects: to address a vision or strategic question within smaller teams;
- Mini challenges between workshops
- Information exchange: updates, discussion forums.

ELGP 2015-2016

Background

An information night about this component of the program was held on the 4th November 2015. In December 2015 over 60 young professionals applied for this highly competitive program and unfortunately demand for places outstripped availability by three times.

Each of the successful applicants were identified as having a combination of three different sets of attributes, these included experiential, personal, demographic and they were ready to make a positive impact in the community as Board Directors and community leaders.

2016 ELGP Participant Attributes:

- Age Ranges 24 – 39
- Professional backgrounds include law, corporate finance, commerce, community development, environmental design, architecture, accounting, civil engineering, mechanical engineering, information technology, governance and risk, psychology, town planning, yoga
- Geographies of birth and culture: Australia, Africa, Scottish, India, UK, Eastern Europe and Central Europe, Italian, Malaysian, New Zealand
- Faith: Christian, Jewish

The ELGP commenced in January 2016. Program commitments for participants included a leadership retreat, site visits, Board governance and skills training, networking and mentoring sessions, Board observations, media promotion and group projects. The program was delivered by Alicia Curtis with Dr. Nicky Howe other special guest presenters.

Several of our Community Partners and supporters provided opportunities for ELGP participants to sit in on their Board meetings and have full exposure to Board papers, procedure; decision-making and operations. This experience gave many participants the confidence to apply for Board positions and traineeships after graduation. We would like to thank Rise Network, Southcare, Hope Community Services, WACOSS, YMCA, Nulsen Disability Services, Foundation Housing, Bethanie, ACSWA, Intework and Linkwest for affording this opportunity.

> "The ELGP helped me learn a lot about the Not for Profit sector and I am keen to volunteer with some small start-ups. I am currently going through the induction with On My Feet. I am passionate about contributing to an organisation that works to empower and upskill people to create a more equal world." Meghan Lewis

ELGP 2015-2016

Results

Twenty outstanding leaders graduated from the Emerging Leaders Program (ELGP) on 4th May 2016. The graduation ceremony, held at Southcare was attended by Community Partners, leaders, family and friends of the graduates.

Graduates 2016

Frieda Orr	Chloe Marshall	Violet Arrey
Joshua Sacks	Adrian Gallo	James Todd
Elizabeth White	Penelope Wakefield	Natasha McCarthy
Leah Doherty	Claire Stokes	Mel Adams
Rachael West	Amber-Rose Currie	David Bull
Jenny Luddington	Kim Hocking	Meghan Lewis
Scott Marshall	Clementine Kohler	

> "I have formed a broad appreciation for what it means to participate in a community minded program. I value the broad cross section of experience that other participants brought to the program. I really gained an insight outside oil and gas, and really grew as an individual through the whole experience."
>
> Scott Marshall

Graduates 2016

Positions and Traineeships

Our congratulations go out to the following 2016 graduates who have secured Board positions and traineeships at the time of this report:

- Frieda Orr – Board Director, Phoenix Support and Advocacy
- Joshua Sacks – Committee Member, Bethany Services Review Committee
- Elizabeth White – Board Trainee, Linkwest
- Rachael West – Board Trainees, Southcare
- Chloe Marshall – Board Trainee, Baptistcare
- Adrian Gallo – Council of Governors, YMCA WA; Non-Executive Director, Hepatitis WA; Director, Mental Illness Fellowship of Western Australia
- Claire Stokes – Board Director, Globe Town Project and Board Trainee, Rise
- Amber-Rose Currie – Board Trainee, Southcare
- Kim Hocking – Board Trainee, Swancare
- Clementine Kohler – Board Director, Rotary Como International
- Natasha McCarthy – Board Director and Treasurer, Adoption Research and Counselling Services; Board Director, Western Australian Youth Orchestras

> "Since completing the ELGP, I have joined Rise Network as the Youth Board Representative, and have been appointed a board director of a start-up community arts organisation."
>
> Claire Stokes

The ELGP provides next generation leaders with skills, connections and opportunities to secure community Board positions. Throughout the program, participants gain unique exposure to the issues, debates and challenges affecting community Boards whilst developing their leadership and governance skills. All graduates join a network of ELGP Alumni, members and community leaders committed to better Board governance.

Governance Training

Our thanks to WACOSS for providing governance training to participants of the ELGP Program.

Board Traineeships

Board traineeships give emerging leaders the opportunity to experience the roles and responsibilities of a Board Director, without the financial and legal responsibilities. Through traineeships, participants gain an understanding of Board processes in a hands-on environment, by reading Board papers, attending Board meetings, and participating in Board discussions. In 2016, Southcare, Swancare, Linkwest, Baptistcare made 12 month Board traineeships available to five ELGP graduates. Many graduates from previous programs have also gone on to secure full Board positions after completing traineeships provided through Community Partners.

2017 ELGP

Applications for the 2017 Emerging Leaders Governance Program will open in November 2016.

Component 2
Series of Unconventions

An Unconvention – what is that? It's a common question.

We named it so, to keep it up front and centre with what we are about. Unconventional forums are designed to shift, shake and reshape attendees' mindsets through experiencing a range of various alternative approaches to learning. We talk about unconventional ideas in the aged care and community sector. This part of the program includes half-day forums, which are directed at Board Directors and senior executive staff of aged care and community organisations. Our Unconventions use a range of communication methodologies including open space technology, TED-style speakers and social media to create conversations before, during and after the events. Mini-challenges are used to help organisations to work on between workshops and share their knowledge and experience.

2016 Unconventions

Our 1st Unconvention was titled 'Board Room Conversations'. The focus was on improving our ability to communicate effectively, our relationships and leadership effectiveness in our Board governance roles. This Unconvention shared insights and tools on how to improve the level and types of conversations we have on our Boards. It brought together a wide range of people and the line-up was as follows:

1. Keynote speaker Mark Fitzpatrick, CEO, St Vincent de Paul - 'Egos and Empires in the Not-for-Profit Sector'
2. Keynote speaker Angie Paskevicius, CEO, Holyoake and 2015 WA Winner Telstra Business Women's Award - 'Funding Conversations in the Board Room'
3. Panel Discussion on 'Making Collaboration and Mergers Work'
    - Chris Hall, CEO, MercyCare
    - Suzi Cowcher, CEO, Ability Centre
    - Ian Carter, CEO, Anglicare
    - Ian Moore, Executive Manager, Business Development and Strategy, Uniting Care West
4. Panel Discussion on 'Unconventional Conversations - Engaging Diverse Stakeholders'
    - Wajma Padshah, Vice President, Muslim Women's Support Centre
    - Anania Tagaro, Youth Partnership Project, Save the Children
    - Conrad Liveris, Board Member, GRAI
5. Keynote Speaker Dr Nicky Howe, CEO, Southcare 'Conversational Technology'

Component 2
Series of Unconventions continued

Unconventions bring Board Directors, CEOs, Senior Executives, academia and young leaders together to work for better Board governance in the aged care and community sector.

Our 2nd Unconvention was titled 'Champions of Diversity' and focused on how we explain the business case for diversity on board. Importantly we learnt how we can implement diversity in our organisations and how the WA NFP sector can lead diversity on boards to improve business and social outcomes. The line-up was as follows:

1. Keynote Speaker Fadzi Whande - 'Increasing Cultural Perspectives on Boards'.
2. Panel Discussion on 'Increasing Diverse Perspectives on Boards'
    - Ingrid Cumming, Chief of Engagement, Codeswitch.
    - Michelle Scott, Director, The McCusker Centre for Citizenship.
    - Ross Kyrwood, CEO, YMCA WA.
3. Panel discussion on increasing diverse perspectives on Boards with Diversity and Leadership on Boards. World Cafe discussions facilitated by ELGP Alumni and Community Partners exploring the following questions:
    - How do WA NFP organisations become a national leader in engaging and embracing diversity on boards to facilitate better business and social outcomes?
    - How do we move board directors from simply knowing or understanding the benefits of diversity to becoming active difference makers who champion diversity on boards?
    - How do we break down silos between different cultures, religions, generations and industries to facilitate innovative conversations?

Unconventions bring Board Directors, CEOs, Senior Executives, academia and young leaders together to work for better Board governance in the aged care and community sector. They are a forum to explore, debate, review and have conversations about Board governance, leadership and the inclusion of young people on Boards. ELGP participants have the opportunity to meet, network and learn from the "real-world" situations and experiences of industry leaders.

Twitter Hashtag #boarduncon

Component 3
On-line Resource Toolkit

The Engaging Young Leaders on Aged Care and Community Boards Program has generated an extensive collection of leadership and governance resources, including videos (events, keynote addresses, discussions), research, interviews and projects undertaken by participants of the Emerging Leaders Governance Program.

This year we added all the learning from the Unconventions and governance resources. The resources were developed by the 2016 ELGP participants who produced 5 eBooks. These are available on our website at youngleadersonboards.com.au/resources/elgp-2016-projects/

- "Driving Diversity: An Inspirational Guide to Board Participation and Creating Change"
- "Aged Care in Australia: Employment Diversity"
- "Learning Effective and Diverse Boards: Lessons from Not for Profit Board Chairs in Western Australia"
- "Governance Resource List-Marketing Guide"
- "Board Members as Brand Ambassadors"

Community Support

Intergenerational Mentoring

As part of the ELGP Program, we were able to offer intergenerational mentoring sessions to each ELGP participant with established community leaders. It was a unique opportunity for these young leaders to learn from the successes and experiences of established community leaders. Participants reported gaining valuable coaching and guidance to progress their personal leadership aspirations as well as insights into real-world leadership challenges, techniques, and the traits of exceptional board directors. Several participants have developed lasting connections with these leaders which is giving them the confidence to feel accepted into the leadership community.

Acknowledgements and our thanks to all Community Leaders who provided mentoring sessions to the ELGP

Dr Lucy Morris	Graeme Prior
James Lawton	Ross Kyrwood
Mayor Sue Doherty	Angie Paskevicius
Jane Chilcott	Jonathan Smith
John Dodman	Kath Snell
Justine Colyer	Chris How
Polly Klante	Louise Giolitto
Gordon Trewern	Zenith Zeeman
Trudi Chesterton	Debra Zanella
Dr Nicky Howe	

Networking

Community Partners, supporters and ELGP participants had many opportunities to broaden their networks, share ideas, and make meaningful connections with each other at a dedicated networking night in March. This was sponsored by Baptistcare and over 40 leaders met and explored potential opportunities to further expand their knowledge about each other, the sector, board and committee opportunities. Samantha Bowen who was a graduate of the inaugural ELGP in 2013 shared her story of how she took their team's project to a new level and co-founded ACORNS. Many of our ELGP participants come from professional backgrounds outside of the community sector and these events were an important opportunity to meet and develop relationships in the community sector.

Emerging Leaders in Governance (ELGP) Alumni

The creation of an ELGP Alumni in June 2015 has generated new opportunities for ELGP Graduates and other young leaders interested in the program to stay connected to each other through social, learning and networking opportunities which occur over time. The Alumni held two events - the first networking evening saw keynote speaker George Jones, Retired Chairman, Sundance Resources and WA Australian of the Year address the audience on 'Why now is a good time to get on a Board. The second event was an evening with the authors of Difference Makers who explored unconscious bias, the benefits of intergenerational mentoring and emotions in the board room. The Alumni Committee is composed of ELGP graduates Laura Koh, Brooke Jones, Sean Thorpe, Brett Osler and volunteer facilitator Maarten van der Wall.

The Difference our Graduates are making

We love to hear about how our past graduates are making a difference, and the following are just two stories that warm our souls!

Inaugural 2013 ELGP Graduate Samantha Bowen (nee Bushell) shares her leadership and governance progress:

'In February 2016 I was awarded a Layne Beachley Foundation 'Aim for the Stars Scholarship' to pursue my business, leadership and community capability. The Foundation supported me as an emerging women in business, I attended a leadership course and received business mentoring and flights to Sydney for the Gala Dinner.

I presented at the 2016 Aged and Community Services Australia (ACSA) National Summit that was held at the Hobart Convention Centre in September. The Summit brought together people from across the country for four days of thought-provoking discussion about the challenges, opportunities and future of the aged services sector in Australia. I spoke on workforce diversity and getting youth involved in leadership.

I am currently hosting a series of national 'Young Leaders in Aged Care' networking events through the Acorn Network. I secured sponsorship to run the series from KPMG, Aged Care Channel and Mirus Australia. These forums are aimed at encouraging young leaders to network with each other, connect with established leaders, and learn about career pathways in the aged care industry. Successful events occurred in Melbourne, Sydney and Perth.

In May 2016 I was appointed as a Non-Executive Board Member of the Women's Health and Wellbeing Services that provides education, courses, and therapy and information services to disadvantaged women in the Eastern Districts of Perth. I am using my skills and knowledge I gained from ELGP and founding ACORNS to support them to develop a social enterprise for their organisation.

I am also an advisor for Team Connect, an Aged Care Channel, Australian Ageing Agenda initiative to support World Vision initiatives; and a Future Health Leaders Council member'.

Acorn Network

"Learn about career pathways in the aged care industry"

The Difference our Graduates are making

2015 Graduate Laura Koh is paying it forward

One of the requests we make of the young leaders who are given a scholarship to undertake the Emerging Leaders in Governance Program (ELGP) is that they pay it forward. Pay it forward is an expression for describing the beneficiary of a good deed repaying it to others instead of to the original benefactor. Our program is sustainable due to Community Partners being benefactors and the beneficiaries are the young leaders. Together we are building a world class aged care and community sector, together we are creating diversity on Boards to improve board performance.

We are always delighted to hear and share the stories of our young leaders who pay it forward and Laura Koh is doing just that!

In 2015 Laura Koh graduated from the Emerging Leaders in Governance Program and set about continuing to make a difference in the community. Since completing the program Laura has changed roles from Volunteer Manager at Baptistcare to Manager Corporate Engagement at Volunteering WA and obtained a certificate in Leadership and Management. Over the last two years Laura has given her time and talents in helping to establish the ELGP Alumni Committee, where she has been instrumental in running two very successful events. The first was an evening with George Jones AM who shared 'Why now is the best time to get on a Board'. The second event in July 2016 was an evening with the authors of Difference Makers: A leaders Guide to Championing Diversity on Boards. The event explored unconscious bias, the benefits of intergenerational mentoring and managing emotions in the board room.

Laura has also taken up a non-executive director role and joined the Board of YMCA and been instrumental in helping the Engaging Young Leaders on Aged care and Community Board secure Volunteering WA as a Community Partner.

Well Done Laura!

> "Volunteering WA joined as a Community Partner as we see the benefits of supporting young professionals to build new networks, we seek to work with other CEO's and grow our membership."
>
> Tina Williams CEO, Volunteering WA

State of the Nation Event 7th June 2016

The two objectives of this event was to update existing Community Partners of the progress to date of the project and to secure additional Community Partners to help with financial and in-kind support for the program.

The event format included a facilitated networking 'game' where we connected a Community Partner with a non-Community Partner, providing an overview of our achievements for the last 12 months; facilitated a panel discussion on how people can get involved and provided the opportunity for potential Community Partners to ask questions about the program. The event was well attended by Community Partners and we secured verbal commitments from potential partners. In addition three people have put themselves forward for the Senior Advisory Committee (SAC).

> Howe and Curtis have produced a book that builds capacity and develops a sound rationale highlighting the importance of diversity in achieving good governance. They have not simplified the issues for mass consumption but, rather, built a solid case and then demonstrated their thinking. Complexity is a reality in all Not-for-profit management and governance and this important work provides thinking executives and board members with a nuanced and thoughtful resource designed to help meet the challenge.
>
> Professor David Gilchrist

Difference Makers:

A Leaders Guide to Championing Diversity on Boards

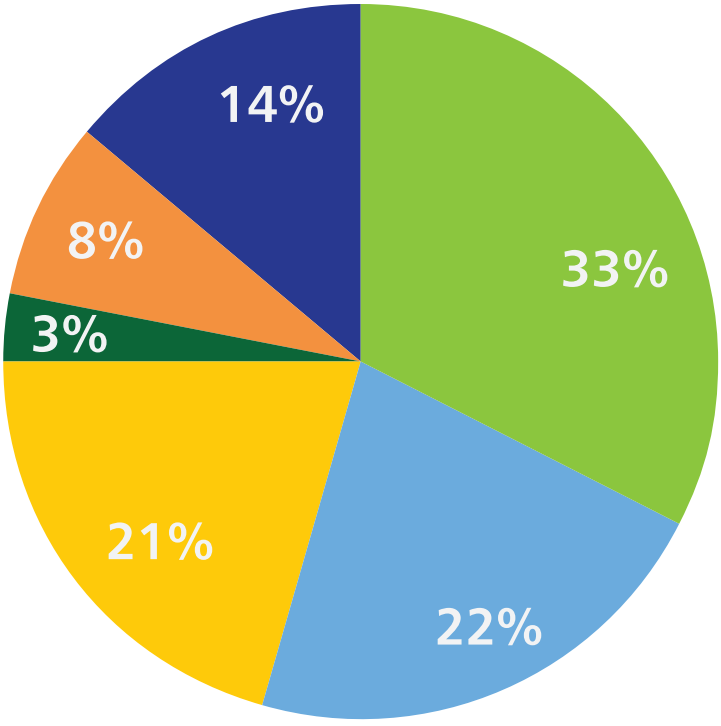
A joint writing partnership between our CEO Dr Nicky Howe and Alicia Curtis saw them produce Difference Makers: A Leader's Guide to Championing Diversity on Boards. This book is about re-framing the debate about who can participate in a board directorship so that differences are not seen as negatives but as positives. Their book shares the latest research on diversity, Board Director Profiles as well as their journey with the Engaging Young Leaders on Boards program. Their publisher, Lesley Williams from Major Street Publishing flew over from Melbourne to attend the launch that was hosted on the 27th May 2016 by Bankwest. Over 110 people gathered to celebrate their achievement and commit to becoming a champion of diversity.

Retreat weekend

Financial Support

In 2016, we received $165,000 in financial support and $24,750 in-kind support (venues, training, services and speakers) from community partners and community leaders.

- Leadership Program
- Unconventions
- Governance/Corporate Services/Marketing
- Resource Toolkit
- Website Upgrade
- Surplus/Carried Forward



The representation is provided based on the information obtained from the audited Southcare Inc 30 June 2016 Annual Report.

Thank you for supporting good governance in the aged care and community sector.

Save the Dates in 2017

> "The Unconventions are a great initiative" "All sessions were valuable – loved the diversity café" "One change I will make is aligning my message to reflect all aspects of diversity." Director, Business and Community Development.

Unconventions

Unconvention 1 - 4th April 2017

Unconvention 2 - 15th August2017

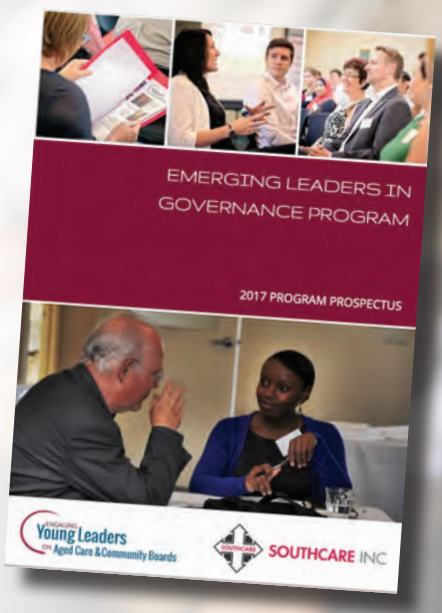
Emerging Leaders in Governance Community Partner Events

ELGP Launch Breakfast -
8th February, 7 - 8.30am

ELGP Networking Evening -
29th March, 6 - 8.30pm

ELGP CEO/Board Directors Panel -
26th April, 6 - 8.30pm

ELGP Graduation -
17th May, 6-8.30pm



youngleadersonboards.com.au/emerging-leaders/emerging-leaders-governance-program-elgp/

Community Partners

A community collaboration building a better future in aged care. Thanks to all Community Partners.

SOUTHCARE INC

> "As a sector, this allows us to take a leadership role in developing our young people to become future governance leaders. This is sector succession planning and capacity building in practice. It's time for us to invest in the future and not leave it to others. It is our sector, our future and our responsibility."
>
> Chris Hall, CEO MercyCare

CommunityWest Advancing Community Services
Brightwater
hacc home and community care Funded by the Australian Government Department of Social Services
HALL & PRIOR Health & Aged Care Group
Silver Chain
YMCA
foundation HOUSING
baptistcare communities for life
Rise Your Community Support Network
SwanCare GROUP
MERCYCARE
nulsen disability services
UnitingCare West
Bethanie
Intework For an inclusive community
Wanslea
HOLYOAKE FAMILY • INDIVIDUALS • YOUTH
RUAH
ANSON
Volunteer Task Force TIME TO MAKE A DIFFERENCE
Linkwest Community Learning and Development
AnglicareWA
Hope Community Services
MOSAIC Community Care Inc.
City of South Perth
Community Vision
wacoss Ways to make a difference
Aged & Community Services Western Australia
Advocare incorporated
volunteeringWA
LEADING AGE SERVICES AUSTRALIA WESTERN AUSTRALIA
beingthere video conferencing as a service
Melville Cares Inc
GRAI GLBTI Rights in Ageing Inc.
ROTARY INTERNATIONAL

Contact for Community Partners: nicky.h@southcare.org.au

Government of Western Australia
Department of Local Government and Communities