



YEAR IN REVIEW 2006—2007



Leadership Victoria is hosted by Volunteer Victoria

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Our Mission

*To develop well-informed leaders who are
passionately engaged in building
a vibrant community.*

REPORT FROM THE CHAIR

Our mission is to “develop well-informed leaders who are passionately engaged in building a vibrant community”. Leadership Victoria helps prepare participants for the challenges of their own lifelong leadership journeys, builds foundational skills, and develops an awareness of the rich opportunities for leadership available in the Victoria region. Since its inception in 2000, the Program has graduated 111 participants who have been involved in 20 Community Action Projects. These numbers will increase to 134 and 24, respectively, as we graduate our current cohort in June. More importantly, our alumni are serving their communities in increasing numbers, taking leadership positions in business, government and in non-profit agencies.

In his final report as Chair last year, John Shields noted “Victoria is gifted in so many ways but none more so than the citizens who care so passionately for this community”. I could not agree more. Indeed, in his six years as Chair of the Curriculum Committee, member of the Executive and as Advisory Board Chair, John inspired all of us. We are the beneficiaries of his wisdom, insight and inspired leadership, and we thank John for sharing his gifts with Leadership Victoria and with our community as a whole.

Similarly, I wish to acknowledge the tremendous contributions made by some 65 volunteers who develop and deliver our Program; mentor our participants and coach them in their Community Action Projects; recruit and select emerging leaders as participants; raise the funds necessary to sustain and grow the Program; communicate our presence, objectives and successes; and provide financial and Program governance. Victoria and Leadership Victoria are served by an amazing group of individuals who are collaborating selflessly to develop those well-informed leaders who will receive the torch of leadership from those who are currently building a vibrant community.

Over the course of the past year, these committed professionals have continued to cause the curriculum to evolve, to remain relevant and to meet the needs of our participants and their sponsoring employers. And we will

continue to do so. In the “background” we have also been working particularly hard to market ourselves more effectively and consistently, to do a better job of maintaining strong relationships with our partners and sponsors, and to broaden our fund raising efforts so that we can continue to be inclusive and offer our program to all segments of the community. We have much work to do and welcome the feedback and assistance of any member of our Leadership Victoria “family” in order that we are, in turn, able to evolve and grow.

Though governed by the Advisory Board, this work is all coordinated, orchestrated and ultimately directed by a staff of just two people. This is no small undertaking or challenge! Leadership Victoria is most fortunate to have engaged Bernadine Rudichuk as our Program Director in September 2006 and we are delighted with the energy, commitment, determination and, of course, leadership that she brings to the Program.

Finally, like so many community-based organizations, we cannot run solely on heart, commitment, dedication and hard work. We have been blessed by the generosity of sponsors, community partners, organizations and individuals who have generously sustained the Program since its inception in 2000. Without the support of the Community Builders, Partners, Leaders, Developers, and Friends, and in-kind providers and sponsors who are identified in this Annual Report, we simply would not be able to do more than think and talk about the need for well informed, passionate, inspired leadership. With their generous support, we are able to develop leaders who are prepared to serve our community now and well into the future.

On behalf of the Leadership Victoria Advisory Board, I thank you all.

David Marshall
Chair, Leadership Victoria



MESSAGE FROM THE PROGRAM DIRECTOR

I became Program Director in September 2006, and have appreciated the opportunity to become immersed in our dynamic leadership Program. Janet Cho, Program Assistant, left the organization to assume another position in February 2007. She will be remembered for her great dedication and commitment to the Program. Her position has been restructured, and in June 2007 we will hire a Fundraising & Program Assistant who will play a central role in helping us to achieve greater fundraising success. To facilitate this process we are purchasing fundraising software that will provide us with a comprehensive database of donors and prospects while enabling us to more efficiently manage special events.

Marketing our Program has been a focus this year. Progress in this area in 2007 included the production of two brochures; one dedicated to prospective donors and sponsors and the other directed to prospective Program participants. The addition of an excellent PowerPoint presentation was a boost to our recruitment initiatives. We intend next to create a comprehensive marketing plan that will address more coherently the areas of recruitment, fundraising and public relations.

Alumni engagement is another key area that requires some attention. To begin this process, our Resource Development team has planned a Summer Solstice FUNraiser – a dance and auction in June 2007 – to which we will invite alumni and members of the Leadership Victoria family. This activity will be followed by a survey this fall when we will ask alumni to tell us about their community engagement and ways in which they might wish to become involved in our Program. An E-survey in 2005 provided us with some good evidence that the value we place on citizenship is already exercised by our past participants and our plan to conduct another survey will help us to determine, not only the extent to which our alumni are engaged in the community, but also how we, as a leadership program, might be able to facilitate this process.

We are fortunate to be affiliated with the Canadian Community Leaders Network (CCLN). The network consists of leadership programs that follow a

model similar to ours, and the opportunity to learn from others' experience is so valuable. Our attendance at the CCLN Winnipeg Summit in March enabled us to gain first-hand knowledge of the strengths and challenges of these Canadian Leadership Programs, and of the many resources available to us.

Our success in 2007 is due to many factors, including the teamwork and collaboration of the many volunteers who are committed to our mission, and serve us tirelessly in multiple capacities. Their significant contribution to Leadership Victoria is among our greatest strengths.

Bernadine Rudichuk
Program Director, Leadership Victoria



Informed ... Involved ... Inspired

LEADERSHIP VICTORIA PARTICIPANTS 2006 - 2007

NIKKI ANTENBRING



Nikki was born in Winnipeg, Manitoba, in 1965, the second of three children. Her father was in the Canadian Forces, so her family moved every two to three years. Mom stayed at home with the kids, which Nikki really appreciated. Through her dad's work, they were able to live in Manitoba, British Columbia, Maine, Quebec, Ontario, Minnesota and Colorado.

Nikki completed high school in 1983. She graduated with honours from business college in 1985 in Colorado with a medical lab technician diploma. In 1985, her parents moved the family to Victoria, where they decided to retire.

Nikki worked at temporary agencies for doctors, lawyers, engineers and for the government until ultimately winning a permanent position with the BC government in 1988. She has been working there for the past 18 years. Her jobs included receptionist, then secretarial, and after two years, office manager/supervisor. Since then, she has worked in the financial analyst/budget analyst field for over 11 years.

Nikki and her husband were together for 12 years. He passed away in May 2005. He was a great support and influence in her life. He showed friends and family that we can make our lifelong dreams come true.

Nikki has long wanted to do more meaningful work in her life. She feels that volunteering would fulfill that important role and looks forward to the rewarding challenges and opportunities that contributing to others can provide. Her interests include: time with her pets, attending symphonies/opera, horseback riding, connecting with her support group, dinner outings with friends, walking, philosophy, and listening to inspirational speakers on her Mp3 player.

ACACIA ASHTON



Acacia graduated from Claremont Secondary in 2005 and is currently a student at Camosun College. During her school career she participated in almost every sport offered. Track and field was her favourite team sport and also where she found her main successes competing at a Provincial level and traveling to events throughout the Pacific Northwest with her various teams. She earned numerous awards and trophies from the various sports. When not actually competing at a sporting event, she volunteered her time officiating games and providing background support.

During Acacia's school years, she was involved in one capacity or another either by participating in sports or volunteering for school and community activities. Acacia is currently looking for ways to be more involved in the community. She is very interested in the issues that affect our community and is working towards entering the field of Broadcast Journalism. Her other interests include outdoor activities such as jogging and hiking with friends.

Acacia is looking forward to developing leadership skills while broadening her involvement in the community through team activities. Her most passionate area of interest is youth empowerment and involvement.

CATRIONA BRENS-MURRAY



Catriona was born and raised in Victoria, and is the youngest of seven children. Growing up she spent most of her time in dance class and dance related activities (tap, ballet, and jazz).

Catriona works for BC Transit and is a Certified Management Accountant. Throughout school she worked many temp positions in various areas of Government and worked other part time

positions to get through school. Her main social concerns in the community revolve around trying to create and maintain healthy families.

She is happily married to her high school sweetheart and she spends most of her free time with her extended family and their children. She is an active member of the International Communicators and has volunteered on the club board as Treasurer for two terms.

Catriona and her husband are expecting their first baby this July and are very excited for this new adventure.

LOUISE CARLOW



A long time resident of Victoria, Louise is passionate about her family, profession, and community. With the support of her loving husband, John, and two children, Timothy and Molly, she enjoys a life full of adventure and joy.

Louise has had the privilege of working with many dedicated mentors throughout her career and she feels fortunate to have learned new skills from each and every one of them. Through their encouragement she has been able to enjoy a wide variety of challenges and successes. With the support of her friends and family, she plans to bring her passion for sustainability and her community together to achieve great things.

JOHN CAVELTI



John was born in Whitehorse and raised in Vancouver. He worked in the service industry in Vancouver, Victoria and Toronto from 1983 to 1990. In 1990 John moved to Victoria to work for the BC Housing Management Commission, the crown agency responsible for the delivery of housing subsidies to families, seniors and persons with disabilities. As a part of his daily routine, he worked with clients including individuals living in BC Housing's directly managed buildings, contractors, various governmental agencies and non-profit

groups developing and managing various types of housing in their community.

Through work he has participated on a number of committees including the City of Victoria's Housing Advisory Committee and the Nanaimo Homelessness Committee. Outside of work, John has volunteered as a member of the Oak Bay's Seniors Housing Committee. For the last two years he coached soccer with Bays United Soccer. John and his wife of sixteen years, Rhea, spend much of their time with their children at numerous sporting and school activities. John is looking forward to finding ways to better serve the community to ensure that it is a better place for future generations.

KARLA DOLINSKY



Karla grew up on a farm in Central Alberta. Her mother's parents came to Canada from Sweden, and she believes much of her Northern European sensibility and integrity comes from this. She earned her B.Sc. in Linguistics and Neuropsychology at UVic and her Masters in Psycholinguistics at University of Alberta.

Karla moved to London, England for a year to work on the Autism Project as their language specialist, working in the Maudsley and the Bethlem Hospital, the famous Victorian asylum from which the term 'bedlam' arose. In 1993, she indulged her entrepreneurial spirit and started an artisan bakery when the café culture was beginning to flourish, negotiating contracts to supply most of the cafes and coffee franchises in the Edmonton area. After selling the business, she went to Africa. Karla then moved to S.E. Asia to work, mostly in project management in Cambodia, Myanmar, Singapore, and China. She moved to Victoria after setting up a University in Xi'an, China, coordinating this international project involving stakeholders from Singapore, China, and Australia. Karla makes her home in Victoria, currently works as an Interpersonal Communication Consultant and is a member of the Associate Faculty at Royal Roads University. Her imagination flourishes in photography, her garden, writing and working on occasion as a Personal Chef.

