

LOCAL GOVERNMENT  
**LGPRO**  
PROFESSIONALS  
THE LEADING VOICE

# AFFE 2026

**AWARDS FOR EXCELLENCE**

**INVITATION  
TO NOMINATE**

**Closing date: Monday 8 December 2025**



# 2026 AFÉ

## LGPRO AWARDS FOR EXCELLENCE

## ABOUT LGPRO

LGPro is the member association and leading voice for people working in Victorian Local Government. We support, represent and advocate for all people working in Councils across Victoria through:

- **Sector specific professional development to help them in their work and progress their careers**
- **Opportunities to develop strong networks with sector leaders**
- **Representing their interests with a credible and independent voice.**

## ABOUT THE AWARDS

The LGPro Awards for Excellence promote and celebrate the outstanding work being undertaken and delivered by individuals and teams working in Local Government in Victoria.

There are **15 award categories** including the small rural Council award category, introduced in recognition of the resource challenges faced by these Councils. Small rural Councils nominating across any of the original categories (except for Young Achiever) will automatically be entered into this category without having to make a separate submission.

LGPro will form a judging panel for each category, selected for their technical and specialist skills, knowledge, and experience related to each award category. Decisions of judging panels are final and appeals are not accepted.

## NOMINATE ONLINE HERE :

**<https://www.lgpro.com/awards/awards-for-excellence/>**

Award recipients will be announced at the LGPro Annual Conference Awards Dinner following the 2026 LGPro Annual Conference to be held at Grand Hyatt Melbourne on Thursday 18 June 2026.

Winners in each category, whether individuals or teams, will receive a statuette and the Council they represent will receive a replica of the statuette. The Young Achiever Award will also include an honorary LGPro Membership for a 12-month period.

For further information, please contact Diana Pawluk on **(03) 9268 6404** or email **dianap@lgpro.com**

**NOMINATIONS CLOSE STRICTLY ON MONDAY 8 DECEMBER 2025**

# 2026 AAFE

## LGPRO AWARDS FOR EXCELLENCE

### LGPRO AWARDS FOR EXCELLENCE CATEGORIES

**FIRST NATIONS  
COMMUNITY  
PARTNERSHIP**

**COMMUNITY  
ASSETS &  
INFRASTRUCTURE**

Projects under  
\$5 Million

**COMMUNITY  
ASSETS &  
INFRASTRUCTURE**

Projects \$5 Million –  
\$20 Million with a  
population of under  
50,000

**COMMUNITY  
ASSETS &  
INFRASTRUCTURE**

Projects \$5 Million –  
\$20 Million with a  
population of over  
50,000

**COMMUNITY  
ASSETS &  
INFRASTRUCTURE**

Projects over  
\$20 Million

**COMMUNITY  
PARTNERSHIPS**

**DIGITAL AND  
TECHNOLOGY**

**DISASTER  
READINESS AND  
RECOVERY**

**DIVERSITY  
AND  
INCLUSION**

**ENVIRONMENTAL  
SUSTAINABILITY**

**INNOVATIVE  
LEADERSHIP**

**SERVICE  
DELIVERY**

**SPECIAL  
PROJECTS**

**OUTSTANDING  
SMALL RURAL  
COUNCIL**

**YOUNG  
ACHIEVER**



# 2026 AFE

## LGPRO AWARDS FOR EXCELLENCE

## HOW TO NOMINATE

### NOMINATIONS ACCEPTED ONLINE ONLY

NOMINATE  
HERE NOW

Requirements for each nomination:

- **Nominators must be a Young Professional, Professional or Fellow members (with one nominator being a council CEO)**
- **Individuals nominated must LGPro Young Professional, Professional or Fellow members with the exception of the Young Achiever**
- **For a team nomination, at least one member must be an LGPro Young Professional, Professional or Fellow member**
- **Nominating Councils must be LGPro Subscribers.**

## ELIGIBLE INITIATIVES

Projects or programs that have been implemented for **12 months or more** are eligible to be nominated as they allow enough time to demonstrate measurable outcomes and community benefits.

Initiatives that do not have demonstrable outcomes will not score well with the judges. As such, projects and programs in their planning phases are not recommended.

Nominations are accepted from Special Interest Groups in the same way as from councils.

Multiple nominations from one council are permitted, provided that the same initiative is not entered in more than one category nor nominated in previous years, with exception of the Young Achiever.

Please note that the word count beside each question is the maximum allowed. A generous word limit has been permitted that meets our system's constraints but there is no requirement to meet it.



The background of the slide is a dynamic stage scene. Multiple spotlights in shades of blue and purple beam down from above, creating a sense of depth and excitement. The air is filled with a dense shower of small, multi-colored confetti pieces, primarily in shades of blue, purple, and white. The floor at the bottom of the frame is dark and appears to be covered in a layer of fallen confetti.

# **NOMINATION OVERVIEW AND JUDGING CRITERIA**



# FIRST NATIONS COMMUNITY PARTNERSHIP

## ABOUT THIS AWARD

This award is for an initiative or program that demonstrates exceptional collaboration and dedication in fostering meaningful relationships and outcomes between councils, First Nations people and the general community.

This could include, but is not limited to, initiatives in:

- Professional development and education (both from a Council officer perspective and/or the First Nations community)
- Business and economic development
- Leadership in the community
- Recreation and events
- Governance and decision making
- Environment and sustainability

## JUDGING CRITERIA

- **Clear description of approach adopted**
- **Community involvement and collaboration: Active participation and engagement of First Nations people in the planning, implementation and long term commitment of the initiative or program.**
- **Evidence of courageous leadership in the face of opposition or adversity**
- **Clarity and delivery of outcomes within the organisation and the community/municipality**
- **Measurable benefits to the organisation, Indigenous community, and the broader community/municipality**
- **Cultural Sensitivity: Respect and incorporation of First Nations cultural values and practices in the initiative or program.**

**Please answer the following questions:**

### OVERVIEW

1. Size of your Council:
  - Small, Medium or Large
  - Area in terms of km<sup>2</sup>
  - Population
  - Number of employees
  - Full-time equivalent.
2. Provide a summary of the key aspects of the initiative and what it has achieved. **(100 words)**

### RATIONALE

3. What are the objectives and intended outcomes of the initiative? **(250 words)**
4. How did the initiative achieve its intended goals? Did it achieve more goals than were intended? **(250 words)**

### DISTINGUISHING FEATURES OF THE INITIATIVE

5. Describe the approach that was adopted in implementing the initiative. **(200 words)**
6. What made the initiative effective and how was this evaluated? Provide evidence. **(200 words)**
7. What sets it apart from what the organisation has previously done? **(100 words)**

8. What processes were used to engage with individual members of each community (people from both First Nations and non-First Nations backgrounds)? How were the First Nations communities given a meaningful voice in the decision-making? **(200 words)**
9. How has the work impacted positively on the organisation, First Nations community and non-First Nations community? **(200 words)**
10. What cross partnerships were established? Please explain. **(200 words)**
11. What mechanisms exist for feedback and evaluation? **(200 words)**

### BARRIERS AND COSTS

12. List any barriers that have been overcome to achieve success and any bold leadership that was undertaken when faced with obstacles, resistance or difficult situations. **(200 words)**
13. List any costs associated with it. These should include actual expenses including staff hours and should be articulated along with benefits to the community which can be both quantitative and qualitative. **(250 words)**

### PRESERVATION OF CULTURAL VALUES

14. How does this initiative ensure the ongoing preservation of First Nations cultural values into the future? **(150 words)**

### GENERAL COMMENTS

15. Any other general comments. **(up to 250 words)**

**[CLICK HERE TO NOMINATE FOR THIS CATEGORY](#)**

# COMMUNITY ASSETS AND INFRASTRUCTURE

## PROJECTS UNDER \$5 MILLION

### ABOUT THIS AWARD

Initiatives that maximise benefits to the community and showcase partnerships in developing and managing community assets. This section is for projects that cost under \$5 million that are new and a one-off activity of a capital nature.

## JUDGING CRITERIA

- **Clarity of the initiative's outcomes**
- **Innovative features**
- **Demonstrated leadership**
- **Cost benefits**
- **Size and complexity of initiative relative to funding and resources**
- **Transferability/key learnings**
- **Demonstration of sustainability**

Please answer the following questions:

### OVERVIEW

1. Size of your Council:
  - **Small, Medium or Large**
  - **Area in terms of km<sup>2</sup>**
  - **Population**
  - **Number of employees**
  - **Full-time equivalent.**
2. Provide a brief summary of the initiative outlining key information and achievements. **(100 words)**

### RATIONALE

3. What were the objectives and outcomes of the initiative? **(250 words)**

### PROJECT DELIVERY

4. Who were the people responsible and involved and how did each contribute towards the initiative? List any effective/innovative approaches adopted resulting in greater value add to the end user. **(200 words)**
5. Did the initiative involve any cross-functional working relationships/arrangements. If so, explain. **(200 words)**
6. How was leadership critical to the success of this project? Who provided this and how (taking into consideration partnerships formed, community leadership, internal leadership and so on)? **(200 words)**

### COST BENEFITS

7. What were the project dollar costs including value contributed by funding partners, staff costs, value of volunteer effort, cost saving or return on investment as a result of the project (if applicable), and overall benefit/value created if calculable? **(300 words)**

### IMPACT

8. How has it positively impacted on the local community taking into consideration social, economic and environmental factors? **(200 words)**
9. How did you evaluate its effectiveness? What KPIs, data or other measures were used and how did they demonstrate success? **(250 words)**
10. How did the initiative achieve its intended goals and did it achieve more positive outcomes than were intended? How did you know? Please provide evidence. **(250 words)**
11. List any barriers that have been overcome to achieve success and what was done to overcome these. **(250 words)**

### LEADING PRACTICE

12. List the distinguishing and innovative features of the initiative. **(250 words)**
13. Provide details of how sustainable the project is in terms of project design, materials, operations and so on, and what the key features and impacts were. **(250 words)**
14. What are the learnings or key elements of this project that are worth sharing and/or could be replicable elsewhere? **(200 words)**

### GENERAL COMMENTS

15. Any other general comments. **(up to 250 words)**

**(Please make photos and video attachment compulsory for all categories)**

**CLICK HERE TO NOMINATE FOR THIS CATEGORY**



# COMMUNITY ASSETS AND INFRASTRUCTURE

## PROJECTS \$5 MILLION – \$20 MILLION WITH A POPULATION UNDER 50,000

### ABOUT THIS AWARD

Initiatives that maximise benefits to the community with a population less than 50,000 and showcase partnerships in developing and managing community assets. It is for projects that cost \$5 million – \$20 million and are new and a one-off activity of a capital nature.

## JUDGING CRITERIA

- **Clarity of the initiative's outcomes**
- **Innovative features**
- **Demonstrated leadership**
- **Cost benefits**
- **Size and complexity of initiative relative to funding and resources**
- **Transferability/key learnings**
- **Demonstration of sustainability**

**Please answer the following questions:**

### OVERVIEW

1. Size of your Council:
  - **Small, Medium or Large**
  - **Area in terms of km<sup>2</sup>**
  - **Population**
  - **Number of employees**
  - **Full-time equivalent.**
2. Provide a brief summary of the initiative outlining key information and achievements. **(100 words)**

### RATIONALE

3. What were the objectives and outcomes of the initiative? **(250 words)**

### PROJECT DELIVERY

4. Who were the people responsible and involved and how did each contribute towards the initiative? List any effective/innovative approaches adopted resulting in greater value add to the end user. **(200 words)**
5. Did the initiative involve any cross-functional working relationships/arrangements. If so, explain. **(200 words)**
6. How was leadership critical to the success of this project? Who provided this and how (taking into consideration partnerships formed, community leadership, internal leadership and so on)? **(200 words)**

### COST BENEFITS

7. What were the project dollar costs including value contributed by funding partners, staff costs, value of volunteer effort, cost saving or return on investment as a result of the project (if applicable), and overall benefit/value created if calculable? **(300 words)**

### IMPACT

8. How has it positively impacted on the local community taking into consideration social, economic and environmental factors? **(200 words)**
9. How did you evaluate its effectiveness? What KPIs, data or other measures were used and how did they demonstrate success? **(250 words)**
10. How did the initiative achieve its intended goals and did it achieve more positive outcomes than were intended? How did you know? Please provide evidence. **(250 words)**
11. List any barriers that have been overcome to achieve success and what was done to overcome these. **(250 words)**

### LEADING PRACTICE

12. List the distinguishing and innovative features of the initiative. **(250 words)**
13. Provide details of how sustainable the project is in terms of project design, materials, operations and so on, and what the key features and impacts were. **(250 words)**
14. What are the learnings or key elements of this project that are worth sharing and/or could be replicable elsewhere? **(200 words)**

### GENERAL COMMENTS

15. Any other general comments. **(up to 250 words)**

**If you have a schematic plan of the project, please attach.**

**[CLICK HERE TO NOMINATE FOR THIS CATEGORY](#)**



# COMMUNITY ASSETS AND INFRASTRUCTURE

## PROJECTS \$5 MILLION – \$20 MILLION WITH A POPULATION OVER 50,000

### ABOUT THIS AWARD

Initiatives that maximise benefits to the community with a population over 50,000 and showcase partnerships in developing and managing community assets. It is for projects that cost \$5M-\$20M and are new and a one-off activity of a capital nature.

## JUDGING CRITERIA

- **Clarity of the initiative's outcomes**
- **Innovative features**
- **Demonstrated leadership**
- **Cost benefits**
- **Size and complexity of initiative relative to funding and resources**
- **Transferability/key learnings**
- **Demonstration of sustainability**

**Please answer the following questions:**

### OVERVIEW

1. Size of your Council:
  - **Small, Medium or Large**
  - **Area in terms of km<sup>2</sup>**
  - **Population**
  - **Number of employees**
  - **Full-time equivalent.**
2. Provide a brief summary of the initiative outlining key information and achievements. **(100 words)**

### RATIONALE

3. What were the objectives and outcomes of the initiative? **(250 words)**

### PROJECT DELIVERY

4. Who were the people responsible and involved and how did each contribute towards the initiative? List any effective/innovative approaches adopted resulting in greater value add to the end user. **(200 words)**
5. Did the initiative involve any cross-functional working relationships/arrangements. If so, explain. **(200 words)**
6. How was leadership critical to the success of this project? Who provided this and how (taking into consideration partnerships formed, community leadership, internal leadership and so on)? **(200 words)**

### COST BENEFITS

7. What were the project dollar costs including value contributed by funding partners, staff costs, value of volunteer effort, cost saving or return on investment as a result of the project (if applicable), and overall benefit/value created if calculable? **(300 words)**

### IMPACT

8. How has it positively impacted on the local community taking into consideration social, economic and environmental factors? **(200 words)**
9. How did you evaluate its effectiveness? What KPIs, data or other measures were used and how did they demonstrate success? **(250 words)**
10. How did the initiative achieve its intended goals and did it achieve more positive outcomes than were intended? How did you know? Please provide evidence. **(250 words)**
11. List any barriers that have been overcome to achieve success and what was done to overcome these. **(250 words)**

### LEADING PRACTICE

12. List the distinguishing and innovative features of the initiative. **(250 words)**
13. Provide details of how sustainable the project is in terms of project design, materials, operations and so on, and what the key features and impacts were. **(250 words)**
14. What are the learnings or key elements of this project that are worth sharing and/or could be replicable elsewhere? **(200 words)**

### GENERAL COMMENTS

15. Any other general comments. **(up to 250 words)**

**If you have a schematic plan of the project, please attach.**

**[CLICK HERE TO NOMINATE FOR THIS CATEGORY](#)**



# COMMUNITY ASSETS AND INFRASTRUCTURE

## PROJECTS OVER \$20 MILLION

### ABOUT THIS AWARD

Initiatives that maximise benefits to the community showcasing partnerships in developing and managing community assets. It is for projects that cost over \$20 million and are new and a one-off activity of a capital nature.

## JUDGING CRITERIA

- **Clarity of the initiative's outcomes**
- **Innovative features**
- **Demonstrated leadership**
- **Cost benefits**
- **Size and complexity of initiative relative to funding and resources**
- **Transferability/key learnings**
- **Demonstration of sustainability**

**Please answer the following questions:**

### OVERVIEW

1. Size of your Council:
  - **Small, Medium or Large**
  - **Area in terms of km<sup>2</sup>**
  - **Population**
  - **Number of employees**
  - **Full-time equivalent.**
2. Provide a brief summary of the initiative outlining key information and achievements. **(100 words)**

### RATIONALE

3. What were the objectives and outcomes of the initiative? **(250 words)**

### PROJECT DELIVERY

4. Who were the people responsible and involved and how did each contribute towards the initiative? List any effective/innovative approaches adopted resulting in greater value add to the end user. **(200 words)**
5. Did the initiative involve any cross-functional working relationships/arrangements. If so, explain. **(200 words)**
6. How was leadership critical to the success of this project? Who provided this and how (taking into consideration partnerships formed, community leadership, internal leadership and so on)? **(200 words)**

### COST BENEFITS

7. What were the project dollar costs including value contributed by funding partners, staff costs, value of volunteer effort, cost saving or return on investment as a result of the project (if applicable), and overall benefit/value created if calculable? **(300 words)**

### IMPACT

8. How has it positively impacted on the local community taking into consideration social, economic and environmental factors? **(200 words)**
9. How did you evaluate its effectiveness? What KPIs, data or other measures were used and how did they demonstrate success? **(250 words)**
10. How did the initiative achieve its intended goals and did it achieve more positive outcomes than were intended? How did you know? Please provide evidence. **(250 words)**
11. List any barriers that have been overcome to achieve success and what was done to overcome these. **(250 words)**

### LEADING PRACTICE

12. List the distinguishing and innovative features of the initiative. **(250 words)**
13. Provide details of how sustainable the project is in terms of project design, materials, operations and so on, and what the key features and impacts were. **(250 words)**
14. What are the learnings or key elements of this project that are worth sharing and/or could be replicable elsewhere? **(200 words)**

### GENERAL COMMENTS

15. Any other general comments. **(up to 250 words)**

**If you have a schematic plan of the project, please attach.**

**[CLICK HERE TO NOMINATE FOR THIS CATEGORY](#)**



# COMMUNITY PARTNERSHIPS

## ABOUT THIS AWARD

Initiatives that demonstrate a commitment to working with and/or in the community to achieve positive outcomes.

## JUDGING CRITERIA

- **Clarity of outcomes and impact on the sector and community**
- **Level of innovation**
- **Inclusive contribution and gender equality**
- **Demonstrated leadership**
- **Effectiveness of collaboration**
- **Transferability of the initiative**
- **Size and complexity of initiative relative to funding and resources**

## Please answer the following questions:

### OVERVIEW

1. Size of your Council:
  - Small, Medium or Large
  - Area in terms of km<sup>2</sup>
  - Population
  - Number of employees
  - Full-time equivalent.
2. Provide a brief summary of the project or initiative outlining key information and achievements. **(100 words)**

### RATIONALE

3. Explain the rationale for the initiative as well as objectives and outcomes. **(200 words)**
4. How does the initiative support and address local priorities or needs in the community and long-term goals of the Council? **(200 words)**

### PROJECT DELIVERY

5. How was your project carried out in a structured way with clearly defined objectives, scope and outcomes? **(200 words)**
6. Is the initiative financially sustainable and how is this managed? List dollar costs associated with the initiative; this should include actual expenses including staff hours and should be articulated along with benefits to the community, which can be both quantitative and qualitative. **(250 words)**

7. Who were the people responsible for and involved in developing the project and how did they contribute? How did project managers identify and engage relevant stakeholders? Explain any cross-functional working relationships. How did council strive to achieve gender equality, diversity, and inclusivity among the community members who contributed to the project? **(300 words)**
8. Are there monitoring and evaluation processes in place to ensure the project continues to improve over time? If so, explain them. **(150 words)**

### IMPACT

9. List the distinguishing and innovative features of the initiative. How has the project demonstrated tangible, measurable outcomes? Has the project achieved what it set out to deliver? Include any value add to the community. **(300 words)**

### LEADING PRACTICE

10. To what extent does this project or initiative serve as leading practice in the sector? **(100 words)**
11. How could the initiative be transferred to other Councils/ organisations? How have you contributed to the knowledge base to the benefit of other Councils? **(200 words)**

### GENERAL COMMENTS

12. Any other general comments. **(up to 250 words)**

[\*\*CLICK HERE TO NOMINATE FOR THIS CATEGORY\*\*](#)



# DIGITAL AND TECHNOLOGY

## ABOUT THIS AWARD

This award recognises excellence in innovation and expertise in utilising electronic tools, devices, systems and resources to enhance the work of councils, from generating, storing or processing data to improving engagement and streamlining administrative processes. It celebrates outstanding commitment to leveraging digital solutions for the betterment of communities, fostering efficiency, transparency and inclusivity in governance.

Initiatives can include those that increase safety and responsibility online or those that increase effectiveness of professional messaging and communication online.

## JUDGING CRITERIA

- **Clarity of objectives and outcomes**
- **Innovative technological solutions**
- **User-centric design and the ability to meet specific target group needs**
- **Impact on citizen engagement**
- **Collaboration and partnerships**
- **Extent of leading practice**
- **Sustainability and transferability**

**Please answer the following questions:**

### OVERVIEW

1. Size of your Council:
  - **Small, Medium or Large**
  - **Area in terms of km<sup>2</sup>**
  - **Population**
  - **Number of employees**
  - **Full-time equivalent.**
2. Provide a summary of the key aspects of the initiative and what it achieved. **(up to 100 words)**

### RATIONALE

3. What were the objectives and outcomes of the initiative? Did it achieve it's intended goals? **(250 words)**
4. How was a user-centric design applied? **(250 words)**

### PROJECT DELIVERY

5. How was the project carried out in a structured way with clearly defined objectives, scope and outcomes. **(100 words)**
6. Who were the people responsible and how did they drive the digital transformation agenda? **(200 words)**
7. How were relevant stakeholders identified and engaged? Did the initiative involve any cross-functional working relationships or arrangements? If so, explain along with any effective/innovative approaches adopted. **(200 words)**

### IMPACT

8. List distinguishing and innovative features of the initiative. How has the initiative demonstrated tangible, measurable outcomes? Did it achieve more goals than were intended? **(200 words)**
9. What impact has it had in citizen engagement and participation? **(200 words)**

### LEADING PRACTICE

10. What innovative technological solutions were applied and to what extent does this initiative serve as leading practice in the sector? **(150 words)**

### SUSTAINABILITY

11. Are there monitoring and evaluation processes in place to ensure the initiative continues to improve? If so, explain. **(150 words)**
12. Is the initiative financially sustainable and how is this managed? List costs associated with the initiative. This should include actual expenses including staff hours and should be articulated along with benefits to the community which can be both quantitative and qualitative. **(250 words)**
13. How will this initiative be sustained in future? **(200 words)**

### TRANSFERABILITY

14. How could this initiative be transferred to other Councils/ organisations? **(200 words)**

### GENERAL COMMENTS

15. Any other general comments. **(up to 250 words)**

**[CLICK HERE TO NOMINATE FOR THIS CATEGORY](#)**

# DISASTER READINESS AND RECOVERY

## ABOUT THIS AWARD

This award recognises initiatives that help to prevent disasters and mitigate climate change, that support recovery and preparedness, and/or that increase capacity to protect lives and livelihoods while reducing infrastructure damage or loss. This includes initiatives that reduce the impact of disasters, support the identification of risk and increase response capacity.

## JUDGING CRITERIA

- **Level of disaster risk reduction**
- **Level of innovative thinking in decision-making and consideration of diverse voices**
- **Level of community engagement**
- **Collaborative and coordinated approach**
- **Sustainable outcomes resulting in more resilient communities and enhanced capacity to prepare for and recover from emergencies**
- **Transferability**

## Please answer the following questions:

### OVERVIEW

1. Size of your Council:
  - Small, Medium or Large
  - Area in terms of km<sup>2</sup>
  - Population
  - Number of employees
  - Full-time equivalent.
2. Provide a summary of the key aspects of the initiative and what it achieved. **(100 words)**

### RATIONALE

3. Explain the initiative's rationale as well as its objectives and outcomes. **(200 words)**
4. How does the initiative make a positive contribution to disaster resilience from the perspective of the community and Council? **(200 words)**

### PROJECT DELIVERY

5. How is the initiative being carried out in a structured way with clearly defined objectives, scope, and outcomes? **(200 words)**
6. Who are the people responsible for the implementation and reduction of risk and how are they continuing to contribute? **(200 words)**
7. How did project managers identify and engage relevant stakeholders? Did the initiative involve any cross-functional working relationships or arrangements? If so, explain along with any effective/innovative approaches adopted. **(200 words)**

8. Explain the demonstrated methods of inclusion of affected or relevant groups in the decision-making process. **(150 words)**

### IMPACT

9. List any distinguishing and innovative features of the initiative. How is it strengthening resilience and reducing risk to date from both a community and Council perspective? Did it achieve more positive outcomes that were intended. **(200 words)**

### SUSTAINABILITY

10. Is the initiative financially sustainable and how is this managed? List costs associated with the initiative. This should include actual expenses including staff hours and should be articulated along with benefits to the community which can be both quantitative and qualitative. **(250 words)**
11. Are there monitoring and evaluation processes in place to ensure the initiative continues to improve? If so, explain. **(200 words)**

### LEADING PRACTICE

12. How could the initiative be transferred to other Councils/ organisations? How has it contributed to the knowledge base to the benefit of other Councils? **(200 words)**

### GENERAL COMMENTS

13. Any other general comments. **(up to 250 words)**

[\*\*CLICK HERE TO NOMINATE FOR THIS CATEGORY\*\*](#)



# DIVERSITY AND INCLUSION

## ABOUT THIS AWARD

This category is open to achievements/outcomes that acknowledge, support and celebrate diversity and inclusion in relation to internal practices and/or within the broader community context. This includes, but is not limited to ethnicity, language, ability, sex, gender, sexual orientation, age, class, education level, personality, political beliefs and other ideologies. It is about understanding and respecting each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity within each individual – whether it be in an organisational or community context.

## JUDGING CRITERIA

- **Commitment to diversity and inclusion**
- **Influence and originality**
- **Capacity for establishing and maintaining partnerships**
- **Benefits to the organisation and/or community**
- **Outcomes achieved within the organisation and/or the community**
- **Establishment of cross functional working relationships**

## Please answer the following questions:

### OVERVIEW

1. Size of your Council:
  - Small, Medium or Large
  - Area in terms of km<sup>2</sup>
  - Population
  - Number of employees
  - Full-time equivalent.

### SUMMARY

2. Provide a brief summary of the key aspects of the initiative and what it has achieved. **(100 words)**

### OVERVIEW

3. Identify area/s of diversity and inclusion that your approach addresses, for example ethnicity, language, ability, sex, gender, sexual orientation, age, class, education, personality or political beliefs. If other, please identify. **(200 words)**
4. Describe outcomes/benefits resulting from the approach, both from an organisational and community perspective. **(300 words)**
5. Has the approach brought about organisational excellence and/or greater community inclusion and if so, how? **(200 words)**

6. List the distinguishing features of the approach taken to encourage greater diversity and inclusion which might address but not be limited to:
  - Capacity for establishing and maintaining partnerships
  - Sustainability of practice
  - Establishment/encouragement of cross-functional working relationships/arrangements
  - The influence diversity and inclusion have on innovation.**(300 words)**

7. Explain how it has positively impacted on the community. **(200 words)**

8. List barriers overcome to achieve success. **(250 words)**

9. Are there any dollar costs associated with the approach? If so, please list. **(100 words)**

### GENERAL COMMENTS

10. Any other general comments. **(up to 250 words)**

**[CLICK HERE TO NOMINATE FOR THIS CATEGORY](#)**

# ENVIRONMENTAL SUSTAINABILITY

## ABOUT THIS AWARD

Initiatives that demonstrate excellence in the delivery of environmentally sustainable processes or projects. These provide a new way of ensuring programs, projects and developments meet present needs, without compromising future generations.

## JUDGING CRITERIA

- **Clarity of the initiative's outcomes**
- **Innovative features**
- **Size and complexity of initiative relative to funding**
- **Cost benefits**
- **Sustainability of project**

## Please answer the following questions:

### OVERVIEW

1. Size of your Council:
  - **Small, Medium or Large**
  - **Area in terms of km<sup>2</sup>**
  - **Population**
  - **Number of employees**
  - **Full-time equivalent.**
2. Provide a summary of the project outlining key information and achievements. **(100 words)**

### RATIONALE

3. Explain the project's rationale as well as objectives. **(200 words)**
4. How does it support and address local priorities or community needs and long-term goals of the Council? **(200 words)**

### PROJECT DELIVERY

5. How was the initiative carried out in a structured way with clearly defined objectives, scope, and outcomes? **(200 words)**
6. Is the initiative financially sustainable and how is this managed? List associated dollar costs including expenses and staff hours while articulating benefits to the community which can be both quantitative and qualitative. **(250 words)**
7. Who were the people responsible and involved and how did they contribute? How did project managers identify and engage relevant stakeholders? Did the initiative involve any cross-functional working relationships/ arrangements? If so, explain along with any effective/ innovative approaches adopted. **(250 words)**

8. Are there monitoring and evaluation processes in place to ensure the project continues to improve over time? If so, explain. **(150 words)**

### IMPACT

9. List distinguishing and innovative features of the initiative. How has it demonstrated tangible, measurable outcomes? Has the project achieved what it set out to deliver and did it deliver more positive outcomes than intended? **(250 words)**
10. To what extent has this initiative added value to the Council or the community? **(100 words)**

### LEADING PRACTICE

11. To what extent does this project serve in leading practice and how will it be sustained? **(200 words)**
12. How could the initiative be transferred to other Councils/ organisations? How has it contributed to the knowledge base to the benefit of other Councils? **(200 words)**

### GENERAL COMMENTS

13. Any other general comments. **(up to 250 words)**

**[CLICK HERE TO NOMINATE FOR THIS CATEGORY](#)**



# INNOVATIVE LEADERSHIP

## ABOUT THIS AWARD

Projects demonstrating new ways of leading, facilitating, administering, controlling or ensuring a particular outcome is achieved and that make positive changes to management of an organisation's practices or projects.

## JUDGING CRITERIA

- **Clarity of program/project objectives and outcomes**
- **Originality and effectiveness of the initiative**
- **Achievement of project versus intention**
- **Sustainability/transferability of the initiative**
- **Demonstrated leadership**
- **Size and complexity of initiative relative to funding and resources**

## Please answer the following questions:

### OVERVIEW

1. Size of your Council:
  - **Small, Medium or Large**
  - **Area in terms of km<sup>2</sup>**
  - **Population**
  - **Number of employees**
  - **Full-time equivalent.**
2. Provide a brief summary of the project or initiative outlining key information and achievements. **(100 words)**

### RATIONALE

3. Explain rationale for the initiative as well as objectives and outcomes. **(200 words)**
4. How does the initiative support and address local priorities or needs in the community and long-term goals of the Council? **(200 words)**

### PROJECT DELIVERY

5. How was the project carried out in a structured way with clearly defined objectives, scope and outcomes? **(200 words)**
6. Is the initiative financially sustainable and how is this managed? List costs associated with the initiative. This should include actual expenses including staff hours and should be articulated along with benefits to the community which can be both quantitative and qualitative. **(250 words)**
7. Who were the people responsible for and involved in developing this initiative and how did they contribute? **(200 words)**

8. How did project managers identify and engage relevant stakeholders? Did the initiative involve any cross-functional working relationships/arrangements? If so, explain along with any effective/innovative approaches adopted. **(200 words)**
9. Are there monitoring and evaluation processes in place to ensure the project continues to improve? If so, explain. **(150 words)**

### IMPACT

10. List distinguishing and innovative features of the project. How has the initiative demonstrated tangible, measurable outcomes? Has the project achieved what it set out to deliver and did it achieve more goals than intended. **(250 words)**
11. To what extent has this project added value to the Council or the community? **(100 words)**

### LEADING PRACTICE

12. To what extent does this project or initiative serve as leading practice in the sector and how will it be sustained in future? **(200 words)**
13. How could the initiative be transferred to other Councils/organisations? How have you contributed to the knowledge base for the benefit of other Councils? **(200 words)**

### GENERAL COMMENTS

14. Any other general comments. **(up to 250 words)**

**[CLICK HERE TO NOMINATE FOR THIS CATEGORY](#)**

# SERVICE DELIVERY

## ABOUT THIS AWARD

Initiatives demonstrating best practice (outstanding action), or the pursuit of excellence in service/s delivery to the community or specified target market and that will continue.

## JUDGING CRITERIA

- **Clarity of demonstrated outcomes**
- **Benefits relative to cost**
- **Size and complexity of initiative relative to funding and resources**
- **Innovative and defining features**
- **Effectiveness/transferability**
- **Financial sustainability**
- **Ability to meet specific clients/target group needs**

## Please answer the following questions:

### OVERVIEW

1. Size of your Council:
  - Small, Medium or Large
  - Area in terms of km<sup>2</sup>
  - Population
  - Number of employees
  - Full-time equivalent.
2. Provide a summary of the key aspects of the initiative and what it has achieved. **(100 words)**

### RATIONALE

3. What are the objectives and intended outcomes of the initiative? **(250 words)**

### PROJECT DELIVERY

4. How was your project carried out in a structured way with clearly defined objectives, scope and outcomes. **(200 words)**
5. Is the initiative financially sustainable and how is this managed? List costs associated and include actual expenses including staff hours and articulate the benefits to the community which can be both quantitative and qualitative. **(250 words)**
6. Who were the people responsible for and involved in developing this initiative and how did they contribute? **(200 words)**

7. How did project managers identify and engage relevant stakeholders? Did the initiative involve any cross-functional working relationships/arrangements? If so, explain along with any effective/innovative approaches adopted. **(200 words)**
8. Are there monitoring and evaluation processes in place to ensure the project continues to improve over time? If so, please explain. **(150 words)**

### IMPACT

9. List the distinguishing and innovative features of the initiative. How has the initiative demonstrated tangible, measurable outcomes? Has it achieved what it set out to deliver and did it achieve more than intended? **(250 words)**
10. To what extent has this project added value to the Council or the community? **(100 words)**

### LEADING PRACTICE

11. To what extent does this project or initiative serve as leading practice in the sector and how will it be sustained? **(200 words)**
12. How could the initiative be transferred to other Councils/organisations? How have you contributed to the knowledge base to the benefit of other Councils? **(200 words)**

### GENERAL COMMENTS

13. Any other general comments. **(up to 250 words)**

[\*\*CLICK HERE TO NOMINATE FOR THIS CATEGORY\*\*](#)



# SPECIAL PROJECTS

## ABOUT THIS AWARD

Initiatives that are exceptional and one-off. Projects entered in this category must be original and assist the community over and above Council's day to day activities.

## JUDGING CRITERIA

- **Clarity of program/project objectives and outcomes**
- **Demonstration of an effective/innovative approach and outcomes**
- **Impact of the initiative**
- **Size and complexity of initiative relative to funding and resources**
- **Extent of leading practice**
- **Cost benefits of the initiative**

**Please answer the following questions:**

### OVERVIEW

1. Size of your Council:
  - Small, Medium or Large
  - Area in terms of km<sup>2</sup>
  - Population
  - Number of employees
  - Full-time equivalent.
2. Provide a summary of the key aspects of the initiative and what it achieved. **(up to 100 words)**

### RATIONALE

3. What were the objectives and outcomes of the initiative? **(250 words)**
4. Did the initiative achieve its intended goals and did it achieve more positive outcomes than were intended? **(250 words)**

### PROJECT DELIVERY

5. List any barriers overcome to achieve success. **(250 words)**
6. List costs associated with the initiative. This should include actual dollar expenses including staff hours and should be articulated along with benefits to the community, which can be both quantitative and qualitative. **(250 words)**
7. Who were the people responsible for developing this initiative? **(up to 200 words)**
8. How did each person contribute towards the initiative? List any effective/innovative approaches adopted. **(up to 200 words)**
9. Explain how leadership was demonstrated in this initiative. **(200 words)**

### IMPACT

10. List the distinguishing and innovative features of the initiative. **(250 words)**
11. Did the project involve any cross-functional working relationships/arrangements? If so, explain. **(200 words)**
12. How has it positively impacted the local community? **(200 words)**
13. How did you evaluate its effectiveness? **(200 words)**

### LEADING PRACTICE

14. To what extent does this initiative serve as leading practice in the sector? **(250 words)**
15. How could the initiative be transferred to another Council/organisation? **(up to 200 words)**

### GENERAL COMMENTS

16. Any other general comments. **(up to 250 words)**

**[CLICK HERE TO NOMINATE FOR THIS CATEGORY](#)**

# OUTSTANDING SMALL RURAL COUNCIL

## ABOUT THIS AWARD

This category recognises the resource challenges faced by smaller rural Councils. Nominations received by eligible Councils in the existing categories (except for Young Achiever) will automatically be entered into this new category without a separate submission having to be made.

## JUDGING CRITERIA

- **Demonstration of program/project objectives and measurable outcomes**
- **Demonstrated innovative approach**
- **Size and complexity of initiative relative to funding**
- **Impact of initiative on community/organisation, relative to resources and cost**
- **Transferability of initiative**

**SMALL RURAL COUNCILS ENTERING THE AWARDS IN OTHER CATEGORIES WILL BE AUTOMATICALLY NOMINATED IN THIS CATEGORY.**

**[CLICK HERE TO NOMINATE FOR THIS CATEGORY](#)**



# YOUNG ACHIEVER

## ABOUT THIS AWARD

This award acknowledges recognisable achievements in the sector by people up to 30 years of age (as of 31 December 2025) and working in Local Government. Nominations will be accepted from both LGPro Members and Non-Members. The person putting forward the nomination must be an LGPro Member however, it is not a requirement for the nominee to be an LGPro Member.

## JUDGING CRITERIA

- **Major achievements of the nominee**
- **Demonstrated leadership qualities**
- **Level of commitment to driving change**
- **Specific individual contribution made to Council and/or sector**
- **Commitment to self-development**

## Please answer the following questions:

### OVERVIEW

1. Size of your Council:
  - Small, Medium or Large
  - Area in terms of km<sup>2</sup>
  - Population
  - Number of employees
  - Full-time equivalent.

### SUMMARY OF THE NOMINEE

2. Provide a short summary of the key attributes and achievements of the Young Achiever which could be used for promotional purposes. **(100 words)**

### DESCRIPTION OF THE NOMINEE

3. Please elaborate on the major achievements of the nominee. **(250 words)**
4. Explain the specific contribution they have made to the Council and/or sector as an individual rather than as part of a team and their leadership qualities. **(250 words)**
5. Describe their level of commitment to driving change both within the organisation and the community and the degree of difficulty associated with driving this change, taking into consideration the resources available within the organisation. **(250 words)**

6. Provide examples of the specific contribution the nominee has made in completing tasks above and beyond parameters and expectations of their position. **(250 words)**
7. Does the nominee commit to self-development in the sector through extra-curricular, relationship development or professional association mechanisms? If so, please explain. **(100 words)**

### GENERAL COMMENTS

8. Any other general comments. **(100 words)**

### AGE AND WORK HISTORY

9. Age on 31 December 2025.  
**(nominee must be 30 or under at this date)**
10. A current CV. **(maximum two pages)**
11. An endorsement from your CEO.  
**(tick endorsement box in the online portal to indicate the nomination is supported by the CEO)**

**[CLICK HERE TO NOMINATE FOR THIS CATEGORY](#)**



# LGPRO AWARDS FOR EXCELLENCE

## ADDITIONAL INFORMATION

### ADDITIONAL INFORMATION REQUIRED ACROSS ALL CATEGORIES:

- Four to five colour photos relating to the nomination (photos to be at least 1MB and in JPEG format) with names and titles of people in each photograph and a brief explanation about the photo.
- A hyperlink to a **45 second** YouTube video providing a snapshot of your initiative to give the judges context around your initiative to be attached in nomination portal. Please note that it does not have to be a polished video and can be filmed using an iphone and free software available online e.g. Canva, Adobe Express etc. For a link to a YouTube video on How to Make a Video with Pictures and Music for Free go to: <https://www.youtube.com/watch>. In the event your council is a finalist, you are welcome to submit a more polished video as an MP4 file to [dianap@lgpro.com](mailto:dianap@lgpro.com) via Dropbox, Google Drive or other appropriate platform by **Friday 3 July 2026**. Please include council name, project and category when emailing. The MP4 video will be played at the Awards ceremony if you are a winning council and may also be uploaded to our Member Resource library.
- Two nominators are required for each submission, one of which must be the council CEO, and both are required to be LGPro Members.
- Authorisation is required from the council CEO.
- Name of team nominating for the award.
- An online Written Material and Consent Form needs to be completed giving permission for the written material, graphics and video provided to be used by LGPro and/or our affiliates in publications, brochures and on internet sites to promote a range of initiatives and whole of government projects or programs.

## GOT QUESTIONS?

Contact Diana Pawluk on (03) 9268 6404 or email [dianap@lgpro.com](mailto:dianap@lgpro.com)